



CCCBA DIVERSE SPEAKER POLICY

(as of September 2021)

1. Statement of Purpose

- a. The Contra Costa County Bar Association's ("CCCBA") mission statement and goals include initiatives that support diversity, equity, and inclusion of marginalized and underrepresented persons or groups, which include, but are not limited to, people of color, women, people who identify as non-binary, people who identify as LGBTQ+, people with non-traditional gender expressions, people with a disability, and people who come from a low socio-economic status ("marginalized groups"). As a result, the CCCBA is committed to promoting diversity, equity, and creating a more inclusive legal community through its speaking opportunities and educational programs. To meet these objectives, CCCBA requires that panels of greater than three (3) people sponsored by the CCCBA, its sections or committees, include speakers from marginalized groups. CCCBA aspires to achieve a goal of 50% representation of marginalized groups on such panels.
- b. Additionally, reasonable efforts and accommodations will be made to ensure CCCBA programs are fully accessible to individuals with a disability.

2. Diversity Requirement

- a. For programs consisting of one to two (1 - 2) speakers, it is recommended and encouraged that at least one (1) of the speakers be from a marginalized group.
- b. For panels consisting of three (3) or more speakers, including the moderator, at least one (1) speaker from marginalized groups is required.
- c. For panels of four to six (4 - 6) speakers, including the moderator, at least two (2) speakers from marginalized groups are required.
- d. For panels of seven (7) or more speakers, including the moderator, at least three (3) speakers from marginalized groups are required.

3. Exceptions

- a. An exception to the diverse speaker requirement may be granted by the chairperson of the DEI committee if a good faith effort was made to include the requisite number of speakers from marginalized groups, but inclusion was unattainable. The sponsoring entity's historic inclusion of marginalized groups in its panels shall also be considered.
- b. When evaluating good faith exceptions, the totality of the circumstances and all relevant information shall be considered.
- c. CCCBA reserves the right to cancel or delay programs from sponsoring entities with repeated non-compliance.

4. Diversity Statistics

Sponsoring entities will certify that program speakers meet the diversity requirement on the [CCCBA Event/Program form](#). Demographic data about speakers may also be asked for though speakers will have the option to opt out of providing this data.

5. Recognition

The DEI committee will recognize entities that make concerted efforts to increase the diversity of their speakers.