

DIVERSITY & INCLUSION/ELIMINATION OF BIAS (etc) CLE REQUIREMENTS - - 11/3/2022

JUN 27 2024

CLERK OF SUPREME COURT  
OF WISCONSIN

CLE Credit Hours	Statute/Rule Language and/or Statement
<p><b>Alabama</b></p> <p>12 credits per year, including 1 ethics/professionalism credit (60 minute credit hour)</p> <p>No DEI credit</p>	<p><b>Rules for Mandatory Continuing Legal Education</b></p> <p><b>Rule 3. CLE Requirement.</b> Each attorney subject to these rules shall complete a minimum of 12 hours of approved continuing legal education ("CLE") annually, 1 hour of which shall be on the subject of ethics or professionalism. This requirement may be satisfied either by attendance at an ASB-approved course or by completion of any other ASB-approved CLE activity.</p> <p><b>Rule 5. Minimum standards for approval.</b> A. To be approved for credit, MCLE activities must meet the following requirements: 1. Applications for approval of an MCLE activity must be submitted at least 30 days in advance of the activity. 2. The activity must have significant intellectual or practical content and its primary objective must be to increase the participant's professional competence as an attorney. The activity may not be designed primarily for nonlawyers. 3. The activity must deal primarily with substantive legal issues, practice management, professional responsibility, or ethical obligations of attorneys. Whenever possible, ethical-implications-of-practice-management subject matter shall be included....</p> <p><b>Rule 9. Professionalism.</b> A. Within 12 months of being admitted to the ASB, every lawyer subject to these rules shall complete a 3-hour course in professionalism.... (<a href="https://judicial.alabama.gov/library/RulesBarCLE">https://judicial.alabama.gov/library/RulesBarCLE</a>)</p> <p><b>DIVERSITY AND INCLUSION IN THE PROFESSION COMMITTEE PURPOSE AND SCOPE</b> (dated 8/16/2021) The Committee will: (1) Develop relationships with other entities in and outside the Alabama State Bar to increase educational and professional opportunities for women and minorities and evaluate the success of these efforts; (2) Use the resources of the American Bar Association including a review of model diversity programs offered by other bar associations for use in Alabama (3) Coordinate the committee's efforts with the Young Lawyers Section, the Women's Section, the Alabama Lawyers Association, and local minority bar associations and other groups as appropriate and desirable (4) Promote diversity and inclusion principles in law school admission. (<a href="https://www.alabar.org/assets/2021/11/DIV_2021.pdf">https://www.alabar.org/assets/2021/11/DIV_2021.pdf</a>)</p>
<p><b>Alaska</b></p> <p>3 ethics credits per year (60 minute credit hour)</p>	<p><b>Rule 65. Continuing Legal Education.</b> (a) Mandatory Continuing Legal Education. In order to promote competence and professionalism in members of the Association, the Alaska Supreme Court and the Association require all members to engage in Mandatory Ethics Continuing Legal Education (MECLE). Every active member of the Alaska Bar Association shall complete at least three credit hours per year of approved MECLE. Qualifying educational topics may include professional responsibility, workplace ethics, law office management, attention to cases and clients, time management, malpractice prevention, collegiality, general attorney wellness, and professionalism.... (<a href="https://alaskabar.org/wp-content/uploads/Rule-65.pdf">https://alaskabar.org/wp-content/uploads/Rule-65.pdf</a>)</p>

