

ACBA Diversity Initiative milestones

As of 2010

- The Diversity Initiative was launched in December 2004.
- Four task forces (law firm/corporate law department, law school, community outreach, and courts/government) were created to address major issues.
- After achieving consensus on the major issues, participating members signed a Statement of Purpose and Principles in July 2005.
- The immediate focus of the initiative became recruitment, mentoring, and retention of women and minority attorneys. Later, the focus centered on increasing the number of minority attorneys as a priority.
- To date, 84 first-year minority law students have been screened and interviewed as candidates for the summer clerkship program and possible employment in Pittsburgh after graduation.
- Eight minority law students (or 57 percent) who participated in the inaugural clerkship program in 2005 have been hired by local firms and entities.
- Six (or 43 percent) of the clerkship program participants from 2006 and 2007 were employed as associates.
- In 2007, the ACBA extended administrative assistance to the Homer S. Brown Law Association, the Hispanic Attorneys Committee, and the Asian Attorneys Committee. Ongoing support of these associations is a critical component of the ACBA's retention strategy.
- A major focus on gender equity was launched by the ACBA in 2007. The project resulted in the creation of the Institute for Gender Equality.
- In 2008, the ACBA received the American Bar Association's Partnership Award for the quality and uniqueness of its summer clerkship program.
- In March 2010, the Interbranch Commission for Gender, Racial and Ethnic Fairness released its findings and guidelines for increasing diversity in the Pennsylvania courts and workforce.
- The percentage of minority associates hired by Pittsburgh law firms increased from 6 percent in 2005 to 10 percent in 2010. ■