

Diversity, Equity & Inclusion Calls to Action

Attorneys

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined below. These measures were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.





Transparency and Accountability

- Participate in goal-setting efforts and hold employers accountable for results.
- Raise issues and suggest solutions to human resources, supervisors, and other leaders within the organization.
- Encourage employers to promote policies on remote work, flexible schedules, and other practices initiated during the COVID-19 pandemic.
- Join a local affinity group to learn how other employers collaborate and promote diversity, equity, and inclusion (DEI) to improve your firm or organization.
- Provide feedback and support to staff who manage DEI initiatives in your organization.
 - Engage with leadership to support employee resource groups (ERGs) and other DEI initiatives.
 - Encourage employers to consider additional compensation for ERG leaders or other DEI leaders.
 - Seek the support and sponsorship of someone with decision-making power in your organization when advancing DEI.
- *If you work in the nonprofit sector:* Encourage leadership to consider staff participation in your board's recruitment process.



Contribute to an Inclusive Workplace Culture

Be an Active Ally

- Engage actively in DEI committees, efforts, and conversations.
- Practice allyship. Support DEI goals and initiatives even if you may not directly benefit.
 - Create an inclusive environment through your own conduct: Learn how to identify and oppose the [microaggressions](#), [microinequities](#), and [microinvalidations](#) that can arise in day-to-day interactions with colleagues and the public.
 - Speak out against [stereotype threats](#), [implicit biases](#), and other similar phenomena.
 - Challenge office dynamics that elevate the voices of one group, such as attorneys or certain sectors and industries, over the voices of others.

- Use implicit-bias [countermeasures](#) to redirect your subconscious associations and mitigate your biases and their impact.

- Examine how your cases and projects align with DEI. Discuss how to ensure your work meets the needs of the state's diverse population with whomever you feel comfortable, such as colleagues, supervisors, or leadership.

- *If you work in the private sector:*
 - Highlight ways that your employer's DEI objectives align with your own business development work.
 - Participate in existing pro bono opportunities or work with your employer to develop new opportunities for underserved people in your community.

Expand Your DEI Toolkit

- Request specific DEI workshops or trainings.

- Take voluntary surveys that seek staff demographic and engagement data and encourage others to participate.

- Propose a voluntary DEI challenge, such as anti-racism, for your team. Consider an [anti-racism action plan](#) or the [ABA-Wide 21-Day Racial Equity Habit-Building Challenge](#).

- Participate in ABA [Resolution 102](#) by devoting at least 20 hours each year to advance and promote DEI in the legal profession.

- *If you work in the government sector:*
 - Learn about DEI in the public sector to identify and address any inequities arising from public policies.
 - Learn how California and federal public policy encourages practices to promote DEI in public agencies. Review U.S. Department of Labor's [Commitment to a Diverse Workforce](#) statement and [Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#) (January 20, 2021).



Advocating for Equitable Resources and Opportunities

Advancement

- Explore strategies to advance in your workplace. Guide and direct others if you're in a position to help.
- Review available staff resources and support systems. Advocate for change to ensure these are accessible, universally available, and encouraged.
- When interviewing, ask about the organization's support of professional development and leadership opportunities. Be the one who speaks to those efforts if you're on the hiring committee or interview panel.
- Be vocal when you believe that you qualify for a promotion. Be your own advocate and advocate for equitable promotions for others.
- Seek a mentor or sponsor in your office who can advise and advocate for you. Be a mentor or sponsor if you're in the position to do so.
- Ask for specific milestones and timeframes for advancement. Reach out for information to human resources, supervisors, and colleagues.
- Ask for assignments that will promote your development and demonstrate the knowledge and skills you need to advance.

Well-Being and Benefits

- Model the importance of sustaining an approach that enhances your own well-being.
- Prioritize what's important for your own well-being and engage with organizational leadership to encourage more comprehensive, sustained, equitable, and accessible compensation, benefits, and other resources.
- Propose broader benefits—for example, wellness and self-care, parental leave for non-birthing parents, benefits for temporary employees, and onsite and remote ergonomic workspace assessments.