No DEI credit	<p><b>Regulation 4: Standards for approval by the Association.</b> (a) The activity must be of intellectual or practical content to the practice of law and where possible include professional responsibility and gender equity components. These components will include the goal of diversity and gender balance of faculty for CLE and the use of gender neutral language in CLE course materials. The activity must contribute directly to members' professional competence or skills, or to their education about their professional or ethical obligations. Law practice management courses can be considered for approval.... (<a href="https://alaskabar.org/wp-content/uploads/MCLE-Regulations.pdf">https://alaskabar.org/wp-content/uploads/MCLE-Regulations.pdf</a>)</p>
<p><b>Arizona</b></p> <p>15 credits per year including 3 credits per year in professional responsibility (60 minute credit hour)</p> <p>Petition for DEI credit in 2021 – did it pass?</p>	<p><b>Rules of the Supreme Court of Arizona</b> (current through 11/1/22)</p> <p><b>Rule 34. Application for Admission ... (n) Completion of Professionalism Course.</b></p> <p>1. <i>New Admittee Professionalism Course.</i> Except as otherwise provided in this rule, within one year after being admitted to the practice of law, the applicant shall complete the state bar course on professionalism, or an equivalent course on the principles of professionalism approved or licensed by the Board of Governors of the State Bar of Arizona for this purpose....</p> <p><b>Rule 45. Mandatory Continuing Legal Education ... (a) Continuing Legal Education Requirements.</b></p> <p>... 2. A minimum of three hours of continuing legal education activity each educational year shall be in the area of professional responsibility. Professional responsibility includes instruction in legal and judicial ethics, professionalism, and malpractice prevention, and may include such topics as substance abuse, including causes, prevention, detection and treatment alternatives, attorneys' fees, client development, law office economics and practice, alternatives to litigation for managing conflict and resolving disputes, stress management, and the particular responsibilities of public lawyers, judges, and in-house counsel, to the extent that professional responsibility is directly addressed in connection with these topics.</p> <p>(<a href="https://govt.westlaw.com/azrules/Browse/Home/Arizona/ArizonaCourtRules/ArizonaStatutesCourtRules?guid=N96EE7620715511DAA16E8D4AC7636430&amp;originationContext=documenttoc&amp;transitionType=Default&amp;contextData=(sc.Default)">https://govt.westlaw.com/azrules/Browse/Home/Arizona/ArizonaCourtRules/ArizonaStatutesCourtRules?guid=N96EE7620715511DAA16E8D4AC7636430&amp;originationContext=documenttoc&amp;transitionType=Default&amp;contextData=(sc.Default)</a>)</p> <p><a href="https://azbar.org/for-lawyers/cle/">https://azbar.org/for-lawyers/cle/</a>)</p> <p><b>Task Force on Social Justice, Bias and Inclusion Report December 4, 2020 [rev 8/2021]</b></p> <p>The Task Force recommends the Board of Governors appoint a Working Group to supervise the implementation of the below recommendations. A. Programs and Events Recommendations: 1. The State Bar should coordinate with the Arizona Supreme Court and the Supreme Court Commission on Minorities and Women to create programs and events on issues surrounding Social Justice, Bias, Diversity &amp; Inclusion in the legal profession. 2. The Task Force on Social Justice supports the petition before the Board to mandate D&amp;I CLE training as part of Arizona attorneys annual CLE requirement. If approved, the State Bar should, for the inaugural year of this requirement, provide at least one (1) free CLE option on this topic.1 If free CLE is not financially feasible, the Task Force recommends the State Bar offer this proposed CLE to State Bar members for the inaugural year for the nominal fee of \$10.... (<a href="https://azbar.org/media/oepf4azt/sjtf_report_revaug2021.pdf">https://azbar.org/media/oepf4azt/sjtf_report_revaug2021.pdf</a>)</p>
<p><b>Arkansas</b></p> <p>12 credits per year including 1 hour of</p>	<p><b>Rules for Minimum Continuing Legal Education</b></p> <p><b>Rule 3. Minimum educational requirements.</b></p> <p>(A) Every member of the Bar of Arkansas ... shall complete 12 hours of approved continuing legal education during each reporting period as defined by Rule 5(A) below. Of those 12 hours, at least one hour shall be ethics, which may include professionalism as defined by Regulation 3.02.... (<a href="https://opinions.arcourts.gov/ark/cr/en/item/1888/index.do#!fragment/zoupio-">https://opinions.arcourts.gov/ark/cr/en/item/1888/index.do#!fragment/zoupio-</a></p>

ethics/professionalism  
(60 minute credit hour)

No DEI credit

Toc115957627/BQCwhgziBcwMYgK4DsDWszlQewE4BUBTADwBdoAvbRABwEtsBaAfX2zgEYOBWATm4DsANgBMAgJQAaZNIKEIARUSFCAT2gByDZliEwuBEpXqtOvQZABIPKQBC6gEoBRADJOAagEEAcgGEnkqRgAEbQpOzi4kA)

**Regulations of the Arkansas Continuing Legal Education Board**

**Rule 3.02. Ethics.**

Ethics presentations shall be distinct segments no less than one hour in length, shall be specifically designated separately on the program application and shall be accompanied by appropriate documentation. Likewise, claims for ethics credit shall be designated separately on certificates of attendance submitted to the Secretary.

