

**Association of Legal Writing Directors  
2017 – 2018 Diversity Strategic Action Plan**

ALWD is an organization committed to developing leaders. Because we know that strong leaders are going to recognize the need to bring all voices to the table, to be inclusive, and to be competent in cross-cultural communication, we have created the following Diversity Strategic Action Plan.

**Short-Term Plan (1 to 3 Years)**

**Promoting Diversity in the Organization**

- Hire a consultant to work with the Board on a long-term diversity plan.  
*Committee Involved: Executive Committee*
  
- Draft a diversity statement for ALWD that acknowledges different kinds of diversity and emphasizes ALWD's commitment to equity and inclusion. Consider the importance of the diversity statement emphasizing equal treatment and fair process and being linked to the diversity plan. Have it ratified by the membership and included in the Bylaws.  
*Committee Involved: Bylaws Committee*
  
- Create new member mentoring opportunities. Rather than simply putting together mentoring groups, create a way for new members to interact in a meaningful way with mentors around a range of topics, including issues of diversity and inclusion. One idea is to create book clubs (or article clubs) at national and regional conferences. Those who are interested could read a book (or article) in common and then meet for an ALWD-sponsored meal. The goal would be to allow members of the club to forge lasting relationships.  
*Committee Involved: New Member Outreach Committee*
  
- Ask the diversity committee to articulate what the role of the diversity committee should be. One possibility is that the diversity committee's job is to recruit and mentor diverse members; the Board wants the committee to find ways to get people involved with ALWD.  
*Committee Involved: Diversity Committee*
  
- Create some way to identify new members at our conferences, such as with new member information name tags. Find ways to facilitate interaction between new members and more experienced members.  
*Committee Involved: New Members and New Directors Committees with cooperation from the Conference Committee*

- Review J.ALWD Editorial Board Policies and ensure that those policies are both drafted and being followed in a way that ensures diversity both on the Board and with the selection of articles.  
*Committee Involved: J.ALWD Editorial Board to recommend to the ALWD Board for its approval*
- Ask any committee that has as its task any kind of selection process to both articulate its selection policy and to review its Call for Applications to ensure that it is encouraging a wide range of applicants.  
*Committee Involved: Awards Committee, Teaching Grants Committee, Teaching Workshops Committee, Visiting Scholars Committee, Scholars Fora Committee, Scholarship Grants Committee, Conference Program Committee*

### **Serving as a Resource to Members**

- Hold “Toolbox Conversations,” which would be conversations on diversity held on a Zoom type forum; the first could be lessons from the 2017 ALWD Conference.  
*Committee Involved: Diversity Committee*
- Create a Leadership Academy that would provide leadership training around all aspects of leadership including diversity, inclusion, and cross-cultural competence.  
*Committee Involved: ALWD Board Working Group and then ultimately the Leadership and Development Committee.*
- Create a *Just Ask ALWD* program that would allow members of our community to reach out to ABA Task Force members with questions around status, program structure, and any other issues arising at a school. The goal would be to allow individuals to reach out and receive support with issues they are struggling with in their schools. While ABA Task Force members may not be able to answer every question, they are likely to know where to refer someone with a question or request.  
*Committee Involved: ABA Task Force*
- Create a resource list that would help members navigate issues of diversity and inclusion.  
*Committee Involved: Publications Committee*

### **Long-Term Plan (5 to 10 years)\***

- Plan a 10<sup>th</sup> Anniversary Conference for 2027 where we revisit all of the themes of the 2017 conference.

*\*The Board of Directors is further developing the long-term plan with the assistance of a diversity and inclusion consultant.*