
GOAL III

REPORT

**An Annual Report on the Participation of Persons
with Disabilities in ABA Leadership Positions**



GOAL III

REPORT

The views expressed herein have not been approved by the House of Delegates or the Board of Governors of the American Bar Association and, accordingly, should not be construed as representing the policy of the American Bar Association.

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2011-12 ROSTER

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Acknowledgments

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I. EXECUTIVE SUMMARY

For the 2011-12 bar year, the Commission on Disability Rights reports:

- The number of lawyers with disabilities who hold leadership positions in Sections, Divisions, and Forums (SDFs) decreased significantly from 34 to 23 in the past year.
- Forty-four percent of SDFs report having a lawyer with a disability in a leadership position, a slight increase from 41% in 2010-11, but no chairs or chairs-elect have a disability.
- Approximately 4.56% of ABA members identified themselves as having a disability, a noticeable decline from 6.87% for last year.
- Only 15 of 751 ABA-presidential appointments went to lawyers with disabilities, down two from last year and well below the record 46 set in 2008-09.
- Only 9 of the 34 eligible ABA entities track disability status of their members.
- No data is collected on the disability status of the 560 members of the House of Delegates.
- None of the 38 members of the Board of Governors report having a disability.
- Most leaders with disabilities in the ABA are at the committee level, as opposed to the primary leadership positions.
- The number of presenters and faculty with disabilities for ABA continuing legal education programs (CLEs) fell sharply for a second year from 47 (2009-10) to 21 (2010-11) to 11 (2011-12).
- The Section of Business Law, Section of Labor and Employment Law, Tort Trial and Insurance Practice Section, General Practice, Solo, and Small Firm Division, and Law Student Division made the Commission's "Honor Roll," demonstrating a commitment to obtaining and retaining lawyers with disabilities in both their membership and leadership.

Recommendations

In light of these survey findings, the Commission encourages the entities to:

- Actively recruit and promote lawyers with disabilities for leadership positions in SDFs.
- Solicit lawyers with disabilities to serve as speakers and panelists for CLEs and other programs and events, as well as book and article authors.
- Feature articles about disability diversity.
- Sponsor a lawyer-member with a disability to represent disability diversity.
- Continue to develop better ways to track the number of lawyers with disabilities.
- Work with the appropriate ABA staff to make sure all materials (print and digital), events, and websites are accessible for members with disabilities.

II. INTRODUCTION

The American Bar Association (ABA), founded in 1878 by 100 lawyers from 21 states, is the largest voluntary professional association in the world. Its primary mission is “[t]o serve equally our members, our profession and the public by defending liberty and delivering justice as the national representative of the legal profession.”

Stemming from its long history of promoting reform of the justice system, the ABA established in 1973 the Commission on the Mentally Disabled to focus on the advocacy needs of people with mental disabilities. Following the enactment of the Americans with Disabilities Act of 1990, the Commission broadened its mission to serve all people with disabilities, and therefore changed its name to the Commission on Mental and Physical Disability Law. In 2011, the name was changed to the Commission on Disability Rights (CDR) to

better reflect its two-prong mission: to “promote the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession.” Of particular note, CDR is the only entity within the ABA—and the legal profession—that addresses the needs of, as well as the challenges faced by, lawyers and law students with disabilities on a national level.

To help carry out its mission, the ABA established Goal III in 2008: “[t]o eliminate bias and enhance diversity.” It has two objectives: to “[p]romote full and equal participation in the association, our profession, and the justice system by all persons” and “eliminate bias in the legal profession and the justice system.” The tenets of Goal III were

drawn from its predecessor, former ABA Goal IX, the aim of which was “to promote full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities.”

Each year, staff conduct the Goal III survey, collecting data from the ABA’s Sections, Divisions, and Forums on the participation within the ABA of persons with disabilities, as well as women, racial minorities, and persons who are gay, lesbian, bisexual, or transgender.

CDR’s 2012 *Report* discusses the survey findings with respect to the participation of lawyers with disabilities in ABA leadership. The *Report* also lists those ABA entities that CDR has selected for “Honor Roll” status due to their demonstrated commitment to the inclusion of lawyers with disabilities in the ABA.

III. DATA ON DISABILITY & LEGAL PROFESSION

A. Lawyers

In a 2011 ABA member survey, 276 (4.56%) of the 6,049 who answered the query “Do you have a disability?,” responded “yes”—down from 6.87% in 2010; 6.76% in 2009; 6.69% in 2008; and 7.18% in 2007.

In 2009, the ABA’s Market Research Department collected relevant statistics on lawyers with disabilities for its National Lawyer Population Survey. Significantly, only 3 of 54 American jurisdictions that license attorneys collected information on lawyers with disabilities. This lack of data regarding the number of lawyers with disabilities constitutes a major barrier to measuring progress regarding disability diversity in the legal profession and, in turn, to advancing employment for this talented, but underrepresented population.

