



Helen Perry Grimwood, President
The Grimwood Law Firm, plc
3101 North Central Avenue, Suite 940, Phoenix, AZ 85012
Voice 602-265-4995 – Fax 602-265-4998
Helen.Grimwood@azbar.org

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June 1, 2006

Mr. Herbert I. Zinn
Pinnacle West Capital Corp Law Department
400 N. Fifth St.
P.O. Box 53999 MS 8695
Phoenix, AZ 85004-3992

Dear Herb:

As President of the State Bar of Arizona and on behalf of the Board of Governors, thanks for agreeing to Co-Chair the State Bar's new Task Force on Diversity in the Legal Profession, with Herb Zinn of Pinnacle West.

As we have discussed, I have created this Task Force on the recommendation of the State Bar's Committee on Minorities and Women in the Law ("CMWL"), to follow up on its recommendations for making diversity a reality in the legal profession. The first report of the Task Force is scheduled for the December 2006 meeting of the State Bar Board of Governors, and will include the Task Force's evaluation and advice on the formation of an Arizona Leadership Institute, similar to the award winning Washington State Bar Leadership Institute. At that time, the Task Force should also report the status of its work on its other charges, together with a proposed plan and time line for completing them.

Enclosed is the charge of the Task Force, the Report and Recommendation of the CMWL, and some other materials I have collected on diversity issues. I look forward to discussing these with you when we meet on Thursday, June 8, 2006, 2 pm at the State Bar offices at 4201 N. 24th Street, #200, Phoenix.

Terri Randall, my assistant at the State Bar of Arizona, will be the staff assistant for this Task Force, and can be reached at (602) 340-7383 or terri.randall@staff.azbar.org.

Best regards,

Helen Perry Grimwood
President

HPG:tr

Enclosures



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 Dean Patricia White
 Arizona State University
 College of Law

June 1, 2006

Mr. Sal J. Rivera
 Fennemore Craig PC
 3003 N. Central Ave., Suite 2600
 Phoenix, AZ 85012-2913

Dear Sal:

As President of the State Bar of Arizona and on behalf of the Board of Governors, thanks for agreeing to Co-Chair the State Bar's new Task Force on Diversity in the Legal Profession, with Herb Zinn of Pinnacle West.

As we have discussed, I have created this Task Force on the recommendation of the State Bar's Committee on Minorities and Women in the Law ("CMWL"), to follow up on its recommendations for making diversity a reality in the legal profession. The first report of the Task Force is scheduled for the December 2006 meeting of the State Bar Board of Governors, and will include the Task Force's evaluation and advice on the formation of an Arizona Leadership Institute, similar to the award winning Washington State Bar Leadership Institute. At that time, the Task Force should also report the status of its work on its other charges, together with a proposed plan and time line for completing them.

Enclosed is the charge of the Task Force, the Report and Recommendation of the CMWL, and some other materials I have collected on diversity issues. I look forward to discussing these with you when we meet on Thursday, June 8, 2006, 2 pm at the State Bar offices at 4201 N. 24th Street, #200, Phoenix.

Terri Randall, my assistant at the State Bar of Arizona, will be the staff assistant for this Task Force, and can be reached at (602) 340-7383 or terri.randall@staff.azbar.org.

Best regards,

Helen Perry Grimwood
 President

HPG:tr

Enclosures



June 1, 2006

TO: Herb Zinn
Sal Rivera

FROM: Helen Perry Grimwood, President

RE: State Bar Task Force on Diversity in the Legal Profession

The charge of the Diversity Task Force is as follows:

- 1) Evaluate and advise the Board on the value and feasibility of programs aimed at increasing diversity and related "best practices" in the Arizona legal profession, recommending which of the programs identified in Section 5 of the CMWL Report to support and/or develop, how to do so, the associated monetary, staff and volunteer resources required for doing so, and the relative priority of each.
- 2) Recommend how best to support the State Bar Committee on Minority and Women in the Law with the Statement of Goals for Increasing Minority and Women Representation and Retention program ("the SOG program"), including
 - a. Encouraging all legal employers to become signatories to the SOG program and to pledge to monitor and improve ethnic and gender diversity in hiring, retention and promotion of attorneys.
 - b. Ongoing, periodic monitoring of the SOG Program.
- 3) Evaluate existing strategies and make any additional recommendations on how to monitor and increase the diversity of the State Bar Sections, Committees, Commission, Task Forces and Sections, and the leadership of these bodies, and how to track, maintain and report demographic information in support of this diversity effort and the SOG program.
- 4) Develop specific recommendations for initiating and sustaining improved communication and collaboration between the State Bar and the minority and women bar associations.
- 5) Consult with the CLE department on how best to incorporate cultural competency into the legal education courses and to seek diversity of speakers on every panel.

By December 2006, the Task Force should complete its work on 5(c) (dedicating a full time staff member to the State Bar's diversity initiatives) and 5(d) of the CMWL Report (forming an Arizona Leadership Institute similar to the Washington State Bar Leadership Institute) and should make its report at the December 2006 Board of Governors meeting. At that time, the Task Force should also report the status of its work on the remainder of its charge, together with a proposed plan and time line for completing it.