

Public and/or Non-Profit Resources Addressing Diversity, Equity and Inclusion in the Massachusetts Legal Profession

This list is meant to be a “living document” with regular additions and revisions. If you would like to suggest additional resources, please feel free to email Project Manager Sybil Gelin at sybil@lawyerwellbeingma.org or Committee Director Heidi Alexander at heidi@lawyerwellbeingma.org. Please note that, as a public body, the SJC Standing Committee cannot list specific private, for-profit resources or individual consultants.

Name	Mission/Role	Website	Contact Info
<i>Massachusetts Offices and Commissions</i>			
Trial Court Diversity Reporting Hotline	Report incidents of bias or discrimination that may not rise to the level of formal complaints here.	N/A	Email: fairandequitablejusticeforall@jud.state.ma.us Phone: 617-878-0411
Trial Court Office of Diversity, Equity, Inclusion & Experience	Works with court departments to build capacity around issues of diversity, equity, and inclusion, diversify the court workforce, provide trainings to court employees, establish inclusive policies and practices, and improve the court user experience.	https://www.mass.gov/orgs/trial-court-office-of-diversity-equity-inclusion-experience	diversityinfo@jud.state.ma.us
Massachusetts Commission Against Discrimination (MCAD)	Eradicate discrimination in the Commonwealth by investigating and prosecuting Complaints of Discrimination that occur in Employment, Housing, Public Places, Access to Education, Lending, and Credit. We also offer training to help prevent discrimination from occurring.	https://www.mass.gov/orgs/massachusetts-commission-against-discrimination	mcad@mass.gov

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Massachusetts Asian American Commission	To recognize and highlight the vital contributions of Asian Americans to the social, cultural, economic, and political life of the Commonwealth; to identify and address the needs and challenges facing residents of Asian ancestry; and to promote the well-being of this dynamic and diverse community, thereby advancing the interests of all persons who call Massachusetts home.	https://www.aacommission.org/	Executive Director: Yasmin Padamsee Forbes yasmin.padamsee@aacommission.org
Massachusetts Black Advisory Commission	The Commission is tasked with delivering a report with various recommendations on each of three selected priorities that promote the Black community's economic prosperity & well-being every two years.	https://www.mass.gov/orgs/black-advisory-commission	Current Chair: Tanisha Sullivan tanishamsullivan@gmail.com
Massachusetts Disabled Persons Protection Commission	To protect adults with disabilities from the abusive acts or omissions of their caregivers through investigation oversight, public awareness and prevention.	https://www.mass.gov/orgs/disabled-persons-protection-commission	Deputy General Counsel: Andrew.Levrault@mass.gov
Massachusetts Commission on the Status of Women	To advance women and girls toward full equity in all areas of life and to promote rights and opportunities for all women and girls. The mission of the Commission is to provide a permanent, effective voice for women and girls across Massachusetts. The Commission stands for fundamental freedoms, basic human rights and the full enjoyment of life for all women and girls throughout their lives.	https://www.mass.gov/orgs/massachusetts-commission-on-the-status-of-women	mcsw@state.ma.us

