

GOAL #1**Increase the diversity of the Oregon bar and bench**

Strategy 1 – Increase the accuracy of the bar’s diversity demographic membership data

Strategy 2 – Develop a diverse pipeline of law students who feel supported, welcomed, and encouraged to practice law in Oregon

Strategy 3 – Encourage a diverse applicant pool for judicial appointments

Strategy 4 – Ensure the Board of Governors’ judicial appointment recommendations includes candidates who have demonstrated competency in dealing with diverse people and issues

GOAL #2**Increase engagement by bar leadership for community outreach**

Strategy 1 – Increase participation in events hosted by diverse organizations

GOAL #3**Increase the diversity of the pool of volunteer bar and community members engaged in OSB activities and leadership**

Strategy 1 – Increase the diversity of OSB CLE seminar speaker pool

Strategy 2 – Increase the diversity of lawyers and community members in Board of Governors appointed volunteer positions and on the Board of Governors

Strategy 3 – Increase the diversity of the New Lawyer Mentoring Committee and volunteer mentor pool

GOAL #4**Increase bar staff diversity and education, and foster a welcoming and inclusive culture**

Strategy 1 – Assess the OSB climate and workforce

Strategy 2 – Increase outreach to diversify the pool of applicants for vacant positions at the OSB

Strategy 3 – Provide educational opportunities for OSB staff

GOAL #5**Increase the diversity of OSB contractors, suppliers, vendors, and renters**

Strategy 1 – Conduct an assessment and implement a process to increase diversity

GOAL #6**Foster knowledge, education, and advancement of legislation that increases access to justice**

Strategy 1 – Increase the participation of all OSB sections in the legislative process

Strategy 2 – Increase the coverage of diversity-related subjects in the *Capitol Insider* newsletter

GOAL #7**Expand public and bar member education, outreach, and service**

Strategy 1 – Increase Access to Justice CLE seminar programs

Strategy 2 – Increase outreach to diverse communities regarding OSB services to address the unlawful practice of law

Strategy 3 – Enhance Client Assistance Office to meet the needs of a diverse community

Strategy 4 – Enhance outreach and services provided to diverse constituents by Discipline and Regulatory Services

Strategy 5 – Position the OSB to attract new members by adopting the Uniform Bar Exam

Strategy 6 – Develop and sell e-books adapted for use by underserved individuals and communities

Strategy 7 – Increase the diversity of the Bar/Press/Broadcasters Council and legal experts available to assist the media

Strategy 8 – Enhance outreach to underserved communities regarding the modest means and lawyer referral programs

Strategy 9 – Identify and remedy barriers to accessibility experienced by individuals with disabilities who access bar programs, services, activities and premises

GOAL #8**Increase representation of low income Oregonians and enhance accountability for services to diverse clients**

Strategy 1 – Increase funding for The Oregon Law Foundation and the OSB Legal Services Program

Strategy 2 – Increase pro bono representation of low income Oregonians

Strategy 3 – Enhance legal services provider accountability for serving diverse clients

Diversity and Inclusion: Making Us Stronger



Helen Hirschbiel
Executive Director

As the new CEO/Executive Director for the Oregon State Bar, I understand that a diverse and inclusive bench and bar are vital components to ensuring access to justice, respect for the rule of the law, the credibility of the legal profession, and the integrity of the justice system. I have been a long-time supporter of the bar’s mission and efforts around diversity and inclusion, starting with my first year at OLIO in 2008. As a member of the Diversity Action Council, I am proud to have participated in development of the Diversity Action Plan and have shared in the celebration of our accomplishments. I look forward to continuing the bar’s strategic work to promote diversity and inclusion within the legal profession, the judicial system, and the bar in 2016 and beyond. I also welcome feedback about our progress and recommendations for the future.

I want to thank all of the bar staff and volunteers who worked tirelessly to advance the OSB mission and goals around diversity and inclusion; this report is a reflection of your commitment to and achievements in this important work.



As OSB President my main goal is to challenge our profession to adapt to change and prepare for the future. One aspect of that is the importance of fostering diversity and inclusion within the bar. According to the Pew Research Center’s Next America project we are now in the midst of two different demographic transformations: “Our population is becoming majority non-white at the same time a record share is going gray.” These shifts present both challenges and opportunities, and it is vitally important that the legal profession recognize and address them both. I am honored to serve the OSB during a time of such focused, concrete effort to advance diversity, inclusion, and accessibility for all.

