

## **DIVERSITY, INCLUSION AND ELIMINATION OF BIAS FAQs**

**The following Frequently Asked Questions (FAQs) relate to the recent changes in the CLE Program Rules and the New York State CLE Board Regulations and Guidelines adding Diversity, Inclusion and Elimination of Bias as a new CLE category of credit (effective January 1, 2018) and requiring that experienced attorneys complete at least 1 CLE credit hour in Diversity, Inclusion and Elimination of Bias as part of their biennial CLE requirement (effective July 1, 2018).**

### **EXPERIENCED ATTORNEY FAQs**

**Q]** What is the new Diversity, Inclusion and Elimination of Bias CLE requirement?

**A]** Experienced attorneys (those admitted to the New York Bar for more than 2 years) must complete at least 1 CLE credit hour in the Diversity, Inclusion and Elimination of Bias CLE category of credit as part of their biennial CLE requirement.

**Q]** Does the new Diversity, Inclusion and Elimination of Bias requirement increase the total number of CLE credit hours that experienced attorneys must complete during each biennial reporting period?

**A]** No, you will continue to be required to earn a total of twenty-four (24) CLE credit hours in each biennial reporting period, with at least four (4) CLE credit hours in Ethics and Professionalism; and, effective July 1, 2018, with at least one (1) CLE credit hour in Diversity, Inclusion and Elimination of Bias.

**Q]** When must I begin to comply with the new Diversity, Inclusion and Elimination of Bias CLE requirement?

**A]** The new requirement becomes effective July 1, 2018. Experienced attorneys due to re-register on or after July 1, 2018 (birthday is on or after July 1<sup>st</sup>) must comply.

**Q]** May I carry over CLE credits from one biennial reporting cycle to the next?

**A]** Once an experienced attorney has completed the 24 CLE credit requirement, a maximum of 6 additional credits earned may be applied toward the next reporting cycle. Experienced attorneys may carry over credits in any category, including Ethics and Professionalism and Diversity, Inclusion and Elimination of Bias credits from one cycle to the next.

## **NEWLY ADMITTED ATTORNEY FAQs**

**Q]** Am I required to earn Diversity, Inclusion and Elimination of Bias CLE credit hours as part of my newly admitted attorney CLE requirement?

**A]** Although you are encouraged to participate in such programs, the transitional CLE requirement for newly admitted attorneys (those admitted to the New York Bar for 2 years or less) remains unchanged. It does not include a Diversity, Inclusion and Elimination of Bias CLE credit component.

**Q]** Can I earn credit in the Diversity, Inclusion and Elimination of Bias CLE category of credit for attending diversity programs in order to apply the credit toward my first experienced attorney CLE requirement?

**A]** No, only experienced attorneys may earn credit in the Diversity, Inclusion and Elimination of Bias category of CLE credit for attending diversity programs.

## **PROVIDER FAQs**

**Q]** Can you please provide additional information on what may be addressed in Diversity, Inclusion and Elimination of Bias programs?

**A]** These programs may include, among other things, diversity, inclusion and elimination of bias based on, for example, race, ethnicity, national origin, gender, sexual orientation, gender identity, religion, age or disability.

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