

**RESOLUTION OF THE BOARD OF GOVERNORS ON THE ALASKA BAR  
DIVERSITY INITIATIVE**

**ISSUE:** The Alaska Bar Association lacks diversity in its overall membership. Specifically, current membership does not reflect the diversity of Alaska’s population. Creating a more diverse and inclusive legal community will positively impact the fair and just application of the law, strengthen the public trust in the administration of justice, and help the legal community better meet the needs of the Alaska community at large.

**GOAL:** To increase the membership of lawyers of color in the Alaska Bar Association.

**ACTION:** The Board of Governors of the Alaska Bar Association resolves to create the Alaska Bar Diversity Initiative. The initiative seeks to accomplish the stated goal of this resolution.

The Diversity Initiative will consist of a nine-member Commission to explore issues and solutions related to diversity in Alaska Bar membership. The Commission will meet and confer from March 1, 2021, through March 1, 2022, with the objective of furnishing a report to the Alaska Bar Association related, but not limited to the following topics –

- (1) Identification of systemic issues impacting or limiting membership of lawyers of color in the Alaska Bar Association.
- (2) Identification of issues related to attracting lawyers of color to the Alaska Bar Association.
- (3) Identification of solutions to increasing membership of lawyers of color in the Alaska Bar Association.
- (4) Identification of ways to better support diverse members of the Alaska Bar Association.

The Commission will coordinate and collaborate with the Alaska Judicial Council and the Diversity Subcommittee of the Alaska Fairness and Access Commission, to assist with its work and to enhance those entities’ ongoing efforts to increase the diversity of the bench and the Bar.

**PROCEDURE:** In order to facilitate the work of the Commission, the following procedures will be instituted –

(A) The Commission will include one chair. The chair will preside over the diversity initiative and guide the Commission in achieving its goals. The chair will be selected by the president of the Alaska Bar Association with the advice and recommendations of the Board of Governors. The chair, with the consent of the Alaska Bar Association president, may engage a moderator, if necessary, to facilitate the Commission’s work.

(B) The remaining Commission members will include eight lawyers of color who are current members of the Alaska Bar Association. The Commission members will be selected by the president of the Alaska Bar Association with the advice and recommendations of the Board of Governors, the Alaska Judicial Council, and the Diversity Subcommittee. The Commission will include members from each judicial district as follows –

- (i) Two members from the First Judicial District;
- (ii) Two members from the Second/Fourth Judicial District;
- (iii) Four members from the Third Judicial District.

(C) The Alaska Bar Association will provide administrative support to the Commission. The Alaska Bar Association will provide additional financial resources upon request of the Commission based on the availability of resources and approval by the Board of Governors.

(D) At the Commission’s discretion, the Alaska Judicial Council and the Diversity Subcommittee will participate in the Commission meetings to provide input and suggestions. The Alaska Judicial Council and the Diversity Subcommittee may also provide resources to support the Commission’s work upon request of the Commission and based on the availability of resources of those entities.

(E) The Commission will furnish its report to the Board of Governors on April 1, 2022. If the Commission determines that more time is necessary, it will meet with the president of the Alaska Bar Association to set a new date to furnish the report.

(F) At its next regularly scheduled meeting after the furnishing of the Commission's report, the Board of Governors will address the report as an agenda item. The Board of Governors will vote to approve the report at the meeting.

(G) The Commission's report will be published on the Alaska Bar Association's website upon approval by the Board of Governors.

(H) After the Board of Governor's approval of the report, the Commission will provide the report to the Alaska Judicial Council and the Diversity Subcommittee for those entities to discuss the findings in the report. The Alaska Judicial Council and the Diversity Subcommittee will forward any recommended action or resolutions that should be taken to further the goal of increasing the membership of lawyers of color in the Alaska Bar Association to the Board of Governors

(I) The Board of Governors will address as an agenda item any further action recommended by the Commission in its report or any recommended action by the Alaska Judicial Council and the Diversity Subcommittee at its next regularly scheduled meeting after the report is approved. The Board of Governors agenda discussion will include the creation of an Implementation Task Force. The Implementation Task Force may include the same or different membership as the Commission and will be tasked with monitoring progress on any diversity activities recommended by the Commission and subsequently approved by the Board of Governors. The Implementation Task Force will coordinate and collaborate whenever possible with the Alaska Judicial Council and the Diversity Subcommittee.