R. Ray Heysell
President, 2016

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Accuracy of OSB Member Demographic Data Improved

The Oregon State Bar first created an online reporting tool and promoted participation through regular communications channels. Step two, implemented in November 2014, was to require members visiting the bar’s website to either complete the form or decline to participate. After eight weeks, the percentage of bar members listed in our database as “declined to state” dropped significantly across all demographic categories. In addition, several categories achieved significant gains in member totals: sexual orientation other than heterosexual (+211); multiple ethnicities (+235); and disability of some type (+129). The effort continued in 2015, with gains in all areas of reporting. The chart below, displaying the declining percentage of active members with unknown/declined to state demographic data in their bar record, details our progress to date.

Field	12/31/2013	12/31/2014	12/31/2015
Race	43%	32%	26%
Gender ID	93%	58%	43%
Sexual Orientation	94%	62%	48%
Disability	93%	59%	45%
Active Member Count	15,098	15,161	15,178

Student Pipeline Outreach Efforts Enhanced and Yield Results

The OSB wants to see at least 35% of OLIO Orientation participants who graduate from law school become Oregon bar members by April of the year after they graduate. For the 2014 graduating class, 45% of OLIO Orientation participants who graduated law school passed the Oregon bar exam, exceeding our 35% goal. Currently, 25% of OLIO Orientation participants who graduated from law school in 2015 have taken and passed the Oregon bar exam. We will know whether we reach our 35% goal after the February 2016 bar exam results are available.

In 2015 the D&I Department awarded six bar exam grants in July and three bar exam grants in February. Our July 2015 bar exam grant recipients pass rate was 66%, exceeding the overall July 2015 bar pass rate of 60%. Our February bar exam grant recipient pass rate did not meet the overall February 2015 pass rate.

In 2015, ten D&I scholarships were awarded by the department, increasing the number of scholarships awarded in 2014 by two.

The D&I Department held its annual employment retreat on January 25, 2015. Survey results show that 95% of student participants indicated the program enhanced their skill set for seeking employment, exceeding our goal of 75%.

In 2015 the D&I Department awarded thirteen clerkship stipend awards. Survey results show that 85% of student participants indicated the clerkship experience affirmed or increased their interest in practicing law in Oregon, exceeding our goal of 75%.

In 2015, the D&I Department awarded six grants to fund students in public employment fellowships. Survey results show that 85% of student participants indicated the clerkship experience affirmed or increased their interest in practicing law in Oregon, exceeding our goal of 75%.

In 2015, the D&I Department established and implemented its first rural opportunity fellowship. The first fellowship took place in Medford, Oregon. In 2016 the department will increase the number of rural opportunity fellowships to two.

Improved Appellate Judicial Screening Process

The Oregon State Bar participates in the appellate judicial selection process by interviewing appellate judicial candidates and making recommendations for appointment to the governor. In 2015, there were several appellate judicial openings. The OSB Appellate Screening Committee rewrote the candidate questions to address diversity in the selection process and to allow follow up questions to clarify answers. In addition, the Appellate Screening Committee reached out to the minority bar associations to share information about the candidate selection process to ensure minority bar input was factored into the process. Finally, the Appellate Screening Committee identified other stakeholders to participate in the screening process.

GOAL #2

Increase engagement by bar leadership for community outreach

Strategy 1 – Increase participation in events hosted by diverse organizations

Bar Leaders Expand Engagement with Diverse Communities and Organizations

Members of the Board of Governors continue their engagement with diverse communities by attending and supporting events hosted by diverse specialty bars and community-based organizations. In addition, the Board of Governors appointed Tom Kranovich in 2015 to lead an effort to meet with members of the Oregon minority business community to open a conversation about what other efforts the Board could be making to advance diversity and inclusion in the legal profession in Oregon.

