

**Policy and Procedure on Diversity Among Speakers on Programs Sponsored or Co-Sponsored by the Miami-Dade Chapter of the Florida Association for Women Lawyers**

**I. PURPOSE AND APPLICABILITY**

The purpose of this policy is to memorialize Miami-Dade FAWL's ("MDFAWL") expectation that all Continuing Legal Education ("CLE") Programs and other Panel Programs ("Programs") sponsored or co-sponsored by MDFAWL promote diversity and inclusion and provide equal opportunities for participation and support to people of any gender, race, religion, ethnicity, sexual orientation, disability, and socioeconomic background. These goals are furthered by having faculty at programs sponsored or co-sponsored by MDFAWL include members of diverse groups based on *race, ethnicity, sexual orientation, gender identity, disability, and multiculturalism* ("diverse members," or a "diverse member" if individual). To these ends, it is important for our members to see this in action. Programs sponsored or co-sponsored by MDFAWL are one area where our attitude towards diversity and inclusion manifests, and we would like to ensure our statements about diversity and inclusion are not seen as empty ones. By implementing this policy, not only do we exemplify our attitude of diversity and inclusion, but also by doing so we increase interest in our events, draw in more people, increase membership, and become a stronger organization.

For these reasons, this policy applies to all Programs effective **February 3, 2021**.

**II. POLICY**

Programs with between three and four panel participants, including the moderator, must have at least one diverse member as a participant. Programs with five to seven panel participants, including the moderator, must have at least two diverse members as participants. Programs with nine or more panel participants, including the moderator, must have at least three diverse members as participants. For programs that include multiple panels, each such panel must comply with the above requirements. **MDFAWL will not sponsor, co-sponsor, or seek CLE accreditation for any Program failing to comply with this policy unless an exception or appeal is granted as described below.**

**III. IMPLEMENTATION PROCESS**

The President-Elect will be responsible for implementation of this policy. As such, any question of compliance with this policy will first be determined by the President-Elect in consultation with the President. If a proposed individual CLE or Program does not comply with this policy and cannot be granted an exception, as described below, then MDFAWL will not sponsor the CLE or Program.

As part of the process of getting approval for a particular Program, the Program organizer requesting approval from the President shall copy the President-Elect on such request, and such request shall include a list of potential panelists, to the extent such panelists have been selected or contemplated. If the organizer finds themselves challenged when identifying a qualified person,

the organizer shall seek input from the President-Elect to recommend panelists. Once implemented, the President-Elect shall rely in part, but not exclusively, on the Diverse Speaker Directory described below. Whether consulted initially or not, when the President-Elect receives the request for approval, he or she shall review the panelists to determine compliance with this policy. Prior to approving or rejecting the Program, the President-Elect may also suggest alternative panelists to serve who fulfill the intent of this policy.

At the discretion of the President-Elect, any of the following circumstances *may* constitute grounds for an exception from this policy.

1. Previously confirmed diverse speakers or moderators for the CLE or Program cancel, withdraw, or become unavailable to attend and participate in the CLE or Program and insufficient time exists to replace them and maintain a diverse panel.
2. After a diligent search and inquiry, the proponents of the CLE or Program have confirmed they have been unable to obtain the participation of the requisite diverse members of the CLE panel.
3. An organization that has a written policy similar to this policy is the main sponsor of the CLE or Program and has requested MDFAWL to co-sponsor such Program before the slate of speakers or moderators has been established.
4. An organization that does not have a written policy similar to this policy is the main sponsor of the CLE or Program and has requested MDFAWL to co-sponsor such Program before the slate of speakers or moderators has been established, but the requesting organization is willing to affirm in writing that it will comply with this policy in selecting diverse speakers and moderators for that CLE or Program.

#### **IV. DIVERSE SPEAKER DIRECTORY**

To assist in the implementation of this policy, the President-Elect, in conjunction with the Website Committee, will create and maintain a Diverse Speaker Directory (“Directory”). The Directory will provide a database of legal experts that self-identify from a race, ethnicity, gender identity, sexual orientation, disability, and multicultural perspective. In addition to the above, individuals who register with the Directory shall identify their areas of expertise/interest and provide their CV.

#### **V. PUBLICATION**

This policy and procedure shall be published and maintained on the MDFAWL website.

#### **VI. AMENDMENT**

This policy and procedure may be amended by vote of MDFAWL’s Board of Directors. Amendments shall not be retroactive.

Approved by the Miami-Dade FAWL Board of Directors on this 2nd day of February 2021