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<i>Massachusetts Bar Associations</i>			
Massachusetts Bar Association Diversity, Equity and Inclusion Committee	Assisting the Massachusetts Bar Association in fostering diversity, equity, and inclusion among its members, leaders, section councils, committees, volunteers, the legal profession, and the administration of justice (specifically including judicial and quasi-judicial appointments).	https://www.massbar.org/membership/diversity-equity-and-inclusion	Current Co-Chairs: Shayla Mombeleur smombeleur@toddweld.com and Jasmine Villanueva-Simms jvillanueva-simms@publiccounsel.net
Boston Bar Association Diversity, Equity & Inclusion Section	Advancing diversity in the legal profession. The Section promotes activities and programs consistent with the Boston Bar Association Diversity Leadership Task Force recommendations and other diversity initiatives of the BBA through educational, outreach, mentoring, and networking programs.	https://bostonbar.org/in-the-community/diversity-inclusion	Current Co-Chairs: Bill Gabovitch bill.gabovitch@gmail.com and Jameel Moore jmoore@andersonkreiger.com
Boston Bar Association DEI Section Attorneys with Disabilities Committee	To build fellowship between attorneys with disabilities and their professional allies; share experiences, resources and career advancement strategies; and provide a forum for increased communication and understanding within the legal community.	https://bostonbar.org/in-the-community/diversity-inclusion	Current Co-Chairs: Salomon Chiquiar-Rabinovich salomoncr@comcast.net and Nahomi Carlisle nahomi.carlisle@gmail.com
Asian American Lawyers Association of Massachusetts	Serving the Asian American legal community and improving and facilitating the administration of law and justice.	https://aalam.wildapricot.org/	Current President: Emily Sy emily.sy@gmail.com
Arab-American Bar Association of Massachusetts	Providing lawyers and law students of Arab descent with opportunities for networking, professional development, and continuing education	https://www.bowditch.com/2023/07/13/nina-dow-co-founds-arab-american-bar-association-of-massachusetts/	Nina Dow ndow@bowditch.com
Hispanic National Bar Association, Region I	Representing the interests of Hispanic legal professionals in the United States and its territories,	https://hnba.com/	Current Region I President: Christopher Escobedo Hart

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	and advocating on issues of importance to the 58 million people of Hispanic heritage living in the U.S.		region1president@hnba.com
Massachusetts Black Lawyers Association	Promoting and supporting the retention and elevation of Black attorneys across the Commonwealth and beyond.	https://mablacklawyers.org/	Current President: Tiffanie Cherie Ellis-Niles president@mablacklawyers.org
Massachusetts Black Women Attorneys	To assist in ensuring the fair and even-handed administration of justice particularly as applied to women of color. The Massachusetts Black Women Attorneys is similarly concerned with social policy and civil rights issues in the greater minority community. The organization also seeks to promote legal education by sponsoring educational seminars, lecture series and panel discussions on subjects that affect its members. The Massachusetts Black Women Attorneys serves as a useful resource by aiding African-American women attorneys to become more effective advocates and a direct link to our communities.	https://massblackwomenattys.org/	Current President: Desiree Y. Murphy desiree.murphy@cvshealth.com
Massachusetts Association of Hispanic Attorneys	Promoting service and excellence in the Hispanic legal community and seeking to provide opportunities for professional growth to its members. MAHA strives to enhance the business and professional stature of its members in the legal community at large, increase the participation of Hispanic leaders in the civic arena, and elevate the standard of integrity, honor, and courtesy in the legal profession.	http://www.mahaweb.org/	Current President: Janeth Moreno janeth@morenoimmigration.com
Massachusetts LGBTQ Bar Association	Providing a visible LGBTQ presence within the Massachusetts legal community, focusing on the themes of Justice, Education, Support and Leadership.	https://masslgbtqbar.org/	Current Chair: Eva Jellison ejellison@woodnathanson.com

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New England Muslim Bar Association	The New England Muslim Bar Association was established in 2009 to serve the educational and professional needs of Muslim lawyers and law students.	https://www.naml.info/	Director: Meryum Khan meryum.khan@mass.gov
South Asian Bar Association of Massachusetts	Local chapter of the South Asian Bar Association of North America (SABA NA) serving as the regional voice for the concerns and opinions of South Asians in the community generally, and in the legal profession in particular.	https://www.sabagb.org/	Current Co-Chairs: Anant Saraswat anant.saraswat@wolfgreenfield.com and Darshana Indira dindira@laredosmith.com
Women’s Bar Association	Where women lawyers in Massachusetts come together to build important personal and professional relationships. The WBA welcomes male lawyers who support our mission to achieve the full and equal participation of women in the legal profession and in a just society. The WBA is about women helping women. When you join the WBA you can expect leadership opportunities, rewarding work on our committees, a networking forum for business development, and more.	https://wbawb.org/content/wba	Current President: Jessica Babine jbabine@cornettababine.com
<i>Other Bar Association Resources</i>			
American Bar Association Diversity and Inclusion Center	The Center promotes collaboration, coordination, and communication to advance ABA Goal III – to eliminate bias and enhance diversity and inclusion throughout the Association, legal profession, and justice system.	https://www.americanbar.org/groups/diversity/	Director: Wendy Shiba wendy.shiba@me.com
Colorado Bar Association Equity, Diversity & Inclusivity Steering Committee	We specifically highlight this Committee because it has published excellent resources, including a “Full Governance & Leadership Action Plan,” and a “Toolkit for Section Leaders,” aimed at supporting organizational DEI.	https://www.cobar.org/Diversity-and-Inclusivity-	Chair: Patricia Jarzowski zobski@msn.com