GOAL #3

Increase the diversity of the pool of volunteer bar and community members engaged in OSB activities and leadership

Strategy 1 – Increase the diversity of OSB CLE seminar speaker pool

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Steps Taken Increase Diversity of CLE Speakers, Section Executive Committees, and OSB Volunteers

Of the 140 members who presented one or more CLE programs in 2015, 12% of the speakers self-identified as belonging to a historically underrepresented group. This reflects a 5% increase from the 2014 data.

During the section annual meeting planning process executive committees were encouraged to offer a demographically balanced election slate to their membership. To assist them with development of the slate, each executive committee was provided a membership list with demographic information for all section members. The Member Services Department will continue to work with sections to encourage balanced executive committee membership and CLE speaker participation.

In February 2015, the bar sponsored a complimentary CLE seminar speaker training workshop, which it marketed to diverse bar members as a strategy to increase the pool of diverse speakers. A survey will be sent to participants in March 2016 to ascertain the level of speaker engagement.

The BOG Board Development Committee focused on strengthening relationships with minority and specialty bar associations as well as bar affiliated and community organizations. As a result, the number of diverse candidates interested in volunteering with the OSB increased significantly. Of the 22 non-lawyer volunteer candidates, 50% self-identified as a racial or ethnic minority, 18% indicated they had a disability, and 5% self-identified as gender nonconforming.

There were 407 bar members who applied to serve as a volunteer in 2015. Of those who provided their race and ethnicity, 13% are minority, which is an increase of 4% over 2014. Regarding gender, 49% self-identified as female and 51% self-identified as male as compared to 43% and 57% respectively in 2014. Of those who provided their sexual orientation, 4% identified as lesbian, gay, or bisexual, which represented a 2% reduction over 2014 volunteer interest. Of the members who provided their demographic information on the survey, 5% indicated they have a disability, which is a 2% increase from last year.

The Oregon State Bar continued to advance its objective of diversifying the membership on the New Lawyer Mentoring Program Committee. New appointments for 2016 increased both our Hispanic and Asian representation. We also specifically sought a balance in generational representation, with appointment of several senior members of the OSB. Finally, we are striving to reach beyond the Portland Metro area, and with the appointment of a new volunteer from Eugene have begun to begin to expand that geographic reach.

Of particular note this year is an increased focus on partnerships with our specialty bars. Beginning in 2015, we started informing OWLS of new lawyers who requested mentors who are also OWLS members. That organization's leadership, in turn, is assisting with identifying possible mentors. We see that as a valuable tool for recruiting, but also a way to more closely engage the specialty bars in the greater objectives of the mentoring program. Ultimately, we also expect this to help us attract a more diverse mentoring pool to the New Lawyer Mentoring Program.

GOAL #4

Increase bar staff diversity and education, and foster a welcoming and inclusive culture

- Strategy 1 – Assess the OSB climate and workforce
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- Strategy 3 – Provide educational opportunities for OSB staff

OSB Expands Assessment and Staff Education

The Human Resources Department continues to monitor gender and racial diversity of bar staff. From 2014, there were nineteen positions filled and gender diversity remains consistent; however, over the last ten years,

the male population has increased 10% in a predominantly female employee population. Racial diversity statistics monitor only those groups monitored by the Metropolitan Statistical Area so the bar has accurate data for comparison. The groups monitored are Caucasian, African American, Asian, Hispanic, and other. At the end of 2015, the makeup of bar staff by race remained consistent. The bar does not monitor other racial groups, employees who represent the LGBT community, or an employee's age category.

Outreach for increasing a diverse applicant pool included a presence at the "Say Hey" events.

In 2015, the bar presented for staff a seminar titled, "Appropriate Workplace Conduct: Anti-Harassment and Anti-Discrimination." All staff were required to attend the seminar presented by Clarence Belnavis of Fisher & Phillips.

GOAL #5

Increase the diversity of OSB contractors, suppliers, vendors, and renters

Strategy 1 – Conduct an assessment and implement a process to increase diversity

OSB Prepares to Begin Assessment in 2015

In 2015, the bar began its assessment of its contractors, suppliers, vendors, and renters, and looked for opportunities to increase the diversity of those individuals and entities with whom it does business. The bar had occasion to hire outside counsel on one new litigation matter and encouraged its insurance provider to hire a firm that has been a leader in promoting diversity among partners. As a result, counsel who was ultimately hired in the case is an Asian-American woman.