In its 2011 survey of 391 law firms, the Institute for Inclusion in the Legal Profession (IILP) noted the failure by law firms to collect data regarding the number of lawyers with disabilities, particularly when compared to other minority groups. When the firms were surveyed as to the types of diversity employment statistics they track, a large percentage track attrition, salary, promotion attrition, associate conversion, and partner conversion as

to gender (98.1-100%) and racial/ethnic diversity (84.7-90.4%), compared to approximately half for sexual orientation (48.1-52.5%) and a quarter for disability status (23.1-36.6%).¹ IILP concluded: “The legal profession’s diversity efforts have often included disabilities as part of a string of the types of diversity encouraged, but lawyers with disabilities are consistently being overlooked or ignored within the business case for diversity.”²

Collecting this data, however, poses several challenges. Many persons with non-apparent or “hidden” disabilities may choose not to answer the question relating to disability status due to legitimate concerns about confidentiality, stereotyping, bias, and misuse of the information. Others may not consider themselves to fit within the particular survey’s definition of “disability.” For instance, the IILP found that only 1 of 996 attorneys identified themselves as having “an ADA-recognized disability” that requires an accommodation at work.³ Moreover, the National Association for Law Placement (NALP) reported in December 2009: “Of the approximately 110,000 lawyers for whom disability information was reported in the 2009-2010 NALP Directory of Legal Employers (NDLE), just 255, or 0.23%, were identified as having a

disability.”⁴ This number did not seem to vary by firm size or associate/partner status. The survey collected data on partners from varying firm size: 100 or less; 101-250, 251-500, 501-700, 701 plus.

The Bureau of Labor Statistics reported that, for the third quarter of 2011, 2.6% of persons employed in the legal profession (e.g., lawyers, judges, magistrates, law clerks, court reporters, paralegals) had a disability.⁵ Also, 0.03% of employed persons with a disability were in the legal profession, compared to 1.2% for non-disabled persons.⁶

B. Law Students

Just as for lawyers with disabilities, there is a lack of data regarding the number of law students with disabilities. For 2011-12, the ABA Section of Legal Education and Admissions to the Bar indicated that 5,339 (3.4%) of 156,925 law students in ABA-accredited law schools (both J.D. and LL.M students) were provided accommodations (see Figure 1). Although these figures do not provide an actual estimate as to how many law students in ABA-accredited law schools have a disability, the number is low. This is due in part to the fact that persons with disabilities are less likely to graduate from high school and college and more likely

1. INSTITUTE FOR INCLUSION IN THE LEGAL PROFESSION, *THE BUSINESS CASE FOR DIVERSITY: REALITY OR WISHFUL THINKING?* 26 (2011), available at <http://www.theilp.com/resources/Documents/IILPBusinessCaseforDiversity.pdf>.

2. *Id.* at 81.

3. *Id.* at 35.

4. National Association of Law Professionals, “Reported Number of Lawyers with Disabilities Remains Small,”

NALP BULLETIN (Dec. 2009), available at <http://www.nalp.org/dec09disabled>. NDLE contains over 1,700 legal employers, including private practice, public service, government agencies, and corporations.

5. On file with Commission on Disability Rights.

6. *Id.*

ACADEMIC YEAR	LSD*/ABA**	PERCENT
	*number of law students with disabilities provided accommodations ** number of law students in ABA-accredited law schools	
2011-2012	5,339/156,925	3.40
2010-2011	5,292/157,598	3.36
2009-2010	4,941/154,549	3.20
2008-2009	4,111/152,005	2.70
2007-2008	4,229/149,745	2.82
2006-2007	3,803/148,697	2.56

to live in poverty. EDI reports with 2009 ACS data that only 12.2% of working-age persons with disabilities hold a Bachelor’s degree or higher, compared to 30.8% of non-disabled persons, an 18.6 percentage point gap (0.3 percentage points higher than last year). This education disparity helps explain why so few persons with disabilities become lawyers, as many individuals with disabilities lack the educational background and academic prerequisites to apply to law school. Cornell University’s Employment and Disability Institute (EDI) EDI reports—using data from the American Community Survey (ACS), an annual survey that is sent to about 3 million households—that only 12.2% of working-age persons with disabilities hold a Bachelor’s degree or higher, compared to 30.8%

of non-disabled persons, an 18.6 percentage point gap (0.3 percentage points higher than last year).⁷

Also, According to the U.S. Census Bureau, for 2010, 27.9% of people with disabilities aged 18 to 64 were living below the poverty line, compared to 12.5% of non-disabled persons. Persons aged 18 to 64 with a disability comprised 15.9 percent of people aged 18 to 64 in poverty, compared to 7.8 percent for all individuals aged 18 to 64.⁸ Furthermore, householders with disabilities earned an average of \$25,550 annually, compared to \$58,736 annually for non-disabled householder.⁹

