

## **Nebraska State Bar Association Statement of Diversity and Call to Action**

The Nebraska State Bar Association and the signatories hereto are committed to fostering diversity in the legal profession.

Diversity is inclusive, and it encompasses, among other things, race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability and marital and parental status.

Diversity in the law community makes us more creative, effective and brings more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.

We believe that all members of the bar should participate equally and fully in our profession.

Diversity is not about quotas or different standards, but it is about assuring that the opportunity to increase diversity in our workplace is one important consideration among others in the decision-making process.

We want to hire, retain and promote our lawyers based on each of our unique criteria, while simultaneously maintaining our commitment to diversity. To this end, we pledge to facilitate diversity in the hiring, retention and promotion of attorneys and in the elevation of attorneys to leadership positions within our respective organizations.

We recognize that achieving diversity is an evolutionary process that requires a continued renewal of our commitment to strategies of inclusion.

Accordingly, we the undersigned reaffirm our commitment to the above principles and we further agree to participate in Nebraska Bar Association programs in pursuit of these principles.