GOAL #6

Foster knowledge, education, and advancement of legislation that increases access to justice

Strategy 1 – Increase the participation of all OSB sections in the legislative process

Strategy 2 – Increase the coverage of diversity-related subjects in the Capitol Insider newsletter

Bar Expands Legislative Process Education, Outreach, and Focus on Access to Justice

The Public Affairs Department reached out to bar sections and committees to provide an overview of the bar's legislative process as well as to explain how to engage at whatever level is appropriate for the makeup of that particular group. Particular attention was given to sections identified as not historically participating in the legislative process to encourage a higher level of awareness and possible engagement.

The Public Affairs Department has worked to include greater coverage of diversity-related issues in the *Capitol Insider*, including articles on the use of radical and ethnic impact statements for proposed legislation and the efforts to combat notario fraud.

GOAL #7**Expand public and bar member education, outreach, and service**

- Strategy 1 – Increase Access to Justice CLE seminar programs
- Strategy 2 – Increase outreach to diverse communities regarding OSB services to address the unlawful practice of law
- Strategy 3 – Enhance Client Assistance Office to meet the needs of a diverse community
- Strategy 4 – Enhance outreach and services provided to diverse constituents by Discipline and Regulatory Services
- Strategy 5 – Position the OSB to attract new members by adopting the Uniform Bar Exam
- Strategy 6 – Develop and sell e-books adapted for use by underserved individuals and communities
- Strategy 7 – Increase the diversity of the Bar Press Broadcasters Council and legal experts available to assist the media
- Strategy 8 – Enhance outreach to underserved communities regarding the modest means and lawyer referral programs
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Access to Justice CLE Seminar Programs Are Increased

In 2015, access to justice credit was approved for six community events that involved a discussion of diversity in conjunction with a program, class, or theatrical performance. In addition, one *Race Talks* program was approved for access to justice credits. Finally, there were 18 online sales in 2015 of *Race: The Power of an Illusion*, a DVD series and CLE panel presentation.

Outreach to Diverse Communities Regarding the Unlawful Practice of Law Is Expanded

The bar identified Russian-speaking immigrants as a vulnerable population that has been the target of exploitation by illegal immigration consultants. General Counsel's Office developed an outreach plan to combat such exploitation and began implementation of that plan in partnership with various bar departments and key stakeholders outside the bar. We also continued our outreach efforts into the Spanish-speaking immigrant communities in order to combat notario fraud. Together we:

- Developed print and electronic versions of a *Stop Notario Fraud* brochure in Russian, which will be published in early 2016.
- Distributed an additional 5,000 copies of a *Stop Notario Fraud* brochure in Spanish through community partners, including the Mexican Consulate and Catholic Charities.
- Created a new webpage devoted to notario fraud, including English and Spanish language materials: www.osbar.org/upl/notario.html
- Worked with the Oregon Secretary of State to update their online materials regarding notario fraud, and include information about notario fraud in the Notary Public training materials: <http://sos.oregon.gov/business/Pages/notary-public-notario-publico.aspx>
- Worked with Oregon Advocacy Commissions to develop a legislative proposal on improving enforcement of prohibition on notario fraud, and reducing harm to victims. Based on this work, Deputy General Counsel was appointed to serve on the Legislative Task Force on Immigration Consultant Fraud, participating in work sessions and drafting a final report and recommendations to the Legislature. www.oregon.gov/OAC/PDFs/Task%20Force%20on%20Immigration%20Consultant%20Fraud%20Report%2009-2015.pdf.
- Presented on unlawful practice and notario fraud at a March 2015 community forum titled "Forum for Community Service Providers on DACA and Notario Fraud" attended by over 75 social service agencies that serve immigrant communities.

- Worked with American Immigration Lawyers Association Oregon Chapter and Catholic Charities to host Refugee Adjustment Day in November 2015 with Oregon New Lawyer Division volunteers.
- Included representatives from the Oregon Department of Justice and Department of Consumer and Business Services on the UPL Committee to help better coordinate enforcement efforts and added members from the Multnomah County District Attorney's Office to develop closer relationships with law enforcement on issues related to notario fraud.