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		Steering-Committee	
Hispanic National Bar Association	Representing the interests of Hispanic legal professionals in the United States and its territories, and advocating on issues of importance to the 58 million people of Hispanic heritage living in the U.S.	https://hnba.com/	https://hnba.com/contact/
National Latina/o Law Student Association	Serving as a conduit for Latina/o law student voices. Founded on principles of social, ethnic, racial, gender and sexual equality, NLLSA is focused on advancing Latina/o academic success and commitment to community service.	https://www.nllsa.org/	https://www.nllsa.org/contact
National Asian Pacific American Bar Association	The national association of Asian Pacific American attorneys, judges, law professors, and law students. NAPABA represents the interests of almost 50,000 attorneys and more than 80 national, state, and local Asian Pacific American bar associations. Through its national network of committees and affiliates, NAPABA provides a strong voice for increased diversity of the federal and state judiciaries, advocates for equal opportunity in the workplace, works to eliminate hate crimes and anti-immigrant sentiment, and promotes the professional development of people of color in the legal profession.	https://www.napaba.org/	https://www.napaba.org/general/?type=CONTACT policy@napaba.org
National Asian Pacific American Law Student Association	To support, to advocate for, and to provide a voice for Asian Pacific Americans in the legal community. NAPALSA provides extensive networking opportunities for our law students to observe and learn from practicing attorneys and judges.	https://www.napalsa.com/	https://www.napalsa.com/feedback

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National Association for Women Lawyers	To provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law	https://www.nawl.org/	Executive Director: Peggy Steif Abram peggy.abram@faegrebd.com
Ms. JD	A nonprofit, nonpartisan organization dedicated to the success of aspiring and early career women lawyers.	https://ms-jd.org/	staff@ms-jd.org
National Women Law Students' Organization	Ms. JD's student arm, NWLSO's goal is to support female law students, in whatever capacity that may be, from brainstorming events to connecting chapters and affiliates with potential speakers to providing a blogging platform where writing will be featured.	https://ms-jd.org/programs/nwlsso/nwlsso-affiliation-simplified	nwlsso@ms-jd.org
National Association of Women Judges	To promote the judicial role Page 2 of protecting the rights of individuals under the rule of law through strong, committed, diverse judicial leadership; fairness and equality in the courts; and equal access to justice.	https://www.nawj.org/	https://www.nawj.org/form/contact-us
National Bar Association	The nation's oldest and largest national network of predominantly African-American attorneys and judges. It represents the interests of approximately 65,000 lawyers, judges, law professors and law students.	https://www.nationalbar.org/	https://nationalbar.org/contact-us/
National Black Law Students Association	To articulate and promote the needs and goals of Black law students to effectuate change in the legal community.	https://www.nblsa.org/	questions@nblsa.org
National LGBTQ Bar Association	Promoting justice in and through the legal profession for the LGBTQ+ community in all its diversity.	https://lgbtbar.org/	info@lgbtbar.org
International Association of LGBTQ+ Judges	Providing an opportunity for judicial officers to meet and exchange views and to promote education among its members and among the general public on	https://lgbtjudges.org/	https://lgbtjudges.org/contact/

