

## **The Philadelphia Bar Association's Statement of Diversity Principles**

The Philadelphia Bar Association is committed to advancing diversity in the profession, so that all members of the bar can fully participate in all aspects of the profession. This Statement of Diversity Principles evidences a renewed commitment to promoting diversity, a broad concept that includes race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity, and many other aspects of diversity.

Increased diversity and inclusion benefits the profession in many ways. For example, increased diversity enables law firms, legal departments, and other legal organizations to better understand their diverse client base, fostering better communication and representation. Continued diversity and inclusion efforts will help to ensure the representation of more varied perspectives, experiences, and backgrounds in the profession, and to create a more equitable environment that is critical to the continued success of law firms, legal departments, law schools, and other legal organizations.

Diversity and inclusion can be achieved through initiatives with respect to the recruitment, retention, and promotion of lawyers, irrespective of visible or perceived differences, and through the expansion of recruitment, retention and promotion efforts of racial and ethnic minorities, women, disabled individuals, and gay, lesbian, bisexual and transgender and other diverse individuals. Diversity also can be accomplished by training and educating our members, and our current and future leaders.

Creating a diverse and inclusive environment is a long-term commitment to the future of the profession, and achieving diversity is a continuing process that requires a continued commitment by the bar.

For these reasons, the Philadelphia Bar Association reaffirms its commitment to diversity, and agrees to:

- Support the diversity goal the American Bar Association adopted, as follows: “Goal IX: To promote full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientation and gender identities;”
- Work to promote meaningful diversity, 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;
- Work to 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; and
- 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.

Adopted By The  
Philadelphia Bar Association  
Board of Governors  
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