Discipline and Regulatory Services Enhanced Outreach to Diverse Constituents

2015 was a year of internal transition. There was a turnover in one-quarter of the lawyer staff within the Disciplinary Counsel's office. This afforded an opportunity to broaden our perspective with an infusion of new lawyers with diverse practice backgrounds and experience. There was also an in-depth examination of the disciplinary process. The ad-hoc Disciplinary System Review Committee (DSRC) poured over the ABA study of Oregon's discipline system and ultimately made its own recommendations by the end of the calendar year. This is a process that will continue during 2016 as the Board of Governors determines which recommendations to endorse and recommend to the Oregon Supreme Court. Staff served as a resource to the DSRC and engaged in member outreach through participation in continuing legal education opportunities in diverse locations to enhance member awareness of the issues being explored.

Bar Promoted E-Books on Bar's Website

The Legal Publications Department continues to offer both a *Family Law Series* and a *Consumer Law Series* of e-books, which are available for purchase on Amazon. Each e-book includes a Quick Resource Guide in the front with links to lawyer referral and legal services websites. A total of 23 e-books were sold in 2015, primarily from the *Family Law Series*. However, there have been no reviews or ratings. We enhanced the marketing of the availability of this resource in 2015 by adding a Legal Publications page to the bar's main website with links to each of the e-books on Amazon. We discussed plans with the Communications and Public Services Department to add links to the Legal Publications page from the Public pages of the bar's website, but those links have not yet been added.

Because of the focus on promotion and evaluation of the success of the existing titles, the Legal Publications Department did not expand the e-book library in 2015.

Bar Enhanced Public Outreach Efforts to Underserved Communities Regarding Lawyer Referral Service and Modest Means Program

Beginning with the 2015–16 program year, which runs from September 2015 through August 2016, Lawyer Referral Service and Modest Means Program panelists will have the option of indicating whether they are a member of an Oregon-based specialty bar. A primary purpose of this new option is to promote diversity within the legal profession and in the provision of legal services. Membership in these groups is now a searchable referral criteria, similar to foreign language ability and other special services, e.g., credit card acceptance. The organizations that currently qualify, all of which hold membership open to any Oregon lawyer, are: OWLS (Oregon Women Lawyers), OMLA (Oregon Minority Lawyers Association), OC-NBA (Oregon Chapter of the National Bar Association), OAPABA (Oregon Asian-Pacific American Bar Association), OGALLA (Oregon Gay & Lesbian Law Association), and OHBA (Oregon Hispanic Bar Association).

This development will help referral staff to better respond to lawyer referral requests, while remaining consistent with a long-held policy that we do not refer on the basis of sex, gender, religion, national origin,

sexual orientation, or race. It offers an opportunity to help clients find lawyers who are more likely to understand them personally and culturally. In 2015, key bar staff began meeting with the relevant specialty bars to spread the word about the new policy and encourage their members who participate in the LRS and MMP to list their specialty bar memberships.

Bar Continued Its Efforts to Identify and Remedy Barriers to Accessibility Experienced by Individuals with Disabilities Who Access Bar Programs, Services, Activities, and Premises

In 2014, the OSB established the Bar Accessibility Review Team (BART) to review and address accessibility issues reported by bar staff, bar members, and members of the public, and to raise awareness of accessibility issues within and around the bar. In 2015, BART met quarterly to discuss and address barriers to accessibility experienced by individuals with accessibility, and maintained a log of accessibility issues discussed and resolved throughout the year. BART finalized an ADA self-evaluation of the bar's services and programs, which is under final review. The evaluation process included a survey of all members who self-identified as experiencing a disability, which is available via a link on the bar's website to allow others to complete the survey.

In 2015, the bar's web developer attended a day-long training on advanced methods for ensuring online materials are accessible to people with disabilities. Multiple bar staff also attended Adobe software trainings, with follow-up instructions on how to save documents in Adobe format so they work with screen readers. The Creative Services Department worked with software vendor Survey Monkey to improve the accessibility of OSB surveys, including one sent to all bar members who have self-identified as having a disability. BART is using the survey results for planning purposes.