Ethics shall be defined as follows: "Legal ethics includes, but is not necessarily limited to, instruction on the Model Rules of Professional Conduct and the Code of Judicial Conduct."

Ethics may include professionalism courses addressing the principles of competency, dedication to the service of clients, civility, improvement of justice, advancement of the rule of law, and service to the community.

Professionalism courses may include a lawyer's responsibility as an officer of the Court; responsibility to treat fellow lawyers, members of the bench, and clients with respect and dignity; responsibility to protect the image of the profession; responsibility generally to the public service; the duty to be informed about methods of dispute resolution and to counsel clients accordingly; and misuse and abuse of discovery and litigation.

Legal ethics does not include such topics as attorney fees, client development, law office economics, and practice systems except to the extent professional responsibility is directly discussed in connection with these topics.

In accord with Rule 2(C) non-resident attorneys shall not be subject to the one hour ethics requirement set forth in Rule 3(A) except insofar as their resident state require ethics credits.

**ArkBar Mission and Diversity Statement (2014)**

... In order to better implement its stated purposes, the Arkansas Bar Association is committed to fostering diversity among the bar and bench. Diversity is an inclusive concept and encompasses, without limitation, race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability and marital and parental status. A more diverse bar enables greater innovation and more civility in the legal professions by exposing its member to a wide variety of backgrounds, perspectives, life experiences, and talents. By mirroring the diverse population of Arkansas, a diverse bar and bench would provide greater understanding and access to justice to all its citizens. The Arkansas Bar Association through its leadership directly and by its Commission on Diversity seeks to achieve a greater understanding of diversity issues and greater diversity of the bar itself. (<https://www.arkbar.com/about-arkbar/mission>)

California  
25 credit hours every 3 years, which includes at least 4

**Recognition and Elimination of Bias in the Legal Profession and Society**

**Rule 2.72 Requirements**

(B) On and after January 1, 2022, all licensees shall be subject to the following:

(1) Licensees reporting for the compliance periods ending January 31, 2022, shall be subject to the requirements set forth in paragraphs (A)(1), (A)(2), (A)(3), and (A)(4) for the compliance period ending January 31, 2022.

hours of legal ethics, at least 1 hour on competence issues, and at least 2 hours dealing with elimination of bias (of the 2 hours, at least 1 hour must focus on implicit bias and the promotion of bias-reducing strategies) (60 minute credit hour)

DEI credit – running tally allow 1 mandate  
1

(2) Beginning with the compliance period ending January 31, 2023, all licensees shall comply with the following:

(a) Unless these rules indicate otherwise, a licensee who has been active throughout a thirty-six-month compliance period must complete twenty five credit hours of MCLE activities. No more than twelve and a half credit hours may be self-study. Total hours must include no less than 7 hours as follows:

(i) at least four hours of legal ethics;

(ii) at least two hours dealing with the recognition and elimination of bias in the legal profession and society by reason of, but not limited to, sex, color, race, religion, ancestry, national origin, physical disability, age, or sexual orientation;

1. Of those two hours, at least one hour must focus on implicit bias and the promotion of bias-reducing strategies to address how unintended biases regarding race, ethnicity, gender identity, sexual orientation, socioeconomic status, or other characteristics undermine confidence in the legal system; and

(iii) at least one hour of education addressing substance abuse or other mental or physical issues that impair a licensee’s ability to perform legal services with competence.

(b) Required education in legal ethics, elimination of bias, or competence issues may be a component of an approved MCLE activity that deals with another topic, consistent with the requirements of Rule 2.52(F)....  
([http://www.calbar.ca.gov/Portals/0/documents/rules/Rules\\_Title2\\_Div4-MLE.pdf](http://www.calbar.ca.gov/Portals/0/documents/rules/Rules_Title2_Div4-MLE.pdf))

**Colorado**

45 credit hours every 3 years: 7 of these hours must be professional responsibility and (as of 1/1/23) 2 of the 7 hours must be in the area of EDI (50 minute credit hour)

DEI allow 2 mandate  
2

**Continuing Legal and Judicial Education Requirements**

The Mandatory Continuing Legal Education (MCLE) requirement for all actively licensed Colorado lawyers (under the age of 72) is 45 credit hours of CLE, of which seven must be professional responsibility. C.R.C.P. 250.2(1).

