



## Diversity, Engagement & Inclusion Committee Playbook

### Purpose:

The purpose of the ENRLS Diversity, Engagement and Inclusion Committee (“DEI”) is to celebrate, enhance, and promote diversity, equity, and inclusion within the Section and with those that interact with the Section. The Section believes we must play a critical role in: advancing environmental justice initiatives that impact diverse communities; and enabling all lawyers in the practice of environmental and natural resources law, regardless of their race, ethnicity, gender, sexual orientation, religion, disability, or socioeconomic status, to have the same opportunities to achieve their professional goals. To implement these purposes, the Section created DEI to assess and establish measures to increase and maintain diversity in the Section’s membership, leadership, publications, programming, and speakers. The Section’s efforts are aligned with the State Bar’s commitment to minority, women, and LGBTQ+ attorneys. DEI will work with the State Bar of Texas’ Office of Minority Affairs to identify, expand, and promote initiatives to create a more fair and equal legal profession.

### DEI Objectives:

- Raising awareness and consideration of diversity issues affecting the environmental and natural resources legal profession;
- Identifying *pro bono* and legal education opportunities in the environmental law arena that are related to environmental justice and communities of color;
- Promoting diversity within the Section and in its leadership, publications, programming, and speakers, such as by seeking the participation of attorneys within the Section who are people of color, women, and LGBTQ+;
- Serving as a resource to law firms and other organizations in the recruitment, training, and retention of environmental and natural resource law attorneys who are people of color, women, and LGBTQ+; and
- Partnering with other professional organizations to increase diversity within environmental and natural resources industries.

### DEI Annual Action Items:

#### I. Initial Formation and Protocol for Ongoing Leadership of the DEI Committee

DEI will have no fewer than two members from the Executive Committee. The Chair of DEI will rotate on an annual basis. The Chair for 2020-2021 is Paul Sarahan, and the Co-



Chairs are Ty'Meka Reeves-Sobers and Amber Ahmed. DEI will work with the Chair of the Section at the beginning of each "ENRLS Year" to select the Chair for that year.

## **II. Annual Efforts of the DEI Committee**

Each ENRLS year, the Committee will:

- A. Establish liaisons with other ENRLS committees to establish lines of communication between committees with the ultimate goal of working together to advance DEI issues in ENRLS;
- B. Assess the status of DEI issues within ENRLS.
- C. Work with the Education Committee and Superconference and Changing Face of Water Law Conference planning committees to promote and ensure that there is a diversity of speakers and planning committee members for these conferences.
- D. Based on a review of the status of DEI issues and discussions with the Committees and ENRLS leadership, the Committee will develop and propose an action plan for review, approval and implementation.

## **III. Liaisons for 2020-2021 ENRLS Year**

- A. Education Committee – Liaison: Amber Ahmed
- B. Law School Committee – Liaison: Paul Sarahan
- C. Nominations Committee – Liaison: Amber Ahmed
- D. Pro Bono and Community Outreach Committee – Liaison: Ty'Meka Reeves-Sobers
- E. Publications & Communications Committee – Liaison: Paul Sarahan
- F. Social Media Committee – Liaison: Amber Ahmed
- G. Sponsorship and Membership Committee – Liaison: Ty'Meka Reeves-Sobers
- H. Web Site & Technology Committee – Liaison: Paul Sarahan



**Revision History**

Rev. #	Date	Nature of Rev	Author
1		Original version	P. Sarahan, A. Ahmed, T. Reeves- Sobers