Furthermore, those students with disabilities who attend and graduate from law school do not fare as well in terms of employment and salaries as other graduates. For instance, the National

Association of Law Professionals found that 79.1% of 637 class of 2010 law graduates with disabilities were employed after graduation, compared to 88.6% of non-minority law graduates and 83.8% of minority law graduates.¹⁰ Graduates with disabilities had a 8.5% lower employment rate than the entire surveyed class of 2010—up 0.9% from 2009.¹¹ Also, 9.6% of law graduates with a disability indicated that they were unemployed and seeking a job, compared to 6% for all non-minority law graduates and 7.8% for all minority law graduates.¹²

Of the 224 salaries reported by 2010 graduates with disabilities, the mean salary was \$72,495 and the median salary was \$58,250, compared to those for women (\$81,825 and \$60,387) and men.¹³

7. ERICKSON, W., LEE, C., & VON SCHRADER, S., CORNELL UNIVERSITY EMPLOYMENT AND DISABILITY INSTITUTE, DISABILITY STATUS REPORT: UNITED STATES 49 (2011), available at http://www.disabilitystatistics.org/StatusReports/2009-PDF/2009-StatusReport_US.pdf.

8. U.S. CENSUS BUREAU, INCOME, POVERTY, AND HEALTH INSURANCE COVERAGE IN THE UNITED STATES: 2010 at 18 (2011), available at <http://www.census.gov/prod/2010pubs/p60-238.pdf>.

9. *Id.* at 9.

10. NATIONAL ASSOCIATION OF LAW PROFESSIONALS, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2011 47 (2011).

11. *Id.*

12. *Id.* Yet, what is still not known from statistics on law students is what percentage of students with disabilities graduate as opposed to students with no disabilities.

13. *Id.*

IV. SURVEY METHODOLOGY

In fall of 2011, CDR surveyed the ABA Sections, Divisions, and Forums (SDFs) as to the number of their members with disabilities in 11 categories: Membership; Additional Committee Leadership; Chair; Chair-Elect; Committee Chairs of Forum Division Chairs; Council or Forum Governing Committee; House of Delegates; Nominating Committee; Nominating Committee Chair; Primary Leadership Officers; and CLE Programming Faculty. Commissions and Committees were also surveyed, but only as to one category: CLE Programming Faculty. In addition to these quantitative questions, CDR asked SDFs and Commissions and Committees qualitative questions regarding: the accessibility of their websites, programs, meetings, social events, and publications to persons with disabilities; the inclusion of disability within their diversity statements; accommodations policies and complaints; and outreach efforts.

The ABA entities used varying methods for collecting the data. Some solicit their members directly, while others use the ABA census data collected as it particularly pertains to their members.

For purposes of this survey, CDR broadly defines “disability” as “[a] significant mental, sensory, or physical impairment or condition such as epilepsy, muscular dystrophy, multiple sclerosis,

mental illnesses, dementia, learning disabilities, AIDS, cancer, diabetes, heart disease, stroke, blindness and other visual impairments, deafness and other hearing impairments, and alcoholism.” Disability status may be inferred from members’ self-identifications, direct observation, accommodation requests, and appointments data.

Note that CDR recognizes the inherent difficulties associated with collecting data on the numbers of lawyers with disabilities. Many types of disabilities may be hidden or non-apparent, such as mental and cognitive impairments. Also, respondents may not want to self-identify due to concerns about confidentiality, stereotyping, bias, and misuse of the information. Others may not consider themselves to be disabled due to corrective measures such as medications, mobility devices, and auxiliary aids.

The ABA’s 22 Sections, 6 Divisions, and 6 Forums focus on specific areas of law or career stage, facilitating more in-depth examination of issues, regulations, and trends. Sections draw their membership from lawyers or judges with common professional interests, and operate much like independent bar associations with their own officers, dues, committees, and programming. They typically represent a substantive area of the law through their more than 3,700 committees and

various publications. Sections, with officers and council members as leaders, contribute to policy-making, both in their particular subject areas and association-wide.

There are two kinds of Divisions: specialized groups for members and internal ABA departments. The specialized groups are general practice, solo, and small firms; government and public sector; judicial; law students; and young and senior lawyers. The internal departments are bar, legal, and public services; public education; and communications and media relations. Divisions differ from Sections in that they usually have boards of governors.

ABA Forums explore and monitor new areas of the law as they develop. The topics covered are affordable housing and community development, air and space, and communication law, as well as franchising and the construction, entertainment, and sports industries. Forums are open to membership, as long as one is a member of an ABA Section or Division.

