

ALLY Initiative GOALS

To successfully complete the ACBA's ALLY Initiative, each participating organization will be required to complete ten (10) goals across four (4) different categories – four (4) goals from Category I, three (3) from Category II, two (2) from Category III and one (1) from Category IV. Although the ALLY Initiative Committee continues to refine the goals available to the initial cohort, we are publishing the preliminary categories and goals so that applicants understand the nature of what will be required.

While the number of required goals from each category will not change, the available goals under each category may be revised to provide greater clarification or increased to provide more options available to the participating organizations.

Participants will also have the option to propose or submit an original goal to the Committee to count toward the completion of the ALLY Initiative. Also, if a participant has already completed a goal prior to submission of their application, consideration may be given to the participant's efforts to improve on the recently completed goal. Significant efforts towards the completion of a goal not fully accomplished by graduation will be recognized.

Category I Goals (Complete Four Goals)

- Attend (by representation of at least two attorneys within your organization) four ACBA affinity group events over the course of the year; for organizations with various levels of seniority, attendance should include a more senior attorney and a more junior attorney; a list of all available events will be distributed
- Sponsor/host/plan a CLE or other educational program hosted by an ACBA affinity group
- Participate in the ACBA's diverse law student Summer Clerkship Program
- Implement a policy or program that encourages a member of an underrepresented group to run for Board of Governors, or similar position
- Partner with Black-owned or other minority-owned (e.g., LGBTQ-owned, Latinx-owned, etc.) business for catering firm/organization events
- Highlight diverse lawyers and/or employees on social media/LinkedIn
- Partner with a local law school's affinity group (e.g., OUTLaw, BLSA, LALSA, APALSA, Disabled Law Students Association)
- Sponsor a lunch/meeting for a law school affinity group, or host such a group at your firm or organization
- Consider diversity as a contributing factor when nominating attorneys for internal and external awards
- Attend (by representation of at least two attorneys within your organization) a local cultural, non-ACBA event (e.g., a Pride event, MLK Day event, Lunar New Year event, etc.); for organizations with various levels of seniority, attendance should include a more senior attorney and a more junior attorney

Category II Goals (Complete Three Goals)

- Create a day of volunteerism/day off for a cultural holiday or a floating cultural holiday; include an educational component to this (such as hosting a speaker, drafting and circulating an article within your firm or organization, etc.)
- Support attendance of at least one underrepresented attorney at a conference or program that will further their career (ex. writing workshop, UVA Trial Advocacy College, deposition skills program, MCCA Pathways Conference, etc.)

- Implement a practice to consider diversity as a factor when staffing any case with two or more attorneys
- Revise screening policy for job applicants to remove markers with the potential for implicit bias (i.e. name, graduation year) from the initial application
- In addition to accommodations already required by law and regulation, implement a policy to provide reasonable accommodations not only for lawyers and staff, but also for the clients they serve
- Require that any outside recruiter endeavor to present at least one attorney from underrepresented groups for any position (i.e., Rooney Rule)
- Host a networking event with the firm's clients and encourage each client to bring a diverse employee and foster those connections
- Survey employees on issues pertinent to diversity and inclusion and take substantial steps to implement two substantive changes based on that feedback
- Implement a program, or become involved with a community outreach program, to encourage participation in elections and access to voting by underrepresented groups
- Implement, or become involved in, a volunteer project targeted toward benefiting an underrepresented group, or have a requirement to complete a certain number of volunteer hours related to underrepresented groups

Category III Goals (Complete Two Goals)

- Host a pre-reception gathering for an ACBA affinity group event, open to members of that firm or organization, members of the affinity group and members of the ALLY Initiative cohort
- Implement a policy to endeavor to include at least one underrepresented employee on every client pitch
- Hold an implicit bias training within your firm/ organization, with at least 50% of your firm or organization in attendance
- Create a formal mentorship/sponsorship program for underrepresented lawyers or law students
- Implement a new policy that furthers diversity and inclusion in the workplace, such as a deadname policy, leave policy for individuals undergoing gender reassignment surgery, enhanced reasonable accommodations policy, etc.
- Engage a significant portion of the firm or organization's leadership to participate in one of the ABA's 21-Day Habit Building Challenges designed to educate and make participants more aware of the historic and current challenges impacting unrepresented communities (<https://bit.ly/33mNsO9>)
- Volunteer with a pro bono program associated with underrepresented groups (e.g., the Name Change Project, Expungement Program)
- Implement a policy where a lawyer's diversity-committee related work is applied to their hourly rate requirement (e.g., 50 hours count toward threshold)
- Add pronouns to the organization's electronic signatures

Category IV Goals (Complete One Goal)

- Revise firm/organization EEO policy to better protect against discrimination and/or harassment of all underrepresented groups
- Create a lactation space, or a lactation space policy/protocol
- Create a family and/or unisex restroom, or adopt a policy that permits people to use the restroom based on the gender with which they identify
- Retain a consultant to examine firm compensation, or implement an internal pay equity analysis, to ensure that pay is fair and transparent for attorneys and based on years of experience and other tangible metrics
- Become a member of Vibrant Pittsburgh, the Pittsburgh Legal Diversity & Inclusion Coalition, or another resource/affinity related organization
- Create a diversity and inclusion committee at your organization or firm