



THE BAR ASSOCIATION OF
SAN FRANCISCO

Commitment to 2010 Diversity Goals and Recommendations

On November 9, 2005, the Board of Directors of The Bar Association of San Francisco (BASF) approved the following recommendations of the 2005 Diversity Task Force.

By signing the following document, your firm or law department agrees to adopt the following recommendations for promoting diversity in the Bay Area legal community:

1. We renew our commitment to minority hiring and advancement;
2. We adopt the following goals for 2010:
 - a. a goal of 37 percent for minority associates or junior counsel;
 - b. sub-goals of 9 percent for African American associates and 9 percent for Latino/Latina associates and other efforts to focus greater attention on the fair hiring of African American and Latino associates while maintaining efforts on behalf of all minorities;
 - c. a minority goal of 15 percent partners in order to focus attention on the need to retain minority associates and to advance them to the partner level and leadership positions in a fair manner;¹
3. We will adopt the following best practices, as described more fully in Section IV of the Goals and Timetables for Minority Hiring and Advancement: 2005 Interim Report, to the extent practicable at our firm:
 - a. Providing leadership:
 - i. a firm, public, and consistent commitment to diversity from senior management;
 - b. Efforts to retain associates:
 - i. mentoring programs to encourage retention;

¹ In order to meet the 15 percent goal, we will attempt to select for promotion minority associates in proportion to their representation among all associates. (For example, if 24 percent of a firm's associates are minority, the firm should use a selection rate of 24 percent for promotion of minority partners.)

- ii. monitoring the equitable distribution of work assignments and business development opportunities, and the fairness and reliability of evaluations;
- c. Efforts to promote and value diversity within the firm:
 - i. regular diversity training;
 - ii. effective communication within the firm about diversity efforts;
- d. Participation in diversity efforts in the legal community:
 - i. developing working relationships with minority student groups and, minority bar organizations;
 - ii. participation in the California Minority Counsel Program, the Minority Corporate Counsel Association, and other diversity-focused programs;
 - iii. participation in BASF-sponsored programs, such as the Bay Area Minority Summer Clerkship program, the School-To-College mentoring program, and the Minority Law Student Scholarship program;
- e. Efforts to expand the hiring of minority attorneys:
 - i. targeted recruitment;
 - ii. hiring minority laterals;
 - iii. use of expanded criteria for hiring; and

4. We will support long-term research into which characteristics make a good lawyer.

Print Name	Title
Signature	Organization Name
Email	Phone

Please return this form to:
 The Bar Association of San Francisco
 Attn: Yolanda Jackson
 301 Battery Street, Third Floor
 San Francisco, CA 94111

Or fax it to Yolanda Jackson at 415-477-2388.