**BEGINNING January 1, 2023:** the seven hours devoted to professional responsibility must include the following: At least two credit hours in the area of equity, diversity, and inclusivity, and at least five credit hours in the areas of legal ethics or legal professionalism. All actively licensed attorneys who are required to comply with Colorado’s CLE requirements - in all compliance periods - must comply with this requirement....

**Professional Responsibility CLE Requirement**

You are required to complete 45 CLE hours, of which seven must be devoted to professional responsibility. The seven hours devoted to professional responsibility must include the following: At least two credit hours in the area of equity, diversity, and inclusivity, and at least five credit hours in the areas of legal ethics or legal professionalism.

· Legal ethics is an activity of portion of an activity that addresses the Colorado Rules of Professional Conduct, the Colorado Code of Judicial Conduct, similar rules of other jurisdictions, the ABA Model Rules of Professional Conduct, the ABA Model Rules of Judicial Conduct, or legal authority related to any of the above specified rules.

- Legal professionalism is an activity or portion of an activity devoted to the values embodied in the Colorado Attorney Oath of Admission and the Colorado Rules of Professional Conduct, which require attorneys to act with civility, integrity, honesty, candor, fairness, trust, respect, dignity and courtesy.
- Equity, diversity, and inclusivity (EDI) is an activity or portion of an activity that addresses equal access to the legal system; competent representation of diverse populations; or the recognition, mitigation, or elimination of bias in the legal profession or the legal system.

(<http://www.coloradosupremecourt.com/Current%20Lawyers/CLENewAtty.asp>)

**Connecticut**

12 credit hours per year at least 2 hours of which must be ethics/professionalism (60 minute credit hour)

No DEI credit

**(NEW) Sec. 2-27A. Minimum Continuing Legal Education**

(a) On an annual basis, each attorney admitted in Connecticut shall certify, on the registration form required by Section 2-27 (d), that the attorney has completed in the last calendar year no less than twelve credit hours of appropriate continuing legal education, at least two hours of which shall be in ethics/professionalism. The ethics and professionalism components may be integrated with other courses. This rule shall apply to all attorneys except ...

([https://www.jud.ct.gov/mcle/MCLE\\_rule.pdf](https://www.jud.ct.gov/mcle/MCLE_rule.pdf))

**Connecticut Bar Association Diversity Policy**

The Connecticut Bar Association is committed to diversity in its membership, officers, staff, House of Delegates, Board of Governors, executive committee, sections and committees, and their respective leaders. Diversity is an inclusive concept encompassing gender, gender identity, race, color, ethnic origin, national origin, religion, sexual orientation, age, and disability.

We are a richer and more effective association because of diversity, as it increases our association’s strengths, capabilities, and adaptability. Through increased diversity, our organization can more effectively address member and societal needs with the varied perspectives, experiences, knowledge, information, and understanding inherent in a diverse relationship....

(<https://www.ctbar.org/about/diversity-inclusion>)

**Delaware**

24 credit hours every 2 years, 4 hours of which must be in enhanced ethics (60 minute credit hour)

No DEI credit

**Rule 2. Definitions.**

... (H) “Enhanced Ethics” means both legal and judicial ethics. It also means professionalism, which is a broader concept embodying an attitude and a dedication to ethics, civility, skill, businesslike practices, such as competence in the use of technology, and a focus on service, which encompasses obligations to other Attorneys, obligations toward legal institutions, and obligations to the public whose interests Attorneys must serve; ...

**Rule 4. Educational Requirements.**

(A) Attorneys Generally: Each Attorney shall complete a minimum of 24 approved CLE credit hours during each two-year period. At least 12 of those credits must be earned by attending, in person, live CLE approved courses also attended by other lawyers from other law firms, organizations or governmental agencies (It is the intent of this requirement that each lawyer have the opportunity to interact with other lawyers from other organizations during the CLE activity). In addition, during the two-year period, at least 4 of the 24 approved CLE credit hours shall consist of approved Enhanced Ethics credits. If more

than 24 approved CLE credit hours have been earned during the two-year period, up to 20 of the excess hours may be carried forward and applied to the requirement for the next two-year period. Enhanced Ethics credits cannot be carried forward as Enhanced Ethics, but may be carried forward as general CLE credits.