In addition, the Creative Services Department has been working with bar sections to ensure that new sites developed on the WordPress platform are accessible. Seven new sites were completed in 2015 and seven more are currently under construction or set for construction in 2016. Section sites previously built on WordPress using older themes will also be transitioned to new formats in 2016. The Disability Law Section was key in this effort, reviewing its revised site several times with a focus on accessibility issues and providing helpful feedback.

GOAL #8

Increase representation of low income Oregonians and enhance accountability for services to diverse clients

- Strategy 1 – Increase funding for the Oregon Law Foundation and the OSB Legal Services Program
- Strategy 2 – Increase pro bono representation of low income Oregonians
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Efforts to Increase IOLTA Account Interest Rates for Legal Services Funding

The Oregon Law Foundation made a concerted effort to convince banks to increase the amount of interest offered for IOLTA Accounts, which goes directly to fund legal services for low-income Oregonians. The goal in 2015 was to have 60% of total IOLTA deposits earn 0.7% to 1% interest. The Oregon Law Foundation met that goal with 60% of overall IOLTA deposits in OLF Leadership Banks.

In 2015, the OSB continued to explore funding options for legal aid. Two things happened during the 2015 Legislative Session. HB 2700 was passed, allowing 50% of class action *cy pres* awards to go to the OSB Legal Services Program to fund legal aid. Class action *cy pres* awards are not common in Oregon so although important legislation it is not expected to provide the funding necessary to achieve the goal of obtaining minimally adequate funding for legal aid. The OSB LSP was also awarded \$600,000 from the General Fund to provide funding for legal aid services.

Call to Action: Report Pro Bono Service Hours

Baseline data regarding pro bono participation gathered for approximately nine years shows a fairly steady but low reporting of pro bono hours by attorneys. Without mandatory pro bono reporting it is impossible to measure pro bono activity accurately. OSB staff will continue to encourage voluntary reporting and will work with the new OSB data system to find more efficient ways to encourage pro bono reporting. Since 2013, five new programs have become Certified Pro Bono Programs bringing the total, with required pro bono reporting, to 19. Staff will continue to encourage new programs to become certified. Current programs, under-staffed due to shrinking budgets, do not have the staff support to increase pro bono participation by 10% annually for the foreseeable future.

Assessment of Legal Service Providers (LSP) Underway

Legal aid providers are currently assessed using the OSB *LSP Standards and Guidelines*, which incorporate the American Bar Association's (ABA) *Standards for the Provisions of Civil Legal Aid*. The ABA standards already measure the cultural responsiveness of legal aid in the key areas of staff diversity, community outreach, and training. In 2015, the LSP accountability self-assessment tool collected information in those key areas.

Judith Baker – Director of Legal Services Programs
/ OLF Executive Director

Danielle Edwards – Director of Member Services

Dawn Evans – Disciplinary Counsel
/ Director of Regulatory Services

Susan Grabe – Director of Public Affairs

Helen Hirschbiel – CEO/Executive Director

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Karen Lee – Director of CLE Seminars

Christopher Ling – Acting Director of Diversity & Inclusion

Audrey Matsumonji – Board of Governors

Kay Pulju – Director of Communications
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Josh Ross – Board of Governors

Kateri Walsh – Director of Media Relations
and New Lawyer Mentoring Program (NLMP)

Rod Wegener – Chief Financial Officer

GLOSSARY

ACRONYMS

ACDI	Advisory Committee on Diversity and Inclusion
CAO	Client Assistance Office
CRA	Community Reinvestment Act
IOLTA	Interest on Lawyers Trust Accounts
LSP	Legal Services Program
MBE	Multistate Bar Exam
NLMP	New Lawyers Mentoring Program
OLF	The Oregon Law Foundation
OLIO	Opportunities for Law in Oregon
OSB	Oregon State Bar

TERMS AND CONCEPTS

Community Reinvestment Act

A United States federal law designed to encourage commercial banks and savings associations to help meet the needs of borrowers in all segments of their communities, including low and moderate income neighborhoods.

Culture:

The system of shared beliefs, values, customs, behaviors, and artifacts that the members of society use to cope with their world and with one another, and that are transmitted from generation to generation through learning.

Source: Cultural Proficiency, San José • Evergreen Community College, www.sjeccd.edu

All human beings are programmed by cultural “software” that determines our behavior and attitudes. Once we recognize what our programming teaches us, we have the capacity to control our choices.

