

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 18,953 members of the Alabama State Bar in Good Standing. The following statistics show the breakdown of membership as to race, gender, in state, out of state, and categories of membership:

	<u>In State</u>	<u>Out of State</u>
Regular Members:	12,011	2,266
Special Members:	2,830	1,597
New Admittees:	144	105
Total and Percentage:	14,985 (73.5%)	3,968 (26.5%)
Male:	9,894 (66.0%)	2,447 (61.67%)
Female:	5,091 (34.0%)	1,521 (38.33%)
Total:	14,985 (100%)	3,968 (100%)

Caucasian:	16,818 (88.7%)
African-American:	1,538 (8.1%)
Asian	152 (0.8%)
Hispanic/Latino	117 (0.6%)
Two or More Races	87 (0.5%)
Native American	33 (0.2%)
Native Hawaiian/Pacific Islander	6 (0.0%)
Other:	202 (1.1%)
Total:	18,953 (100%)

The Committee will:

- (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 will elect from its membership a secretary who will be responsible for a written record of its actions. The secretary, or a designee, will keep minutes of all meetings of the committee, or of a subcommittee. The original of the minutes will 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 22nd day of July, 2022.

A handwritten signature in black ink, appearing to read "C. Gibson Vance". The signature is written in a cursive style with a horizontal line extending from the end.

C. Gibson Vance