(<https://courts.delaware.gov/forms/download.aspx?id=160618>)

**District of Columbia**  
No MCLE (1)

**Florida**  
33 credit hours every 3 years, at least 5 hours of which must be in certain approved programs (one of which is bias elimination) (50 minute credit hour)

DEI allow 3

**RULE 6-10.3 MINIMUM CONTINUING LEGAL EDUCATION STANDARDS**

... **(b) Minimum Hourly Continuing Legal Education Requirements.** Each member must complete a minimum of 33 credit hours of approved continuing legal education activity every 3 years. At least 5 of the 33 credit hours must be in approved legal ethics, professionalism, bias elimination, substance abuse, or mental illness awareness programs, with at least 1 of the 5 hours in an approved professionalism program, and at least 3 of the 33 credit hours must be in approved technology programs. If a member completes more than 33 credit hours during any reporting cycle, the excess credits cannot be carried over to the next reporting cycle....

([https://www-media.floridabar.org/uploads/2022/08/Ch-6-2022\\_02-AUG-RRTFB-8-1-2022.pdf](https://www-media.floridabar.org/uploads/2022/08/Ch-6-2022_02-AUG-RRTFB-8-1-2022.pdf))

**Georgia**

12 credit hours per year including 1 ethics hour and 1 professionalism hour (60 minute credit hour)

No DEI

**Georgia Bar Rule 8-104. Education Requirements and Exemptions.**

(A) Minimum Continuing Legal Education Requirement.

Each active member shall complete a minimum of twelve (12) hours of actual instruction in an approved continuing legal education activity during each year. If a member completes more than twelve (12) hours in a year, the excess credit may be carried forward and applied to the education requirement for the succeeding year only.

(B) Basic Legal Skills Requirement.

... (2) Each active member ... shall complete a minimum of one (1) hour of continuing legal education during each year in the area of ethics. This hour is to be included in, and not in addition to, the twelve-hour (12) requirement....

(3) Each active member ... shall complete a minimum of one (1) hour of continuing legal education during each year in an activity of any sponsor approved by the Chief Justice's Commission on Professionalism in the area of professionalism. This hour is to be included in, and not in addition to, the twelve-hour (12) requirement....

**Regulations**

*(3) **Legal Ethics.** Legal ethics refers to the mandatory standards set by the Georgia Rules of Professional Conduct. Ethics programming instructs attorneys on requirements of the rules, provides attorneys with resources to avoid violations and helps attorneys understand how the rules protect the public.*

*(4) **Professionalism.** The professionalism CLE requirement is distinct from, and in addition to, the ethics CLE requirement. The one-hour professionalism requirement is satisfied only by attending an activity of any sponsor approved by the Chief Justice's Commission on Professionalism in the area of professionalism. Legal ethics sets forth the minimal standards of professional conduct required of a lawyer; professionalism encompasses what is more broadly expected of lawyers to serve both client and public good. Professionalism refers to the intersecting values of competence, civility, integrity, and commitment to the rule of law, justice, and the public good. The general goal of the professionalism CLE requirement is to create a forum in which lawyers, judges, and legal educators can explore and reflect upon the meaning and goals of professionalism in contemporary legal practice. The professionalism CLE sessions should encourage lawyers toward conduct that preserves and strengthens the dignity, honor, and integrity of the legal profession. Professionalism CLE includes, but is not limited to, courses on (a) the duties of lawyers to the systems of justice, courts, public, clients, other lawyers, and the profession, (b) the roles of lawyers as advocates, counselors, negotiators, problem solvers, and consensus builders, (c) various forms of dispute resolution, (d) pro bono service, (e) the concept of a profession, (f) history of the legal profession, (g) comparison of the legal profession in different nations' systems of advocacy, and (h) jurisprudence or philosophy of law.*

<https://www.gabar.org/handbook/index.cfm#handbook/part16>

#### **Georgia Diversity Program**

...[T]he mission of the State Bar of Georgia Diversity Program (GDP) is to provide support to, and to promote the inclusion of and advocate for the advancement of, all members of the State Bar of Georgia regardless of race, nationality, ethnicity, religion, sex, gender identity, sexual orientation, disability or age. The program achieves its mission by:

- Providing forums to discuss recent diversity and inclusion developments in the legal profession;
- Presenting annual continuing legal education programs on diversity and inclusion trends, strategies, policies and initiatives that corporate, government and not-for-profit legal departments and law firms are successfully implementing;
- Furnishing resources on diversity and inclusion and strategies to promote diversity in the legal workforce; ...