Gardenswartz & Rowe, www.gardenswartzrowe.com

Cultural Proficiency

Cultural proficiency is the level of knowledge-based skills and understanding that is required to successfully interact with and understand people from a variety of cultures. Cultural proficiency requires holding cultural difference in high esteem; a continuing self-assessment of one’s values, beliefs, and biases grounded in cultural humility; an ongoing vigilance toward the dynamics of diversity, difference, and power; and the expansion of knowledge of cultural practices of others. To provide culturally proficient services, both the individual and the institution must be culturally proficient. Five essential elements contribute to an institution’s ability to become more culturally proficient:

1. Valuing diversity
2. Having the capacity for cultural self-assessment
3. Managing the dynamics of difference
4. Having institutionalized cultural knowledge
5. Having developed adaptations to services reflecting an understanding of cultural diversity

These five elements should be manifested at every level of an organization, including policy making, administration, and practice.

Source: Cultural Proficiency, San José • Evergreen Community College, www.sjeccd.edu

Cultural Responsiveness

The ability to respond to and interact with people from a variety of different cultures in a culturally proficient manner.

OSB Diversity Demographic Membership Data

The bar collects and tracks member diversity demographic data based on the following criteria: sex, gender, race/ethnicity, disability, sexual orientation, and gender identity.

Demonstrated Competency

Showing or presenting a combination of knowledge, skills, behaviors, and values that indicate a person is culturally proficient.

OSB Diversity and Inclusion

Diversity and inclusion mean acknowledging, embracing, and valuing the unique contributions our individual backgrounds make to strengthen our legal community, increase access to justice, and promote laws and creative solutions that better serve clients and communities. Diversity includes, but is not limited to: age; culture; disability; ethnicity; gender and gender identity or expression; geographic location; national origin; race; religion; sex; sexual orientation; and socio-economic status.

E-Books

Books available for purchase electronically for use on a digital reading device.

Low-income Oregonians

For the purpose of statewide legal aid services, low-income Oregonians are defined as households with incomes at or lower than 125% of the federal poverty level. This would be \$24,413 for a household of four in 2013. Another way to look at it is a single person household who makes minimum wage in Oregon would be ineligible for legal aid because they are over income.

Member Dashboard

Customized web page displayed for members logged into the OSB website. The dashboard includes regulatory notifications and provides tools to access and update member record information.

Underserved Populations

Low income and other populations who lack access to or the ability to afford legal services.

Vulnerable Populations

Communities and people who are disadvantaged and at risk due to socio-economic status, gender, age, disability, geography, language ability, race, ethnicity, or any marginalized status.

Why Diversity and Inclusion Matters

A diverse and inclusive bar is necessary to attract and retain talented employees and leaders; effectively serve diverse clients with diverse needs; understand and adapt to increasingly diverse local and global markets; devise creative solutions to complex problems; and improve access to justice, respect for the rule of law, and credibility of the legal profession.

Mission

The mission of the Oregon State Bar is to serve justice by promoting respect for the rule of law, by improving the quality of legal services, and by increasing access to justice.

Functions of the Oregon State Bar

We are a regulatory agency providing protection to the public.

We are a partner with the judicial system.

We are a professional organization.

We are leaders helping lawyers serve a diverse community.

We are advocates for access to justice.

Values of the Oregon State Bar

Integrity is the measure of the bar's values through its actions. The bar adheres to the highest ethical and professional standards in all of its dealings.

The bar works to eliminate bias in the justice system and to ensure access to justice for all.

The bar actively pursues its mission and promotes and encourages leadership among its members both to the legal profession and the community.

The bar is committed to serving and valuing its diverse community, to advancing equality in the justice system, and to removing barriers to that system.

The bar promotes the rule of law as the best means to achieve justice and resolve conflict in a democratic society.

The bar is accountable for its decisions and actions and will be transparent and open in communication with its various constituencies.

Excellence is a fundamental goal in the delivery of bar programs and services. Since excellence has no boundary, the bar strives for continuous improvement.

The bar encourages education and dialogue on how law impacts the needs and interests of future generations relative to the advancement of the science of jurisprudence and improvement of the administration of justice.

Diversity & Inclusion Department

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