

Set up goals for success

A special challenge is setting goals which motivate your membership towards achievable purpose

Make sure your objectives are SMART:

Specific – Your objective is tightly focused and concrete.

Measurable – You have defined a means to quantify your efforts.

Attainable – Your objective may be a stretch to achieve; however, at the same time, the bar has not been set unrealistically high.

Relevant – Your volunteer program's objectives mesh with the overall goals of your organization.

Time-oriented – Set a deadline for which to accomplish your objective (e.g., six or twelve months).

re-evaluate, refocus, and recharge

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State FAWL Member Advancement and Promotion (MAP) Committee

Specific: Advocate for members who seek Florida Bar Committee appointments.

Measurable: Getting a record number of women vetted and appointed to standing committees.

Attainable: FAWL will personally contact The Florida Bar President-elect to advocate for members who seek Bar Committee appointments.

Relevant: Empowers a larger percentage of qualified women to serve in a leadership position in The Florida Bar.

Time-oriented: The application period runs from December 1, 2016 to mid-January 2017. Please encourage your members to apply and to let you know that they are applying! When the application period closes, MAP will obtain a list of Committee applicants from The Bar.

After cross-referencing The Bar list for FAWL members, MAP will reach out to you to enlist your assistance in vetting the applicants from your Chapter!

- MAP will furnish you with a list of FAWL members in your Chapter who are applying
- MAP asks that you and your Board of Directors then fill out a basic “vetting” questionnaire
- Return the forms to MAP no later than January 31, 2017
- MAP will compile the vetted names into a single letter to President-elect.
- PLEASE promptly return the forms so that MAP can timely provide President-Elect with this comprehensive letter.

Higer boosts the number of women lawyers on Florida Bar committees

Michael Higer not only served as chair of the Special Committee on Gender Bias, but he is president-elect of The Florida Bar.

So while choosing lawyers to serve on committees, as well as leaders as chairs and vice chairs, Higer was focused on appointing qualified women whenever he could.



"It is our responsibility to ensure a level playing field for everyone, and that we are always mindful of affording an equal opportunity for all to be part of the fabric of Bar leadership," Higer said.

Higer's committee appointments represent an increase of 8 percent in women over the last five years. Of the 192 committee chairs and vice chairs for 2017-18, 51 percent are women.

Of the 2,218 total committee seats, 47 percent are women; and of the 1,387 committee seats appointed by Higer, 46 percent are women.

Higer's appointments continue a trend of diversifying committee membership over the years to correct disparity of women lawyers in positions of power at the Bar.

- In 2011-12, of 2,128 committee members, 37 percent were women.
- In 2012-13, 38 percent of committee members were women.
- In 2013-14, 42 percent of committee members were women.
- In 2014-15, 44 percent of committee members were women.
- In 2015-16, 48 percent of committee members were women.

Of all new admittees to The Florida Bar in 2016, 48.5 percent are women. Currently, of the total Bar membership, 62 percent are men and 38 percent are women.

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