

## Chapter Diversity Statement, 2021

George Floyd, Breonna Taylor, Eric Garner, Tamir Rice, and too many others. Black Americans killed as a result of police use of force. Saying their names inspires all of us to embrace our country's founding truths of equality and unalienable rights. As lawyers, we must join that effort. We will never see equal justice under law if lawyers turn a blind eye to the injustice around us.

We must commit to becoming change agents. To that end, our Chapter has led the way. Every day we promote diversity and inclusion within the Eastern District. We work with the community to build a pipeline of diverse talent in the legal profession. And we must continue to lead.

But we have barely scratched the surface. Fighting systemic racism and institutionalized oppression of BIPOC individuals (black, indigenous, and people of color) will take more than statements and panel discussions. Going forward, the Chapter commits to the following:

### Inclusivity

We must ground the FBA's inclusivity on principles of equity and representation. We must embrace the findings and recommendations of the Chapter's 2009 Diversity Task Force Initiative. Every committee should engage and collaborate with the Diversity Committee to the maximum extent feasible. We will recruit diverse attorneys and law students for membership into the federal bar association. We must revitalize our mentorship programs for civil and criminal attorneys. And we will partner with stakeholders to increase the diversity among attorneys appointed to the CJA panel.

### Collaboration

Communities of color must feel welcome in the federal bar community and our committees must amplify voices calling for systemic change. We will continue our partnerships with community bar organizations but with a focus on affinity bar groups. We will promote opportunities to seek justice, including pro-bono legal services targeting legal system and social justice reforms.

### Education

Racial justice and systemic change can only happen if we educate ourselves and those around us. As attorneys, we commit to enlisting our privilege in the service of social justice. We commit to building upon our Bias Disruptor seminar. We will offer programming that both underscores the inequities in our system and offers tangible ways to change that system. We will continue to mentor students from elementary school to law school. We will promote opportunities for young people to expand their social networks, meet lawyers, and learn that they, too, can work for systemic change.

America is a creedal nation founded on rule of law, equality, unalienable rights, justice, and freedom. These truths make us American. If we believe these truths to be self-evident, now

is the time to start making them so.