



**DANIEL WEBSTER-BATCHELDER
AMERICAN INN OF COURT**

DIVERSITY POLICY

The Daniel Webster-William Batchelder American Inn of Court (“Webster-Batchelder Inn”) founded in 1993 has consistently followed practices which are intended to foster a diverse membership but, until now, has not formally established a Diversity Policy. As judges and members of the New Hampshire Bar Association, the members of the Webster-Batchelder Inn are sworn to uphold the law, including the New Hampshire Constitution Bill of Rights, which guarantees: “Equality of rights under the law shall not be denied or abridged by this state on account of race, creed, color, sex or national origin.” N.H. Const. Pt. I, Art. 2. Maintaining a membership with a wide-range of ethnicity, gender, age, experience, backgrounds, viewpoints, and practice areas, also fosters “excellence in professionalism, ethics, civility, and legal skills” upon which the American Inns of Court movement was founded. Creating this environment encourages members to work within the justice system and the wider community to support equality and dignity for every individual.

The memberships of the Webster-Batchelder have voted to adopt a formal written Diversity Policy in order to formalize its commitment to the constitutional mandates and to make the long standing practices of the Inn clear and transparent to members, prospective members, the New Hampshire Bar Association, and the public at large. To that end, the Diversity Policy will be posted on the Webster-Batchelder Inn website. The Webster-Batchelder Inn of Court commits to the following practices:

1. Membership shall not be denied to any person on account of race, creed, religion, sex, age, disability, national origin, sexual orientation, or any other characteristic protected under the laws of the State of New Hampshire or the United States of America.
2. The Executive Board will review the membership rolls of the Inn annually to assess the diversity of the members. New Inn members will

be invited to fill openings with the goal of maintaining diversity of membership. In addition to its effort to maintain a diversity of personal characteristics, the Executive Board will also consider the following additional characteristics when evaluating the balance of diversity within the membership:

- a. time in practice,
 - b. practice areas,
 - c. firm size,
 - d. public vs. private employer, and
 - e. geographic location of practice.
3. Existing Inn members are encouraged to submit nominations for new members who fit these criteria.
 4. The Executive Committee members are nominated and elected based on leadership skills and commitment to the Inn and to reflect the diversity of the Inn membership.
 5. In order to ensure that economic factors will not impede the diversity of the Inn membership, the Inn provides scholarship assistance to support lawyers from diverse backgrounds or practice areas with membership costs.
 6. The Inn's community outreach programs will be aimed at diverse segments of our community.
 7. Table assignments will be made by the membership committee each year with the goal of balancing diversity at each table and with an effort to minimize the overlap of table members who have sat together at the same table in the prior two years.