Other ABA entities, including Commissions, Special Committees, Standing Committees, and Task Forces, advise and implement policy for specific areas and causes related to the legal profession and have a relatively small number of members.

V. FINDINGS

A. ABA Leadership

Since 2004, the ABA President’s Office ensures that applications for presidential appointments include a question regarding disability status. For 2011-12, 15 of 751 (2%) presidential appointments went to persons identified as having a disability, a slight decline from the two previous years—17 of 750 (2.3%) for 2010-11 and 18 of 760 (2.4%) in 2009-10. The highest number of presidential appointments that went to persons identified as having a disability was 46 of 693 (6.6%) in 2008-09; the lowest number was 13 of 705 (1.8%) in 2007-08. (See Figure 2)

Furthermore, none of the 38 ABA members who serve on the Board of Governors—the executive arm of the ABA—reported having a disability.

Currently, 560 ABA members serve in the House of Delegates, the ABA’s policy-making body, but the ABA does not maintain statistics on the number of members with disabilities.

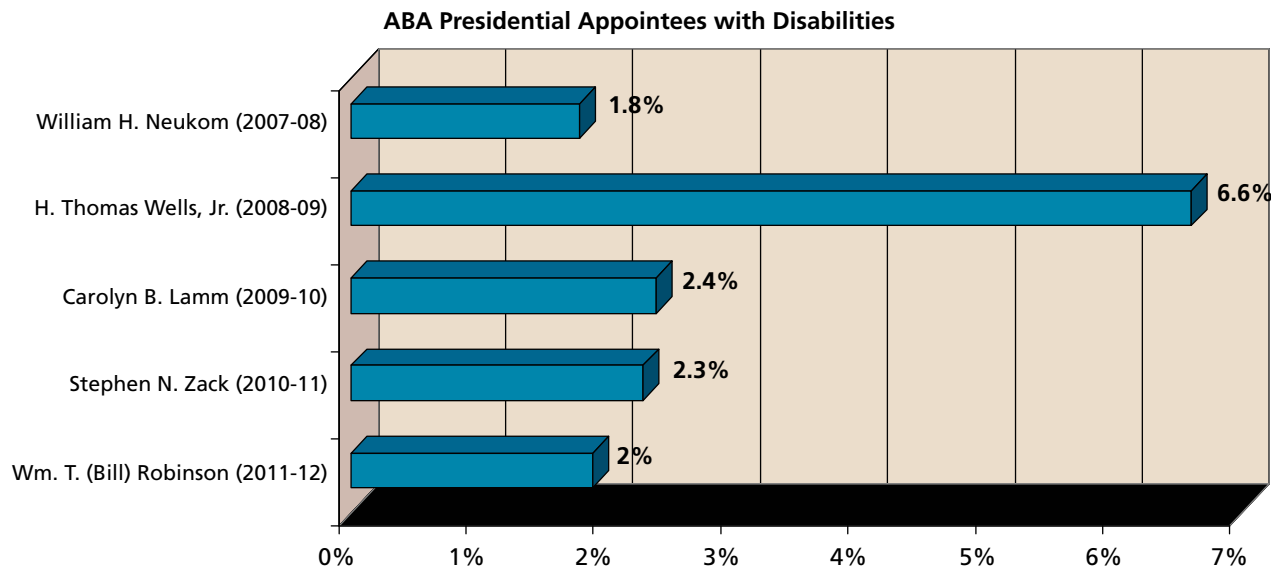
B. ABA Entity Leadership

For 2011-12, 23 of the ABA’s entity leadership positions were held by lawyers identified as having disabilities—the same number held in 1999-2000, but a significant decline from 34 in 2010-11 and

