

STATEMENT OF DIVERSITY GOALS OF NEW YORK'S LEGAL SERVICES COMMUNITY

In furtherance of the principles and thinking in the Statement of Diversity and Inclusion, the Signatories adopt the following goals:

Hiring. To strive to hire entry-level and lateral staff in all positions that enhances the program's ability to respond effectively to the legal needs of its client community. It is recommended that programs measure their ability to do so by comparing their program's diversity to that of their client community. For example, when a program operates in an area with a highly diverse low income population, or with a large percentage of low income persons of color, it is important that the program reasonably reflect the low income population it serves. This level of diversity should be achieved as soon as possible, but no later than five years from the date of the program's signing of this Statement of Goals.

Retention. To achieve a level of diversity throughout a class's progression that is at least as great as when the class was first hired. We will strive in good faith to achieve this retention rate as soon as we can, with a goal of doing so within seven years from the date of this Statement.

Promotion. To be able, within 10 years, not only to hire diverse first year classes, but also to reflect that diversity throughout the leadership structure, for example staff attorney to supervising attorney to deputy director and director positions.

Leadership. To achieve leadership positions throughout the program that reflects the diversity of our client community. We recognize that promoting diversity in leadership positions reflects our fullest commitment to diversity in the legal services community. Our overall goal is to identify and eliminate any barriers to the success of creating a workplace of choice which values ideas and is infused with the principles of diversity and inclusion.

To help achieve these goals, the undersigned agree to consider and implement some or all of the following diversity practices:

- written diversity & inclusion plan
- standing diversity committee
- diversity & inclusion training
- diversity & inclusion practices: such as, affinity groups, mentoring, job fairs for diverse students and periodic review of job descriptions
- measure and publicize the demographics of their client community, compare community data to programmatic diversity and annually create benchmarks and goals.