

## KCA GENDER AND MINORITY COMMITTEE STRATEGIC PLAN

**INTRODUCTION:** The purpose of this Strategic Plan is to provide the KCA Gender and Minority Committee with an organic instrument to use in the planning and implementation of its ongoing works. This Strategic Plan was developed in 2013 and adopted by the Commission on March 5, 2013.

**VISION STATEMENT:** Our vision is that the Gender and Minority Committee will advance opportunities for women attorneys, to have a profession and judiciary free of gender bias, with an attorney workforce consisting of equal numbers of men and women.

**MISSION STATEMENT:** The KCA Gender and Minority Committee have the mission to support and enhance opportunities for women attorneys, with the goal of equal participation and equal rights of women in the KCA, the profession, and the justice system.

**STATUS OF THE COMMITTEE:** Women in the legal profession in Kosovo face unique challenges to secure employment and to grow professionally. Likewise, women lawyers have limited opportunities to represent, protect, and defend the interests of women, working mothers, women entrepreneurs and others, in the workplace, in the marketplace, and in their communities. Women represent roughly half of enrolled law students in Kosovo, but less than 12% of licensed lawyers are women.

Recognizing the crucial role of women in the development of Kosovo, this Committee aims to address these inequalities and advance gender equality within the profession.

**GOAL: Visibility – To secure a larger audience of the Committee’s work and widen its sphere of influence**

<b>Objectives/Next Steps</b>	<b>Responsibility</b>	<b>Time Frame/Status</b>	<b>Priority Level/Budget</b>
<b>(1) Increase the Committee’s presence on Facebook, Twitter &amp; LinkedIn</b>	<b>KCA Office for Communication</b>	<b>2013 – 2015</b>	
<b>(2) Start a networking organization for women attorneys that meets monthly</b>	<b>KCA Gender and Minority Committee</b>	<b>September 2013 2014 - 2015</b>	<b>20 meetings 6000 Euros</b>
<b>(3) Continue sponsorship of annual essay contest for women and minority law students</b>	<b>KCA Gender and Minority Committee</b>	<b>2013 – 2015</b>	<b>5 events for 5 years 5x1000 Euros = 5000 Euros</b>
<b>(4) Work with KCA on joint programming</b>	<b>KCA</b>	<b>2013 – 2015</b>	<b>5 Bench Bars into 5 years</b>

addressing issues faced by women attorneys - Bench Bars with female attorneys		Every year	1500
(5) Promote female attorneys work by public medias	KCA	Till the end of 2013	High level

**GOAL: Elimination of bias in legal profession.**

Objectives/Next Steps	Responsibility	Time Frame/Status	Priority Level/Budget
(1) Advocate that the KCA adopt CLE requirement for elimination of bias	KCA	2013 – 2015	2000 Euros
(2) Advocate that the KCA train the judiciary regarding implicit and explicit gender bias. - Four trainings	KCA, KJC	2013 – 2015	1600 Euros
(3) Institute a marketing campaign highlighting and profiling female lawyers in Kosovo. - Monitoring program for 5 years	KCA, NCSC	2013 – 2015	5x1000 Euros= 5000 Euros
(4) Equal treatment of female attorneys as a procedural party - sanctions for non - equal treatment - Funds from sanctions will be allocated to the budget of the KCA Gender and Minority Committee	KJC, KCA, KPC	2013 – 2015	

**GOAL: Encourage more women that have graduated from law school to join the KCA**

<b>Objectives/Next Steps</b>	<b>Responsibility</b>	<b>Time Frame/Status</b>	<b>Priority Level/Budget</b>
<p><b>(1) Provide outreach and information to law students on what process is to become member of the KCA</b></p> <ul style="list-style-type: none"> <li>- <b>The Day of Justice – organize a lecture in the Faculty of Law to promote Legal Profession</b></li> </ul>	<b>Members of KCA</b>	<b>A day (1 – 3 hours)</b>	<b>High level With 0 budget</b>
<p><b>(2) Establish a formal mentoring program between women law graduates and practicing attorneys</b></p> <ul style="list-style-type: none"> <li>- <b>Organize professional trainings with female attorneys for female law students</b></li> </ul>	<b>KCA and other organizations</b>	<b>6 months trainings ( 2 trainings per moth)</b>	<b>High level / With 0 budget</b>
<p><b>(3) Establish informal mentoring program through KCA monthly meetings of attorneys, students, and those in internships</b></p> <ul style="list-style-type: none"> <li>- <b>Create a Facebook group for students who will work with volunteer attorneys</b></li> </ul>	<b>Students</b>	<b>Continuously</b>	<b>With 0 budget</b>
<p><b>(4) Provide continuing legal education on topics such as client development, networking, as well as more traditional legal topics</b></p> <ul style="list-style-type: none"> <li>- <b>Organize training programs in the form of a competition, as ABA ROL did in the past.</b></li> </ul>	<b>Organizations</b>	<b>Whenever needed, three times per year</b>	<b>Faculty of Law Ministry of Justice</b>
<b>(5) Provide financial aid and exam</b>	<b>KCA</b>		

preparation for women in conjunction with universities, partnering with local businesses and law firms			
(6) Advocate for discounted membership dues for women to increase their numbers in the profession or advocate for a discounted membership for the first year	KCA	Especially the first year of membership	With 0 budget

**GOAL: To ensure all Commission programs will directly advance the full and equal participation of women lawyers in the legal profession.**

Objectives/Next Steps	Responsibility	Time Frame/Status	Priority Level/Budget
(1) Produce business development and general how-to business training for women attorneys, including how to open a solo legal practice Establish a special office for gender issues under the KCA	KCA Gender and Minority Committee	First 6 months of 2013	High level NCSC, KCA
(2) Research the status and experiences of women in legal employment to understand external factors causing decreased participation in profession	KCA Gender and Minority Committee	Preparation of statistics after first 9 months	Medium Level NCSC, KCA
(3) Produce programming on issues facing women attorneys, such as work-life balance and handling gender bias - Produce a program based on questionnaires	KCA	2013 – 2015	Low level NCSC, KCA

<b>(4) Exercise pressure on the Justice system for strict implementation of the Law on Gender Equality Work on integration of Serbian attorneys and other communities for gender and minority issues and Legal System in general.</b>	<b>KCA</b>	<b>2013 – 2015</b>	