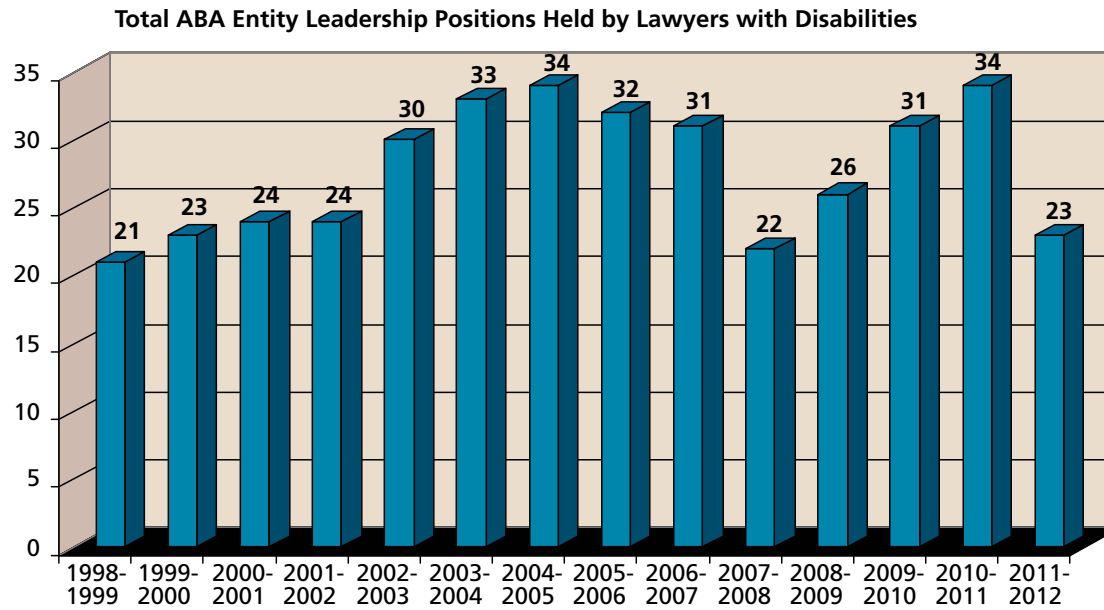
2004-05, 33 in 2003-04, 32 in 2005-06, 31 in 2009-10 and 2006-07, and 30 in 2002-03 (see Figure 3).

On the other hand, the percentage of ABA entities that had attorneys with disabilities on their leadership teams slightly increased from 41% in 2010-11 to 44% in 2011-12, the same percentage as in 2009-10 (see Figure 4). Those entities were: Section of Antitrust Law; Section of Business Law; Criminal Justice Section; Section of Dispute Resolution; General Practice, Solo & Small Firm Division; Government and Public Sector Lawyers Division; Health Law Section; Section of Individual Rights and Responsibilities;

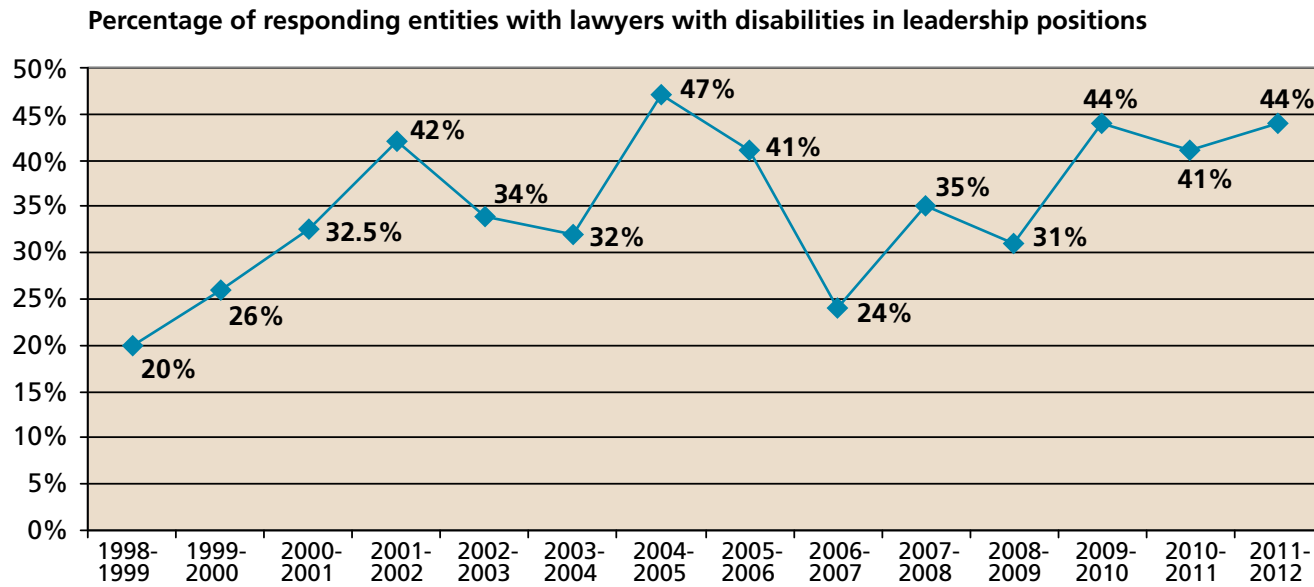
(Fig. 2)



(Fig. 3)

