

GOAL #1 Increase the diversity of the Oregon bar and bench — Page 5

- Strategy 1 – Increase the accuracy of the bar's diversity demographic membership data
- Strategy 2 – Develop a diverse pipeline of law students who feel supported, welcomed, and encouraged to practice law in Oregon
- Strategy 3 – Encourage a diverse applicant pool for judicial appointments
- Strategy 4 – Ensure the Board of Governors' judicial appointment recommendations includes candidates who have demonstrated competency in dealing with diverse people and issues

GOAL #2 Increase engagement by bar leadership for community outreach — Page 6

- Strategy 1 – Increase participation in events hosted by diverse organizations

**GOAL #3 Increase the diversity of the pool of volunteer bar and community members engaged — Page 7
in OSB activities and leadership**

- Strategy 1 – Increase the diversity of OSB CLE seminar speaker pool
- Strategy 2 – Increase the diversity of lawyers and community members in Board of Governors appointed volunteer positions and on the Board of Governors
- Strategy 3 – Increase the diversity of the New Lawyer Mentoring Committee and volunteer mentor pool

GOAL #4 Increase bar staff diversity and education, and foster a welcoming and inclusive culture — Page 8

- Strategy 1 – Assess the OSB climate and workforce
- Strategy 2 – Increase outreach to diversify the pool of applicants for vacant positions at the OSB
- Strategy 3 – Provide educational opportunities for OSB staff

GOAL #5 Increase the diversity of OSB contractors, suppliers, vendors, and renters — Page 9

- Strategy 1 – Conduct an assessment and implement a process to increase diversity

GOAL #6 Foster knowledge, education, and advancement of legislation that increases access to justice — Page 10

- Strategy 1 – Increase the participation of all OSB sections in the legislative process
- Strategy 2 – Increase the coverage of diversity- related subjects in the *Capitol Insider* newsletter.

GOAL #7 Expand public and bar member education, outreach, and service — Page 10

- Strategy 1 – Increase Access to Justice CLE seminar programs
- Strategy 2 – Increase outreach to diverse communities regarding OSB services to address the unlawful practice of law
- Strategy 3 – Enhance Client Assistance Office to meet the needs of a diverse community
- Strategy 4 – Enhance outreach and services provided to diverse constituents by Discipline and Regulatory Services
- Strategy 5 – Position the OSB to attract new members by adopting the Uniform Bar Exam
- Strategy 6 – Develop and sell e-books adapted for use by underserved individuals and communities
- Strategy 7 – Increase the diversity of the Bar/Press/Broadcasters Council and legal experts available to assist the media
- Strategy 8 – Enhance outreach to underserved communities regarding the modest means and lawyer referral programs

**GOAL #8 Increase representation of low income Oregonians and enhance accountability — Page 14
for services to diverse clients**

- Strategy 1 – Increase funding for The Oregon Law Foundation and the OSB Legal Services Program
- Strategy 2 – Increase pro bono representation of low income Oregonians
- Strategy 3 – Enhance legal services provider accountability for serving diverse clients