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	legal and judicial issues related to the LGBT community.		
National Native American Bar Association	Representing the interests of all populations indigenous to the lands which are now collectively the United States: American Indians, Alaska Natives, and Native Hawaiians.	https://www.nativeamericanbar.org/	adminassistant@nativeamericanbar.org
<i>Massachusetts Legal DEI Officials</i>			
John G.C. Laing Jr.	Massachusetts Trial Court – Chief Experience and Diversity Officer	N/A	john.laing@jud.state.ma.us
April C. English	Chief of Organization Development & Inclusion – Office of Governor Maura Healey	N/A	april.english@state.ma.us
John Lozada	Committee for Public Counsel Services – Equity & Inclusion Director	N/A	jlozada@publiccounsel.net
Theresa Coney	Committee for Public Counsel Services – Racial Equity Trainer	N/A	tconey@publiccounsel.net
Richardson Pierre-Louis	Board of Bar Overseers – Director of Diversity, Equity & Inclusion	N/A	sirrichardson@gmail.com
<i>Massachusetts Law School DEI Offices & Officers</i>			
Boston College Law School	Lisa Brathwaite – Director of Diversity, Equity, & Inclusion Programs	https://www.bc.edu/bc-web/schools/law/about/diversity-inclusion.html	lisa.brathwaite@bc.edu
Boston University School of Law	Andrea Garr-Barnes – Director of Diversity, Equity, and Engagement	https://www.bu.edu/law/about/diversity/	andreaga@bu.edu
Harvard Law School – Office of Community Engagement, Equity, and Belonging	Helping ensure that all students feel connected to the broad HLS community and within smaller environments across campus. Among other responsibilities, this office develops and provides new programming for historically underrepresented	https://hls.harvard.edu/dept/ceeb/	ceeb@law.harvard.edu

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	<p>and first-generation students; helps foster ever deeper connections and a felt sense of belonging across a law school community that proudly reflects a broad diversity of backgrounds and lived experiences; builds on the Amicus platform as a tool for creating mentorship connections; and supports leaders of HLS student organizations and journals in achieving their goals. Students are encouraged to visit our office to discuss ways that we can be of assistance.</p>		
<p>New England Law Boston – Charles Hamilton Houston Enrichment Program</p>	<p>Addressing racial bias, promoting ethnic and cultural law school diversity, and providing a supportive community for students of color. CHHEP offers discussion groups, community-building activities, a speaker series, and recognition of academic excellence. This program is open to all New England Law students who are interested in issues of race, ethnicity, and inclusion.</p>	<p>https://www.nesl.edu/about/diversity/charles-hamilton-houston-enrichment-program</p>	<p>Co-Directors: Professor Breanishea Amaya bamaya@nesl.edu Professor Bhamati Viswanathan bviswanathan@nesl.edu</p>
<p>Northeastern University School of Law</p>	<p>Kiana Pierre-Louis – Assistant Dean for Diversity, Equity, and Inclusion</p>	<p>https://law.northeastern.edu/about/dei/</p>	<p>k.pierre-louis@northeastern.edu</p>
<p>Suffolk University Law School</p>	<p>Cherina D. Wright – Assistant Dean of Diversity, Equity, and Inclusion</p>	<p>https://www.suffolk.edu/law/about/diversity-inclusion</p>	<p>cdwright@suffolk.edu</p>
<p>University of Massachusetts School of Law – Office of Diversity, Equity & Inclusion</p>	<p>David A. Gomes - Chief Diversity Officer</p>	<p>https://www.umassd.edu/diversity/</p>	<p>david.gomes.eeo@umassd.edu</p>

