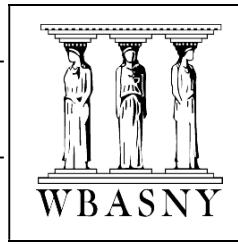

Women's Bar

OF THE STATE



Association

OF NEW YORK

November 16, 2016

PRESIDENT

Jacqueline P. Flug

Post Office Box 936
Planetarium Station
New York, NY 10024-0546

(212) 362-4445
(212) 721-1620 (FAX)
info@wbasny.org (e-mail)
www.wbasny.org

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Hon. Janet DiFiore
Chief Judge of the State of New York
New York State Unified Court System
Office of Court Administration, Rm. 852
25 Beaver Street
New York, NY 10004

Re: Diversity & Inclusion CLE Requirement for New York State Attorneys

Dear Chief Judge DiFiore:

The Women's Bar Association of the State of New York (WBASNY) with its 19 chapters and more than 4,400 members is dedicated to the advancement of women in law and society as well as the equal and fair administration of justice. WBASNY promotes diversity within the profession through varied initiatives. On behalf of WBASNY, I write in support of American Bar Association's (ABA) Resolution 107, which urges the licensing and regulatory authorities governing attorney admission in New York State to include, as a separate required credit, programs regarding diversity and inclusion in the legal profession and programs regarding the elimination of bias.

In light of recent and ongoing claims of bias by police and other governmental entities, it is evident that the public questions the fairness of our nation's justice system. It is our duty to promote awareness and understanding of the issues of diversity and bias within our profession. Our courts and practitioners cannot appropriately pursue justice if we are blind to bias and cultural differences.

WBASNY supports the ABA's proposed adoption of an expanded definition of diversity and inclusion in Resolution 107 to include all persons regardless of race, ethnicity, gender, sexual orientation, gender identity or disabilities is a necessary step to improve our justice system. Additionally, discussions of these diverse groups within the profession may address attrition rates of women and minority attorneys in the legal field.

For these reasons, WBASNY joins the coalition of bar groups¹ in support of the adoption of Resolution 107.

¹ The July 21, 2016 letter regarding a diversity & inclusion CLE requirement for New York State Attorneys was co-signed by the Amistad Long Island Black Bar Association, the Association of Law Firm Diversity Professionals, the Hispanic National Bar Association, the LGBT Bar Association of Greater New York, the Metropolitan Black Bar Association, the Puerto Rican Bar Association, the South Asian Bar Association of New York, the Association of Black Women Attorneys, the Dominican Bar Association, the Jewish Lawyers Guild, the Long Island Hispanic Bar Association, the Muslim Bar Association of New York and the New York City Bar Association.

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I remain at your service to provide any assistance you may require to enact and implement this important proposed requirement. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Jacqueline P. Flug". The signature is written in a cursive style with a large, stylized initial "J" and a long, sweeping tail.

Jacqueline P. Flug
President, WBASNY

cc: Hon. Betty Weinberg Ellerin, Chair, NYS Continuing Legal Education Board
Elise Geltzer, Esq., Counsel, NYS Continuing Legal Education Board