



DIVERSITY AND INCLUSION INITIATIVE – CCCBA

I. STATEMENT OF GOALS AND OBJECTIVES

CCCBA and the undersigned firms and attorneys are committed to increasing diversity in its many facets, including without limitation, race, color, national origin, immigration status, ethnicity, gender, age, socio-economic status, religion, sexual orientation, gender identity and disability (hereinafter referred to as “Diverse”), by promoting and retaining such individuals to join the ranks of Contra Costa law firms.

The CCCBA recognizes that substantial and continuing under-representation of Diverse groups exists in this County, including within law firm populations. CCCBA and the undersigned law firms and attorneys also recognize that associations, law firms, and attorneys owe a duty to attempt to increase Diversity in the legal community. To help fulfill that duty, the undersigned law firms and attorneys agree to use their best efforts as follows:

1. To adopt, promote and publicize a commitment to Diversity at their firms or offices;
2. When recruiting at law schools, to actively recruit at law schools with Diverse law school populations or from Diverse bar associations, to encourage law students from Diverse populations to interview, to strongly consider and to hire Diverse applicants who meet the requisite hiring criteria for the firm;
3. If working with law school career offices, also make contact with Diverse bar associations, and Diverse law student organizations, to identify, interview and recruit Diverse candidates who meet the requisite hiring criteria for the firm;

The CCCBA can provide a list of Diverse bar association and law school contacts to pursue minority candidates.

4. If applicable, to adopt or evaluate current firm mentoring programs to ensure attorneys, law clerks or interns from Diverse groups (a) are included in and encouraged to attend all firm activities, (b) receive challenging, significant assignments, and (c) are encouraged to participate in meaningful community and bar-related activities, and are rewarded for successfully doing so;
5. To include, as appropriate, Diverse participation in the hiring and associate evaluation process;
6. For one member of the management group attorneys and/or committee chairs to participate in a bar-sponsored implicit bias training seminar every three years, and to

encourage all other attorneys and legal professionals in the firm to attend same.¹

II. PLEDGE

The undersigned firms and attorneys have signed this Diversity Initiative of the Contra Costa County Bar Association on the date next to the respective signatures to evidence their commitment to enhancing and improving Diversity in the legal community in Contra Costa County. We pledge to review our Diversity and Inclusion policies every year.

Firm Name	Managing Partner Name & Title	Date
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¹ *We recognize that individual firms vary greatly in size, management style and resources. We therefore expect that the undersigned firms will adopt different structures, programs and strategies to guide efforts to achieve the objectives enunciated in this Initiative.*