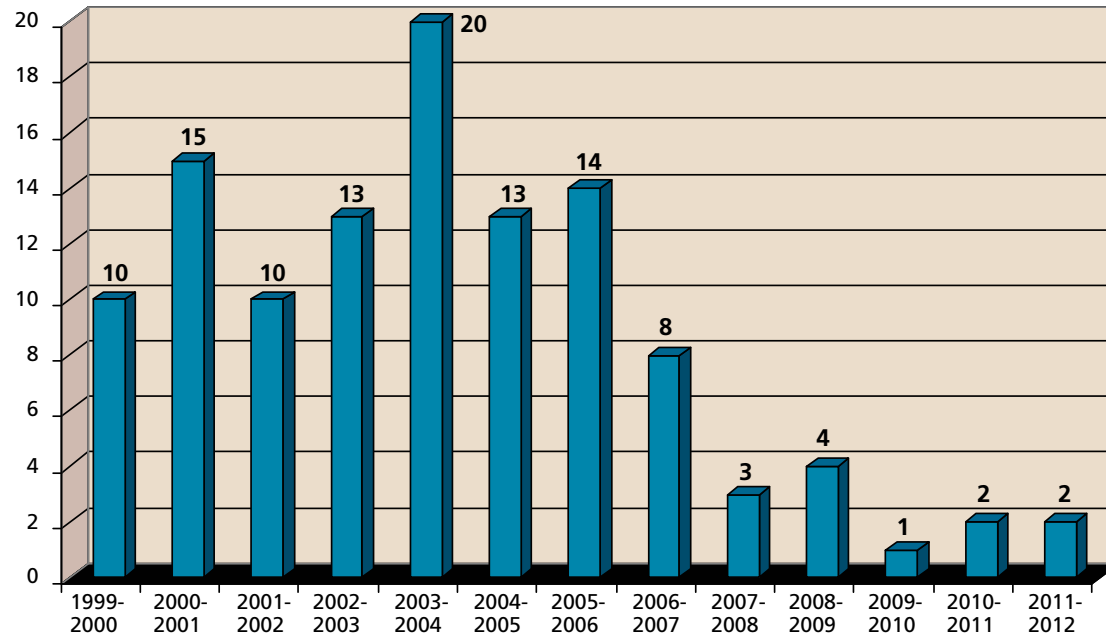


(Fig. 4)



(Fig. 5)

Primary Leadership Positions Held by Lawyers with Disabilities



Section of Litigation; Law Student Division; Section of Public Contract Law; Section of Real Property, Trust and Estate Law; Section of Science and Technology Law; Tort Trial & Insurance Practice Section; and Young Lawyers Division. The highest percentage was 47% in 2004-05 (See Figure 4).

Primary & Committee Leadership

Primary leadership positions (section officers or forum chairs, chairs-elect, immediate-past chairs, and appointed leadership) are considered the most influential within the SDFs. For 2011-12, only 2 lawyers with a disability held primary leadership positions—the same number as in 2010-11. The highest number held was 20 in 2003-04, followed by 15 in

2000-01, 14 in 2005-06, 13 in 2002-03 and 2004-05, and 10 in 1999-2000 and 2001-02. These numbers dropped to the single digits beginning in 2006-07 and continuing thru 2011-12. Just as for 2010-11, no chairs or chair-elects for any of the 34 ABA entities reported having a disability (see Figure 5).

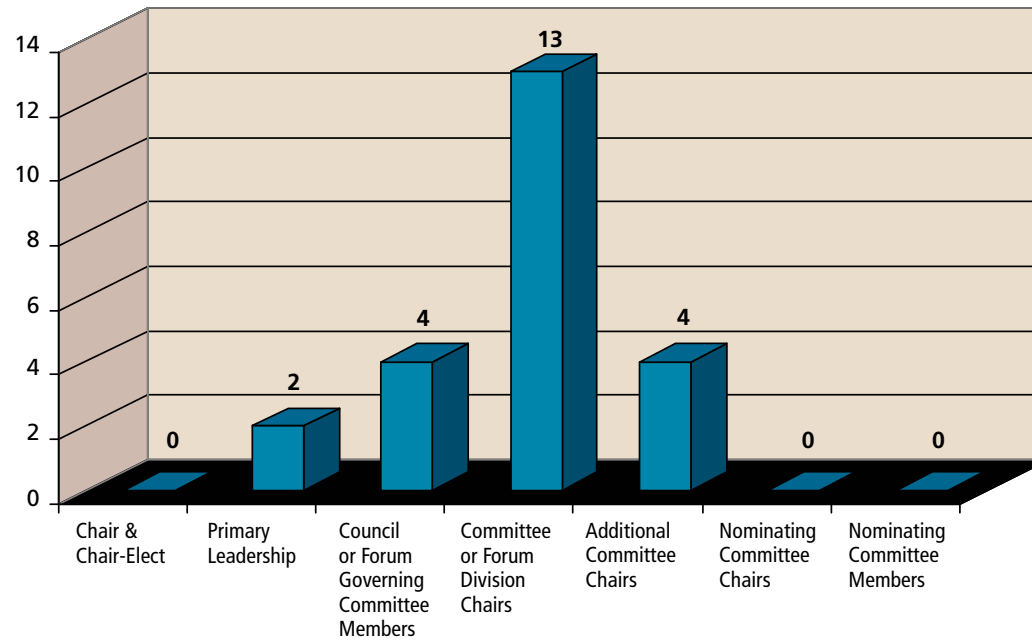
For 2011-12, 13 lawyers with disabilities held committee chair positions (see Figure 6), the one less than in 2010-11. Twelve of the 34 eligible entities reported having committee positions held by lawyers with disabilities, one more than last year: Section of Antitrust Law; Section of Business Law; Section of Dispute Resolution; General Practice, Solo and Small Firm Division; Government and Public Sector Lawyers Division; Section of

