

# The Grand Rapids Bar Association

## MANAGING PARTNERS DIVERSITY COLLABORATIVE AGREEMENT

The Signatories to this Agreement share a common commitment to increasing the diversity and inclusiveness of our individual organizations and our profession. Each of the Signatories is committed to working with others to achieve diversity and inclusion in the education, hiring, retention, and promotion of Michigan's attorneys and in the elevation of attorneys to leadership positions within our organizations, the judiciary, and the profession. The Signatories share a belief that diversity encompasses, among other things, race, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, language, age, disability, marital and parental status, geographic origin, and socioeconomic background.

The Signatories wish to collaborate to bring about change in their organizations and in the Greater Grand Rapids legal community that increases our diversity and helps to ensure that their organizations and the bar are open and inclusive. To this end, the Signatories make the following commitments:

1. The Signatories commit to develop, by January 1, 2012, a five-year Action Plan that will address three initial challenges facing our organizations and the bar:
  - a. Increasing the number attorneys of color in our organizations within five years;
  - b. Improving the rate of retention and advancement of female and attorneys of color in our organizations;
  - c. Expanding the pipeline of persons of color who enter law school and the profession.

Where possible, the Action Plan shall include targets and time frames against which progress can be measured.

2. The Signatories commit that they will be represented at each meeting of the Collaborative by their Managing Partner and the person, if any, who leads their diversity efforts within their organization. If a Managing Partner is unable to attend a meeting, he or she will designate another member of the firm's management committee to attend in his or her place. Signatories who have branch offices in Grand Rapids shall be represented by the Office Managing Partner.

It is anticipated that meetings will occur monthly, as necessary, beginning in September and running through December 2011, when the Action Plan will be adopted. Thereafter, the Signatories shall meet semi-annually to assess progress under the Action Plan and to consider other opportunities to collaborate to achieve the goals of the Collaborative.

3. Each Signatory will be asked to serve on one of three committees that will work during the summer of 2011 to develop alternatives to propose to the Collaborative at its September meeting. One committee shall address recruiting, another shall address retention, and the third shall address the pipeline. The committees may choose to invite additional members of the Signatory organizations, such as the persons within their organizations who lead the recruiting or professional development efforts, to participate in the work of the committee. The Collaborative may choose from time to time to establish other committees.
4. The members of the Collaborative appreciate the initiative of the Grand Rapids Bar Association in convening the Managing Partners to discuss a collaboration and wish to continue to work with the Bar Association toward the development and implementation of the Action Plan. The President of the Grand Rapids Bar Association shall sit as a voting member of the Collaborative and the Executive Director and the chair of the Bar's Diversity Committee shall participate. The Bar Association will coordinate the meetings of the Collaborative and be responsible for the initial announcement of the formation of the Collaborative and the Collaborative's agreement upon an Action Plan.
5. The goal of the Collaborative is to develop an Action Plan to which all of the Signatories can commit themselves. In the process of developing the Action Plan, decisions shall be made by consensus of the Managing Partners and the President of the Grand Rapids Bar Association. Consensus shall not require unanimity, but will be found when there is overwhelming agreement that goes as far as possible toward meeting the interests and concerns of the Signatories.

The undersigned have signed this Agreement the 13th day of June 2011, to evidence their commitment to work together toward becoming more diverse and inclusive.

Barnes & Thornburg LLP

By:

Tracy T. Larsen, Managing Partner

Miller Canfield

By:

Richard A. Gaffin, Managing Partner

Varnum LLP

By:

Lawrence J. Murphy, Managing Partner

Clark Hill PLC

By:

Ingrid A. Jensen, Managing Partner

Miller Johnson

By:

Craig A. Mutch, Managing Partner

Warner Norcross & Judd LLP

By:

Douglas E. Wagner, Managing Partner

Dickinson Wright PLLC

By:

Frank G. Dunten, Managing Partner

Price Heneveld LLP

By:

Terry S. Callaghan, Managing Partner

Grand Rapids Bar Association

By:

Susan Wilson Keener, President

Dykema

By:

James S. Brady, Managing Partner

Rhoades McKee PC

By:

Robert C. Shaver, Jr., Managing Partner

Foster Swift Collins & Smith PC

By:

Michael D. Homier, Managing Partner

Smith Haughey Rice & Rogge

By:

William J. Hondorp, Managing Partner