<https://www.gabar.org/committeesprogramssections/programs/diversity/index.cfm>

#### **Hawaii**

3 credit hours per year, including 1 ethics/professional responsibility credit (60 minute credit hour)

#### **Hawaii Supreme Court Rule 22 Mandatory Continuing Legal Education**

(a) **Mandatory Continuing Legal Education.** Except as otherwise provided herein, every active member of the Bar shall complete at least 3 credit hours of approved continuing legal education (CLE) during each annual reporting period. "Continuing legal education," or "CLE," is any legal educational activity or program that is designed to maintain or improve the professional competency of lawyers or to expand an appreciation and understanding of the ethical and professional responsibility of lawyers and is approved for credit by the Hawai'i State Bar, including those listed in Rule 22(b) of these Rules.

<p>No DEI</p>	<p>(b) Ethics and Professional Responsibility Minimum. At least once every 3 years in which CLE credits are required, every active member shall complete 1 hour of approved ethics or professional responsibility education. This credit hour shall count toward the annual CLE requirement. "Ethics or professional responsibility education" means those courses or segments of courses devoted to:</p> <ul style="list-style-type: none"> <li>(1) the Rules of Professional Conduct;</li> <li>(2) the professional obligations of the lawyer to the client, the judicial system, the public and other lawyers;</li> <li>(3) substance abuse and its effects on lawyers and the practice of law; or</li> <li>(4) client trust administration, bias awareness and prevention, and access to justice.</li> </ul> <p><a href="https://www.courts.state.hi.us/docs/court_rules/rules/rsch.htm">https://www.courts.state.hi.us/docs/court_rules/rules/rsch.htm</a></p>
<p><b>Idaho</b></p> <p>30 credit hours every 3 years including at least 3 credits on legal ethics/professional responsibility (60 minute credit hour)</p> <p>No DEI</p>	<p><b>Idaho Bar Commission Rule 402 (Mandatory Continuing Legal Education)</b></p> <p>... (a) Minimum Requirements.</p> <ul style="list-style-type: none"> <li>(1) Active and House Counsel Members shall complete a minimum of thirty (30) credit hours of Accredited Activity in every three (3) year reporting period.</li> <li>(2) Beginning with the attorney's next full reporting period after the effective date of these Rules and thereafter, at least three (3) CLE credits shall be in courses on legal ethics or professional responsibility, as approved by the Board or its designee. Such courses may include discussion of the Idaho Rules of Professional Conduct, professionalism and civility, client trust account administration and legal malpractice prevention....</li> </ul> <p><a href="https://isb.idaho.gov/wp-content/uploads/ibcr.pdf">https://isb.idaho.gov/wp-content/uploads/ibcr.pdf</a></p>
<p><b>Illinois</b></p> <p>30 credit hours every 2 years including 6 hours in the area of professionalism, civility, legal ethics, diversity and inclusion, or mental health and substance abuse (60 minute credit hour)</p>	<p><b>Illinois Supreme Court Rule 794. Continuing Legal Education Requirement</b></p> <p><b>(a) Hours Required</b></p> <p>Except as provided by Rules 791 or 793, every Illinois attorney subject to these Rules shall be required to complete ... 30 hours of CLE activity during all subsequent two year reporting periods.</p> <p>...</p> <p><b>(d) Professional Responsibility Requirement</b></p> <ul style="list-style-type: none"> <li>(1) Each attorney subject to these Rules shall complete a minimum of six of the total CLE hours for each two-year reporting period in the area of professionalism, civility, legal ethics, diversity and inclusion, or mental health and substance abuse.</li> <li>(2) Beginning with the two-year reporting period ending June 30, 2019, these minimum six hours shall include either completing the Rule 795(d)(11) yearlong Lawyer-to-Lawyer Mentoring Program or: <ul style="list-style-type: none"> <li>(i) At least one hour in the area of diversity and inclusion and</li> <li>(ii) At least one hour in the area of mental health and substance abuse.</li> </ul> </li> </ul> <p><a href="https://ilcourtsaudio.blob.core.windows.net/antilles-resources/resources/d2c7375c-3a06-48fd-b170-24dd5aac71b3/Rule%20794.pdf">https://ilcourtsaudio.blob.core.windows.net/antilles-resources/resources/d2c7375c-3a06-48fd-b170-24dd5aac71b3/Rule%20794.pdf</a></p>