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Western New England University School of Law	H. Kolu Sharpe – Director of Cultural Education and Inclusion	https://www.lwne.edu/law/become-a-student/diversity.cfm	kolu.sharpe@wne.edu
<i>Other Non-Profit Resources Supporting DEI in the Massachusetts Legal Profession</i>			
Lawyers Concerned for Lawyers of Massachusetts – Diversity, Equity & Inclusion	To promote well-being and resilience in the legal community, improve lives, nurture competence, and elevate the standing of the legal profession.	https://www.lclma.org/category/diversity-equity-inclusion/	General: email@lclma.org Helpline Numbers: 1-800-LCL-0210 1-800-525-4344 (Judge’s Helpline)
Institute for Inclusion in the Legal Profession	Driving real progress through comprehensive outreach and original programming to replace barriers with bridges between legal, judicial, professional, educational and governmental institutions. Providing high schools, colleges, and law schools with programs to help students excel in an ever-more competitive world, and give young people real hope that there’s a path to success in the law. Giving law firms, bar associations, corporations and government agencies insights for business development and tools to eliminate bias. Helping people spot and get rid of the obstacles to inclusion - from policies, to fear of open discussion, to entrenched attitudes.	https://www.theiilp.com/	Current Chair: Bruce Byrd bbyrd@paloaltonetworks.com
Institute for Well-Being in Law	IWIL is dedicated to the betterment of the legal profession by focusing on a holistic approach to well-being. Through advocacy, research, education, technical and resource support, and stakeholders’	https://lawyerwellbeing.net/	Current President: Chris L. Newbold cnewbold@alpsnet.com

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	partnerships, it is driven to lead a culture shift in law to establish health and well-being as core centerpieces of professional success.		
Law Firm Antiracism Alliance	To leverage the resources of the private bar in partnership with legal services organizations to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law.	https://www.lawfirmantiracismalliance.org/lfaacharter/Home	Co-Presidents: Brenna DeVaney and brenna.devaney@skadden.com and Kiisha Morrow kmorrow@dorisduke.org
Massachusetts Legal Assistance Corporation – Diversity, Equity, and Inclusion Initiative	To create a diverse, representative and collaborative environment within legal services in order to provide accessible, welcoming and culturally competent services to clients of all backgrounds and their communities.	https://mlac.org/initiatives/diversity/	Tonysa Taylor, Director of Diversity, Equity and Inclusion: ttaylor@mlac.org
Massachusetts Law Reform Institute – Race Equity Project	MLRI’s Race Equity Project was created to identify issues impacting the state’s communities of color and to devise strategies, in collaboration with communities, to diminish systemic barriers, and promote equal rights and equal opportunities.	https://www.mlri.org/advocacy-issue/racial-equity-justice	Virginia Benzan, Director of Race, Equity & Justice Advocacy: vbenzan@mlri.org
Association of American Law Schools – Law Deans Antiracist Clearinghouse Project	By creating a space for law school deans’ collective voices as leaders of law schools to engage our institutions in the fight for justice and equality, the project strives to focus teaching, scholarship, service, activism, programming, and initiatives on strategies to eradicate racism.	https://www.aals.org/antiracist-clearinghouse/	N/A
Law School Anti-Racist Coalition’s Teach-In	This virtual public teach-in covered such diverse topics as water rights in Indian Country, implementing anti-racist practices in legal education, and implicit bias in bankruptcy law. A number of the sessions were recorded and are available online.	https://law.uc.edu/racial-justice-teach-in.html	N/A

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The Boston Foundation – Racial Equity Capacity Builders Directory	A shareable database of consultants and programs that support nonprofits to address racial equity.	https://www.tbfbf.org/-/media/tbf/files/nonprofits/tbfbf-racial-equity-capacity-builders-directory-newest.pdf	N/A
Dear Future Colleague	DFC seeks to address inequity in educational opportunity by providing free support to underrepresented students applying to law school and to competitive undergraduate and graduate scholarships.	https://www.dearfuturecolleague.org/	support@dearfuturecolleague.org
Leadership Brainery	Closing opportunity and wealth gaps by increasing the number of Black, Indigenous, and people of color (BIPOC) and first-generation college students being accepted and enrolled in postgraduate education programs and recruited into high-wage careers.	https://www.leadershipbrainery.org/	Leader@TheLeadershipBrainery.org