

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

The Alabama State Bar is committed to meeting the needs and broadening the inclusion of its diverse membership, taking into account its members' racial, ethnic, gender, age and geographic diversity. Currently, there are 19,266 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:

	<b><u>In State</u></b>	<b><u>Out of State</u></b>
Regular Members:	12,037	2,370
Special Members:	2,862	1,634
New Admittees:	204	149
<b>Total and Percentage:</b>	<b>15,103 (78.4%)</b>	<b>4,163 (21.6%)</b>
<b>Gender</b>	<b>Total</b>	
Male:	12,444 (64.6%)	
Female:	6,822 (35.4%)	
<b>Total and Percentage:</b>	<b>19,266 (100%)</b>	

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Caucasian/White	14,818 (76.9%)
African-American/Black	1,506 (7.8%)
Asian	163 (0.9%)
Hispanic/Latino	126 (0.7%)
Two or More Races	91 (0.5%)
Native American	32 (0.2%)
Native Hawaiian/Pacific Islander	6 (0.0%)
Other:	186 (1%)
Not Provided	2,338 (12.1%)
<b>Total:</b>	<b>19,266 (100%)</b>

The Alabama State Bar is also committed to seeing that Alabama's judicial system is accessible by the state's diverse residents, including those who are not fluent in the English language and who have disabilities.

This year, the Committee should endeavor to do the following:

- (1) Evaluate the extent to which the Alabama State Bar provides programs and benefits that address the needs of and are appealing to its diverse membership and whether there are members whose needs are not being adequately addressed.
- (2) Offer written recommendations for ways the Alabama State Bar can change or expand its programs and benefits to address the needs of and appeal to its diverse membership.
- (3) Evaluate whether barriers exist that limit access to the justice system by residents who are not fluent in the English language and who have disabilities.

- (4) Offer written recommendations for ways the Alabama State Bar can assist with meeting the needs of and improve access to the justice system for residents who are not fluent in the English language and who have disabilities.

In performing its work, the Committee should investigate what other mandatory state bars and other state judicial systems are doing differently than Alabama in these areas and should consider successful efforts in other states in making its recommendations.

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 14th day of September, 2023.



Brannon J. Buck  
President, 2023-2024  
Alabama State Bar