

**DIVERSITY AND INCLUSION IN THE PROFESSION COMMITTEE**  
**PURPOSE AND SCOPE**

The Alabama State Bar is committed to advance the principles of racial, ethnic, gender, age and geographic diversity in the profession and to broaden the inclusion of all of its members. Currently, there are 18,580 members of the Alabama State Bar. The following statistics show the breakdown of membership as to race, gender, in state, out of state, and categories of membership:

	<b><u>In State</u></b>	<b><u>Out of State</u></b>
Regular Members:	11,842	2,041
Special Members:	2,846	1,629
New Admittees:	119	103
<b>Total and Percentage:</b>	<b>14,807 (79.7%)</b>	<b>3,773 (20.3%)</b>
Caucasian:	16,829 (90.6%)	
African-American:	1,400 (7.5%)	
Other:	351 (1.9%)	
<b>Total:</b>	<b>18,580 (100%)</b>	
Male:	12,295 (66.2%)	
Female:	6,285 (33.6%)	
<b>Total:</b>	<b>18,580 (100%)</b>	

The Committee shall:


- (1) Develop relationships with other entities in and outside the Alabama State Bar to increase educational and professional opportunities for women and minorities and evaluate the success of these efforts;
- (2) Use the resources of the American Bar Association including a review of model diversity programs offered by other bar associations for use in Alabama
- (3) Coordinate the committee's efforts with the Young Lawyers Section, the Women's Section, the Alabama Lawyers Association, and local minority bar associations and other groups as appropriate and desirable
- (4) Promote diversity and inclusion principles in law school admission.

The committee shall elect from its membership a secretary who shall be responsible for a written record of its actions. The secretary, or a designee, shall keep minutes of all meetings of the committee, or of a subcommittee. The original of the minutes shall be filed with the Alabama State Bar within 14 days after the meeting, to be made a part of the committee's permanent file.

The committee may divide itself into subcommittees as may be necessary to effectively carry out its work. The chairperson shall appoint sub-chairs for any subcommittee.

The Alabama State Bar, through its designated staff liaison, will assist the committee in carrying out its purposes.

Done this 26<sup>th</sup> day of August, 2020.



Robert G. Methvin, Jr., President  
Alabama State Bar