DEI allow 4	
<p><b>Indiana</b></p> <p>36 credit hours every 3 years (minimum 6 per year) including 3 hours of professional responsibility (60 minute credit hour)</p> <p>DEI allow 5</p>	<p><b>Indiana Rules of Court – Rule 29. Mandatory Continuing Legal Education</b></p> <p><b>Section 2. Definitions.</b></p> <p>... (m) <i>Professional Responsibility Credits</i> shall mean credits for topics that specifically address legal ethics or professional responsibility....</p> <p><b>Section 3. Education Requirements</b></p> <p>(a) Every Attorney, except as provided below, shall complete no less than six (6) hours of Approved Courses each year and shall complete no less than thirty-six (36) hours of Approved Courses each Educational Period. At least three (3) hours of Approved Courses in professional responsibility shall be included within the hours of continuing legal education required during each three year Educational Period. Such hours may be integrated as part of a substantive program or as a free standing program. No more than twelve (12) hours of the Educational Period requirement shall be filled by Non Legal Subject Matter Courses. No more than three (3) hours of the Educational Period requirement shall be filled through in-house education programs in accordance with the Guidelines. All credits for a single educational activity will be applied in one (1) calendar year....</p> <p><b>Mandatory Continuing Legal Education and Mandatory Judicial Education Guidelines</b></p> <p><b>Section 3. Accreditation Policies.</b></p> <p>(b) <i>Approval of Other Educational Activities.</i></p> <p>(3) Professional Responsibility Credit shall be given when a topic has professional responsibility, ethics, wellness or diversity, equity, and inclusion as its main focus, and the course has at least one-half (1/2) hour of professional responsibility, ethics, wellness or diversity, equity, and inclusion content.</p> <p>(i) An Approved Sponsor must separately designate Professional Responsibility Credits when certifying attendance to the Commission.</p> <p>(ii) A Non-Approved Sponsor must separately request Professional Responsibility Credits on an application provided by the Commission.</p> <p>(<a href="https://www.in.gov/courts/rules/ad_dis/index.html# Toc65593976">https://www.in.gov/courts/rules/ad_dis/index.html# Toc65593976</a>)</p>
<p><b>Iowa</b></p> <p>15 credit hours per year, including 1 hour devoted to legal ethics and 1 hour devoted to either attorney wellness or diversity and inclusion (60 minute credit hour)</p>	<p><b>Iowa Court Rules, Chapter 41 – Continuing Legal Education for Lawyers</b></p> <p><b>Rule 41.3 Continuing legal education requirement.</b></p> <p>(1) Each attorney admitted to practice in this state must complete a minimum of 15 hours of legal education accredited by the commission during each calendar year....</p> <p>(2) Beginning January 1, 2021, the 15 hours required by rule 41.3(1) must include a minimum of 1 hour devoted exclusively to the area of legal ethics and 1 hour devoted exclusively to the area of either attorney wellness or diversity and inclusion. Excess hours of education devoted to legal ethics, attorney wellness, and diversity and inclusion can be carried over for purposes of the annual 15-hour requirement under rule 41.3(1) but cannot be carried over for the special legal ethics, attorney wellness, and diversity and inclusion requirements under this rule.</p> <p><b>Iowa Court Rules, Chapter 42 – Regulations of the Commission on Continuing Legal Education</b></p> <p><b>Rule 42.1 Definitions</b></p> <p>... (6) <i>“Legal ethics”</i> means a separate, designated, and dedicated session of instruction:</p>