Individual Rights and Responsibilities; Section of Litigation; Section of Public Contract Law; Section of Real Property, Trust and Estate Law; Section of Science and Technology Law; Tort Trial & Insurance Practice Section; and Young Lawyers Division. Significantly, the number of additional committee leaders with disabilities decreased from 13 in 2010-11 to 4 in 2011-12.

Based on the survey results, CDR concludes that most leaders with disabilities in the ABA are at the Committee level, as opposed to the primary leadership positions. Our hope is that, as these members climb the ranks of these entities, we will see more primary leaders with disabilities in the coming years.

(Fig. 6)

Number of ABA Leadership Positions Held by Lawyers with Disabilities, 2011-2012



C. CLE Programming & Faculty

Each ABA entity chooses the faculty for its CLE programs. For 2011-12, 11 presenters at ABA CLE programs were identified as having a disability, a sizable decrease from 47 in 2009-10 and 21 in 2010-11. With regard to Commissions, Centers, and Committees, the following 9 entities included lawyers with disabilities in CLE programming: Section of Antitrust Law; Section of Business Law; Center for Continuing Legal Education; Criminal Justice Section; Section of Labor and Employment

Law; Standing Committee on the Law Library of Congress; Section of Real Property, Trust and Estate Law; Section of State and Local Government Law; and Young Lawyers Division.

D. Entity Membership

Nine out of 34 SDFs track disability status for their members, one more from last year: Section of Business Law; Health Law Section; Section of Individual Rights and Responsibilities; Judicial Division; Section of Litigation; Senior Lawyers

Division; Section of State and Local Government Law; Tort Trial and Insurance Practice Section; and Young Lawyers Division. The accuracy of membership data depends on the method used by each entity. The Section of State and Local Government Law administers a membership survey through a third party to determine disability status for their members. It had the highest reported percentage of members with disabilities at 2% (245 of 12,282).

VI. ENTITY HONORS

Selection for CDR's Honor Roll for SDFs that have demonstrated the ABA's commitment to lawyers with disabilities is based on four categories: (1) leadership, i.e., entities that have a significant percentage of their leadership and committees populated by lawyers with disabilities; (2) outreach/promotion, i.e., entities that actively recruit individuals with disabilities and involve members with disabilities in their programs and events; (3) accessibility, i.e., entities that ensure that their websites, meetings/events, CLEs, and publications are accessible to persons with disabilities; and (4) CLEs, i.e., entities that select faculty who have disabilities and/or cover disability-related topics.

There are three levels of recognition: platinum, gold, and silver. For this year, no entity achieved platinum status.

A. Gold Level

Section of Business Law (Linda Rusch, Chair)

The Section's mission is: *To encourage diversity in the Section by fostering a welcoming environment for all lawyers and promoting full and equal participation by all lawyers, including lawyers of color, women lawyers, gay and lesbian lawyers, and lawyers with disabilities ("Diverse Lawyers").*

The Section's Committee on Diversity has a subcommittee that is specifically focused on the participation of lawyers with disabilities in Section activities. This Committee has created the Business

Law Diplomat Program to demonstrate its commitment to encouraging the participation of lawyers with disabilities in Section activities, and in the process, develop future Section leaders, facilitate the full participation of lawyers with disabilities in Section activities, and draw more lawyers with disabilities into active membership. The Section reimburses a Diplomat's expenses for attendance at its Spring and Annual Meetings, as well as at any one stand-alone meeting of the Committee to which the Diplomat has been appointed. Also, the Chair of the Committee to which the Diplomat has been appointed provides specific tasks and speaking assignments for the Diplomat, as well as assigns a Committee member to mentor the Diplomat to maximize the opportunity for participation and leadership growth. Currently there are three diplomats.

The Section also has created the **Diversity Clerkship Program**, a summer program that provides business law clerkship placements, as well as support and mentoring, to qualified diverse first- or second-year law students in order to expose them to business practices.

