**CLA DIVERSITY PLAN**

As set forth in CLA’s strategic plan, in order to more fully accomplish our mission and live our values, we strive to make our commitment to diversity evident in all areas of our organization. We are committed to institutionalizing diversity in our organizational culture, including our internal organizational structure/policies/goals/vision, and among our staff. We also strive to maintain a talented and diverse Board of Directors and Board of Advisors to include representation from stakeholder populations, and different types of expertise, backgrounds and experience.

**Diversity goal**  - CLA’s board, staff, and pro bono network must be diverse in terms of race, ethnicity, gender, sexual orientation/identification, and physical abilities.

1. **Board**
2. Specific Goals

1. 50% diverse

2. At least 33% of Board should consist of persons of color

1. At least 33% of the Board should be female
2. How to Get There
3. For each white male nominated to Board, a diverse individual will also be nominated
4. Class of board members added once a year, not randomly throughout the year
5. Diversity as a specific criteria to be used by Nominations and Governance Committee
6. **Staff**
7. Goal – Increase representation persons of color (gender diversity generally has not been an issue)
8. How to Get There
9. Annual report to Board on diversity efforts
10. Targeted outreach to law schools, colleges, and high schools to establish pipeline of qualified future applicants
11. Diversity part of executive directors’ job expectations
12. **Pro Bono Network**
13. Target - Increase representation of persons of color
14. How to Get There
15. Work with law firms to interest diverse attorneys in CLA work
16. Annual report to Board
17. Diversity part of executive directors’ job expectations
18. Programs
19. Increase emphasis on environmental justice issues and cases
20. Increase outreach to organizations and groups representing environmental justice communities
21. Increasing environmental justice cases part of executive directors’ job expectations
22. Annual report to Board
23. Staff to develop plan on how to accomplish this
24. Expand educational programs to include environmental justice communities

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