

# LAWYER REGULATION SYSTEM

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2021

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## Initial Diversity and Inclusion Strategic Action Plan



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## **Introduction**

As part of its mission to monitor the fairness, effectiveness and efficiency of the attorney regulation system, the Board of Administrative Oversight developed this initiative to assist the lawyer regulation system to carry out its mission. It formed a subcommittee<sup>1</sup> to recommend actions. This plan is the initial work product.

As an organization, we are committed to successfully carrying out our mission to regulate the legal profession in Wisconsin regarding diversity and inclusion in two different ways. The first is by ensuring that our high-performing workforce reflects the diverse backgrounds of those we serve. The second is to ensure that the regulatory system is transparent and understood by lawyers and citizens alike, reaching out to the entire diverse community we serve. The Wisconsin Supreme Court looks for individuals to appoint to our committees and boards. To that end, we want to assist the Court to have as diverse an applicant pool to select from as possible.

This is the first formal action to address these issues. It is a beginning not an end. It is a process, not a result. Its initial goals will be direct, short, and measurable. As next steps, we plan to monitor progress and address gaps.

## **Definitions<sup>2</sup>**

Diversity is “a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively.”

Inclusion is “a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.”

## **Workforce Plan**

Goal: Staff Recruitment

Priority—Increase employee hiring from underrepresented populations.

- A. Work in cooperation with the Office of Management Services to review, evaluate, and provide recommended changes to our recruitment and hiring practices, process and policies to ensure that they are equitable and inclusive.
- B. Highlight and publicize efforts to grow diversity within our workforce.
- C. Identify, through data analysis, sources to grow applicant pools of underrepresented populations.
- D. Establish relationships and partner with appropriate institutions, groups, and professional organizations in an effort to target diverse populations.

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<sup>1</sup> Joseph Russell (Chair), Tierney Gill, Deanne Koll, and Timothy Nixon.

<sup>2</sup> The Definitions were created by the United States Office of Personnel Management.

- E. Effectively utilize social media to promote employment opportunities among diverse populations.
- F. Cultivate a supportive, welcoming, inclusive and fair work environment that maximizes employee talent, skills, and diversity.

### **Community Outreach Plan**

Priority—Increase awareness and understanding of the lawyer regulation system.

- A. Increase outreach to the State Bar of Wisconsin and local bars.
- B. Prepare a yearly article for the *Wisconsin Lawyer* on the structure of the lawyer regulation system.
- C. Do outreach to Wisconsin law schools, on at least a yearly basis, with an emphasis on affinity groups.
- D. Create a press packet on the structure of the lawyer regulation system and distribute it with an emphasis on media that serves under-represented communities.
- E. Review and evaluate web presence.
- F. Highlight opportunities to participate in the lawyer regulation system and the logistics to do so.

### **Evaluation**

Priority—Evaluate plan progress and effectiveness and amend as necessary.

- A. Make the subcommittee a standing subcommittee.
- B. Have the Director provide a report on the status of the goals one month prior to the anniversary date.
- C. Review, evaluate, and modify this plan every year on the anniversary date of December 10, 2021.