

Resolution Creating the Diversity, Equity and Inclusion (“DEI”) Committee

Whereas the mission of the State Bar of Texas, the organization, includes promoting diversity in the administration of justice and the practice of law;

Whereas a 15-member Task Force on Diversity, Equity, and Inclusion was created to study and propose actions to promote diversity, equity, and inclusion in the administration of justice and the practice of law;

Whereas the Task Force issued a report in June 2021 that made recommendations relating to Communications, CLE/Education, Implicit Bias Training, Pipeline Programs, and Administrative matters; and

Whereas a permanent committee is needed to further the work of the Task Force and DEI initiatives;

Therefore, be it RESOLVED:

1. The Diversity, Equity and Inclusion Committee is hereby created as a Standing State Bar Committee.
2. The Policy Manual is hereby amended as outlined in Exhibit “A” in order to effectuate the creation of the committee and rules for membership. Any procedural requirement in Section 1.22 of the Policy Manual for amendments to first go through the Executive Committee is waived as to this Resolution.
3. The purpose of the DEI Committee is to develop and promote strategies and best practices for the State Bar of Texas in areas of diversity, equity and inclusion. The Committee will identify opportunities within the organization to create an environment conducive to DEI; assist in the creation of measurable goals; and periodically report on progress towards achieving the goals set by the State Bar Board of Directors.
4. The role of the DEI Committee is to assist the State Bar of Texas in accomplishing the objectives of its mission statement, including but not limited to:
 - Advising the Board of Directors at Board meetings on DEI matters referred by the Board and State Bar staff;
 - Making suggestions to the Board of Directors regarding DEI initiatives and strategic objectives to realize the goals of an organization committed to DEI;
 - Continuing the work of the Task Force on Diversity, Equity, and Inclusion, including reviewing its report and considering which initiatives to implement or study further;
 - Assisting State Bar staff in maintaining a database of qualified speakers on DEI topics;
 - Facilitating communication between the SBOT Sections and Standing Committees dedicated to diversity in the profession and meeting the needs of diverse lawyers;
 - Providing input to the Performance Measures and Strategic Planning Subcommittee relating to DEI initiatives;
 - Advising on ways to enhance DEI in the administration of justice;

- Providing an annual report to the Board regarding the activities undertaken by the Committee.

5. The 2022-2023 President shall submit a roster of proposed Committee members, including a proposed chair and vice-chair, for approval by the Board at its September 2022 meeting. Any procedural requirements of the Policy Manual to the contrary are waived as to the initial roster of appointments. Subsequent appointments shall be made by the President-elect pursuant to the normal process set out in Part IV of the Policy Manual.

Adopted this ____ day of June, 2022.

Santos Vargas, Board Chair

Exhibit "A"
Amendments to Policy Manual

PART IV. STATE BAR COMMITTEES

4.01.02 Appointment of Members.

(D) The President-elect will determine the number of regular members of the State Bar Standing Committees, except for Standing Committees created by the State Bar Act or State Bar Rules or as otherwise provided herein.

4.01.05 List of State Bar Standing Committees.

- Administration of Rules of Evidence
- Advertising Review
- Continuing Legal Education
- Council of Chairs
- Court Rules
- Disability Rights and Issues
- Diversity, Equity, and Inclusion
- Diversity in the Profession
- Jury Service
- Law Focused Education
- Law Practice Management
- Laws Relating to Immigration and Nationality
- Lawyers' Assistance Program
- Legal Services to the Poor in Civil Matters
- Legal Services to the Poor in Criminal Matters
- Local Bar Services
- Minimum Continuing Legal Education
- Pattern Jury Charges – Business, Consumer, Insurance, and Employment
- Pattern Jury Charges – Criminal
- Pattern Jury Charges – Family and Probate
- Pattern Jury Charges – General Negligence, Intentional Personal Torts and Workers' Compensation
- Pattern Jury Charges – Malpractice, Premises, and Products
- Pattern Jury Charges – Oil and Gas
- Pattern Jury Charges - Oversight
- Professionalism
- Public Affairs

- Real Estate Forms
- Texas Bar Journal Board of Editors
- Women in the Profession

4.01.06 Diversity, Equity, and Inclusion Committee. The Diversity, Equity, and Inclusion Committee, as appointed by the President-elect, shall consist of 15 members, including a chair and vice-chair. As designated by the President-elect at the time of appointment, the 15 members shall include a representative from each of the following Standing Committees and Sections: Disability Rights and Issues Committee, Diversity in the Profession Committee, Women in the Profession Committee, African-American Lawyers Section, Asian-Pacific Interest Section, Hispanic Issues Section, LGBT Law Section, Native American Law Section, and Women and the Law Section. Each designated representative shall serve as a liaison to the corresponding Standing Committee or Section throughout the term of their membership on the Diversity, Equity, and Inclusion Committee, without regard to whether their membership on the corresponding Standing Committee or Section ends.

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