

NABL DIVERSITY INITIATIVE

Stated Goals:

To encourage and facilitate active long-term participation in the National Association of Bond Lawyers (NABL) by diverse NABL members and to minimize implicit bias within NABL on the basis of gender, gender identity, race, ethnic background, religion, age and sexual orientation.

To create and maintain an atmosphere of inclusion around all NABL committees, projects and programs by taking steps (1) to inform leadership of NABL committees, projects and programs of diverse members who have expressed an interest in participating in committees, projects and programs, and (2) to encourage and welcome diverse member participation in those committees, projects and programs.

Steps to Inclusion:

1. Early in each approximately 12-month period beginning with one NABL annual meeting and ending with the next (a “NABL Year”), the chair and/or vice chair of the Diversity Committee should reach out to each other NABL committee chair to discuss the best means for each committee to be inclusive of diverse NABL members in the upcoming year’s committee projects. The Diversity Committee and each other NABL committee chair (or vice chair) should maintain an open line of communication throughout the NABL Year.
2. Early in each NABL Year, the Diversity Committee should review the results of membership surveys and the list of diverse attorneys who have expressed an interest in participating in NABL committees (as such results and list are provided by NABL staff). The Diversity Committee, other NABL committee chairs (and vice chairs) and project leadership, as well as the respective Board liaisons, should work together to contact each such attorney to personally invite him or her to participate in committee projects and to discuss ways in which that participation can be facilitated and supported by the person making contact. Follow-up contact throughout the NABL Year is strongly encouraged.
3. It is recognized that certain projects, from time to time (e.g., those on a very tight time frame), do not lend themselves to a call for volunteers to an entire committee roster, and such call is in fact not made. In such cases, the chair of the committee in charge of such project should seek to include diverse members in the call for volunteers, where the experience of such diverse members is sufficient for meaningful participation or to encourage such volunteer to audit the project.
4. The chairs (and vice chairs) of BAW, TSLI and Fundamentals should direct their respective panel chairs to consider the level of inclusiveness reflected in their panels before submitting their proposed panelists to the respective program chairs (and vice chairs) for approval.

5. Prior to finalizing panel chairs and other panelists for BAW, TSLI and Fundamentals, the respective chairs (and vice chairs) of those programs should consider the level of inclusiveness reflected in the faculty.
6. It is current practice for the Diversity Committee to prepare and submit to the Board, for discussion at the Board's meetings throughout the NABL Year periodic reports addressing various diversity-related matters. With respect to this Diversity Initiative, the Diversity Committee is encouraged to consider, as events warrant, the inclusion in such periodic reports of information relating to various aspects of this Diversity Initiative, including but not limited to the noteworthy progress of each committee and educational program in achieving the objectives set forth in this Diversity Initiative (including creating an atmosphere of inclusion and presenting opportunities for participation in committee projects), any noteworthy issues or concerns that may have arisen relating to the implementation of this Diversity Initiative since the immediately preceding periodic report, and suggestions on how to achieve better implementation of the goals and objectives set forth in this Diversity Initiative.
7. At least 60 days prior to each NABL annual meeting, the Diversity Committee should communicate with the other NABL committee chairs and discuss the progress or lack of progress each committee has made in reaching the stated goals of this Diversity Initiative during the NABL Year. This discussion should include a review of the various efforts made toward reaching the stated goals of this Diversity Initiative, and an analysis of what led to the most recent results.
8. Prior to the NABL annual meeting, the Diversity Committee shall prepare and submit to the Board a report tracking the results of this Diversity Initiative and suggesting any modifications to the steps outlined above for the following NABL Year.
9. In cases where the chair or the vice chair of the Diversity Committee changes between one NABL Year and the next NABL Year, the person occupying the position of chair or vice chair of the Diversity Committee in the previous NABL Year is encouraged to make himself or herself available to the incoming chair or vice chair, as the case may be, to facilitate the transfer of valuable information and insights gained in the previous NABL Year and to facilitate a smooth transition.