

**Diversity and Inclusion Plan
Workers' Compensation Section
Philadelphia Bar Association**

The Philadelphia Bar Association is committed to the advancement of "Diversity and Inclusion" within the profession, to ensure that all members of the Philadelphia Bar are provided with the opportunity to fully participate in all aspects of the profession. To this end, the Philadelphia Bar Association has agreed to:

- ✚ Support the diversity goal the American Bar Association adopted, as follows: Goal III, "Eliminate Bias and Enhance Diversity. Objectives: 1. Promote full and equal participation in the association, our profession, and the justice system by all persons. 2. Eliminate bias in the legal profession and the justice system;"
- ✚ Promote meaningful diversity and inclusion, including increased representation of racial and ethnic minorities, women, disabled individuals, gay, lesbian, bisexual and transgender and other diverse individuals in law firms, legal departments, law schools, and other organizations in the legal community;
- ✚ Increase growth and promotional opportunities and leadership roles for racial and ethnic minorities, women, disabled individuals, gay, lesbian, bisexual and transgender and other diverse individuals in law firms, legal departments, and other legal organizations to reflect the increased recruitment, retention and promotion of diverse lawyers;
- ✚ Provide educational opportunities for all individuals, particularly racial and ethnic minorities, women, disabled individuals, gay, lesbian, bisexual and transgender and other diverse individuals, to help them prepare for entry into and advancement in the profession.

The Philadelphia Bar Association, Workers' Compensation Section endorses these goals and implements the following plan to achieve said goals:

1. **Implicit Bias Test.** Each member of the Workers' Compensation Section Executive Board and the section membership as a whole is encouraged to take Harvard's implicit bias test found at <https://implicit.harvard.edu/implicit/>.
 - a) This test will assist each of us to identify our own "implicit biases" which are defined as unconscious pre-conceived notions about other individuals.
 - b) Having identified these biases, we will be better able to be more impartial in our decision making, such as choice of leadership positions, participation in bar activities and selection of award recipients.
 - c) Identification of these "implicit biases" will enable us to treat all individuals in an "equitable, objective and impartial" manner in all professional dealings.

2. **“Echo, Promote, and Place”**. Each member of the Workers’ Compensation Section and the Executive Board is encouraged to adhere to the principle of “Echo, Promote and Place” during professional and bar association activities.
 - a) **Echo:** All members, the Workers’ Compensation Section Executive Board and the Co-Chairs of the Workers’ Compensation Section, should repeat and reinforce statements made by diverse individuals during meetings and conversations to ensure these individuals and their statements are heard and acknowledged.
 - b) **Promote:** All members, the Workers’ Compensation Section Executive Board and the Co-Chairs of the Workers’ Compensation Section should encourage diverse individuals to become members of our section, to seek leadership roles both in our section and within the legal community and to actively participate in the section’s academic and social events.
 - c) **Place:** All members, the Workers’ Compensation Section Executive Board and the Co-Chairs of the Workers’ Compensation Section should attempt to publicly acknowledge the accomplishments of our diverse members. A manner in which such may be accomplished is through the publication of articles in The Bar Reporter, The Philadelphia Lawyer and on our own website.

3. **A “Diversity and Inclusion” Subcommittee**. The current Workers’ Compensation Section Executive Board shall form a “Diversity and Inclusion” subcommittee.
 - a) The purpose of this sub-committee is as follows:
 - (1) To educate the Workers’ Compensation Section, including private law firms and businesses upon request, on diversity and inclusion issues;
 - (2) To develop strategies for the recruitment and retention of diverse individuals within the Workers’ Compensation Section;
 - (3) To engage in community outreach, in conjunction with other sub-committees. Community outreach should include mentoring, education of students through classroom activities such as mock trial and shadowing programs.

4. **Annual Review of Policy and Action Plan**. The Diversity and Inclusion sub-committee of the Workers’ Compensation Section Executive Board shall review the action plan annually and revise, as necessary to ensure compliance with the Diversity and Inclusion Policy adopted by this Section, the Philadelphia Bar Association and the Pennsylvania Bar Association. Any revisions should be written and submitted to the voting members of the Executive Board for approval after open discussion with the Executive Board as a whole.

June 12, 2015