Each year, the Section's Committee on Diversity sponsors a Diversity Networking Reception the evening before its Spring Meeting to welcome attendees who are interested in recruiting and retaining for active involvement in the Section lawyers of color; women lawyers; lawyers with disabilities; gay, lesbian, bisexual and transgender lawyers; young lawyers; and law students. For its Spring 2011 reception in Boston, Massachusetts, the Committee reached out to local groups and

associations representing lawyers with disabilities; more than 100 people attended. In addition, at the Spring Meeting, the Committee on Diversity's Subcommittee, Women's Business Law Network, offered complimentary attendance to local lawyers with disabilities to its Sweet Endings Dessert Reception.

Finally, a lawyer with a disability (Joan M. Durocher) sits on the editorial board for the Section's web-based Business Law Today, and Section member Margaret M. Foran serves as a liaison to CDR.

Section of Labor and Employment Law (Richard T. Seymour, Chair)

In April 2011, the Section's Equal Employment Opportunity (EEO) Committee held a Diversity Reception at its National Conference on EEO Law in New Orleans. It included a content-based program regarding disability rights and access. Two practicing attorneys with disabilities from the New Orleans area encouraged those in attendance to strongly consider giving attorneys with disabilities the opportunity to work at their places of employment, and discussed some of the advances in technology available for attorneys with disabilities.

In addition, the Section—along with CDR and the National Federation of the Blind—sponsored the 2011 Jacobus tenBroek Disability Law Symposium. The Section also held three CLEs on disability law topics during its 2011 winter meetings: "Dealing with the Dilemma of

Disability-Related Workplace Conduct”; “ADA: A New Era?”; and “The FMLADA-Not the Name of a Puerto Rican Cruise Ship!” (a panel on the ADA and Family Medical Leave Act).

Law Student Division (Tremaine Reese, Chair)

One of the Division’s 21 council members identified as having a disability. Also, the Division’s leadership includes a Mental Health Initiative Director.

Each year in early March, the Division holds Diversity Day at law schools across the country. They are encouraged to sponsor educational programs and events that teach and foster different minority groups, including persons with disabilities. A Diversity Day Toolkit provides law schools with tips on establishing a diversity committee, choosing successful Diversity Day events, and avoiding pitfalls.

The Division has selected March 27 as the official National Mental Health Day at law schools across the country, encouraging them to sponsor educational programs and events that teach and foster breaking the stigma associated with severe depression and anxiety amongst law students and lawyers. The Division has an online toolkit that provides information on how law students and law school administrators can implement mental health training and prevention. The Division is currently working on a Law Student Mental Health and Wellness webpage, due out at the end of January.

In addition, the Division and its staff took steps to ensure that its website is accessible to persons

with disabilities, including adding alternative text to images and key stroke navigation. Also, the Division’s homepage features CDR’s Goal III Report and its directory of bar information for applicants with disabilities, which provides information from state, territorial, and federal jurisdictions that grant licenses to practice law regarding accommodations and character and fitness inquiries. The Division’s diversity webpage features other CDR resources.

Finally, the Division’s May 2011 Student Lawyer featured an article entitled “Character and Fitness: How to Handle Substance Abuse or Mental Illness,” which discussed how law students with substance abuse and mental health impairments handle character and fitness questions when applying for the bar.

B. Silver Level

General Practice, Solo and Small Firms Division (Laura V. Farber, Chair)

The Division established the Diversity Fellowship Program in the 1999/2000 bar year in order to promote diversity within the Division while providing leadership development opportunities within the Division for women, attorneys of color, and those with disabilities and persons of differing sexual orientations and gender identities. Fellows are reimbursed to attend the Division’s Fall and Spring Meetings, and are expected to show their commitment to the Division by attending the ABA Annual Meeting.

Division Chair Laura V. Farber reached out to, and held a joint fall meeting in October 2011 with,

CDR and the Commission on Sexual Orientation and Gender Identity, among others. CDR worked with the Division on a Diversity Roundtable; CDR Commissioner Mildred A. Rivera-Rau spoke about the disability diversity perspective.

The Division is a sponsor of CDR’s 2012 Midyear Meeting resolution urging administrators of law schools admissions test to provide proper accommodations for applicants with disabilities.

Tort Trial and Insurance Practice Section (Randy J. Aliment, Chair)

The Section’s Standing Committee on Diversity in the Profession publishes a quarterly newsletter, *Embracing Diversity*. The summer 2011 issue featured CDR, its members, and its publications and products. Disability is its diversity theme for the 2011-12 bar year.

The Section elects a Diversity Officer to oversee its membership, leadership and initiatives. The Section’s Diversity Committee also had a successful program, “Providing Persons with Disabilities and the Elderly with Equal Access to Justice.” It was specifically designed to educate lawyers, judges, and the public about the needs of those with disabilities, the elderly and others with special needs in providing access to the courtroom, whether they be clients, witnesses, lawyers, or jurors. It also offered a new free CLE program entitled “Embracing Diversity in a Jury Trial.”



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