<p>DEI allow 6</p>	<p>a. Referring to and based on the disciplinary rules or ethical considerations of the ethics or professional responsibility code for attorneys in the jurisdiction where the instruction is presented;</p> <p>b. Designed to help attorneys detect, prevent, or respond to substance-related disorders or mental illness that impairs professional competence. The instruction must focus on issues in the legal profession and in the practice of law, and not issues of substance-related disorders or mental health in general; or</p> <p>c. Regarding the impact of race, sex, gender, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation on court system interaction or case or controversy outcome, and professional relationships between attorneys, judges, and clients where race, sex, gender, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation is a potential factor.</p> <p><b>Rule 42.2 Continuing legal education requirement</b></p> <p>(1) A minimum of 15 hours of continuing legal education must be completed by each attorney for each calendar year in the manner stated in Iowa Ct. R. 41.3(1). Each attorney shall, every two years, complete a minimum of three hours of legal education devoted specifically to the area of legal ethics.</p> <p>(<a href="https://www.legis.iowa.gov/law/courtRules/courtRulesListings">https://www.legis.iowa.gov/law/courtRules/courtRulesListings</a>)</p>
<p><b>Kansas</b></p> <p>12 credit hours per year, of which 2 hours must be ethics/professionalism (50 minute credit hour)</p> <p>No DEI</p>	<p><b>Kansas CLE Rule 801. Definitions</b></p> <p>... (g) "Ethics" means the standards found in the Kansas Rules of Professional Conduct that an attorney must comply with to practice law in Kansas and remain in good standing.</p> <p>... (n) "Professionalism" means conduct consistent with the tenets of the legal profession by which an attorney demonstrates civility, honesty, integrity, character, fairness, competence, ethical conduct, public service, and respect for the rules of law, the courts, clients, other attorneys, witnesses, and self-represented and unrepresented persons.</p> <p><b>Kansas CLE Rule 804. Minimum Requirements</b></p> <p>(a) <b>Credit Hours.</b> An active attorney must earn a minimum of 12 CLE credit hours at approved programs during each compliance period. Of the 12 hours, at least 2 hours must be in the area of ethics and professionalism.</p> <p>(<a href="https://www.kscler.org/assets/pdfs/kscler_rules_7-2022.pdf">https://www.kscler.org/assets/pdfs/kscler_rules_7-2022.pdf</a>)</p>
<p><b>Kentucky</b></p> <p>12 credit hours per year, including 2 credit hours devoted to ethics, professional responsibility and professionalism</p>	<p><b>Kentucky SCR 3.645. Continuing Legal Education Requirements: Compliance and Certification</b></p> <p>(1) Each educational year, as defined by SCR 3.600(7), every person licensed to practice law in this Commonwealth, not specifically exempted pursuant to the provisions of SCR 3.665, shall complete and certify a minimum of 12 credit hours in continuing legal education activities approved by the Commission, including a minimum of 2 credit hours devoted to "ethics, professional responsibility and professionalism" as defined by SCR 3.600(8)....</p> <p>(2)</p> <p><b>Kentucky SCR 3.600 Continuing legal education definitions</b></p>

<p>(60 minute credit hour)</p> <p>No DEI</p>	<p>...(8) "Ethics, professional responsibility and professionalism" is the category by which "ethics credits" shall be earned and includes programs, or designated portions thereof, with instruction focusing on the Rules of Professional Conduct independently or as they relate to the practice of law and/or law firm management.  <a href="https://www.kybar.org/page/clerules">https://www.kybar.org/page/clerules</a></p> <p><b>Diversity Statement</b>  The Kentucky Bar Association (KBA) recognizes that achieving diversity in the legal profession requires the Association's continued effort and commitment.  The KBA is committed to diversity in its membership, Board of Governors, staff, committees and all leadership positions. Diversity is an inclusive concept that encompasses race, ethnicity, national origin, religion, gender, age, sexual orientation and disability.  The KBA is a richer and more effective Association because of diversity, as it increases our strengths, capabilities and adaptability. In addition, a diverse group of talented legal professionals is important to the success of law firms, law departments, public service organizations and other organizations that include attorneys.  Through increased diversity, the KBA and its members can bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.  <a href="https://www.kybar.org/general/custom.asp?page=diversity">https://www.kybar.org/general/custom.asp?page=diversity</a></p>
<p><b>Louisiana</b></p> <p>12.5 credit hours per year including 1 hour legal ethics and 1 hour professionalism (60 minute credit hour)</p> <p>DEI allow 7</p>	<p><b>Louisiana Supreme Court Rule 3. CLE REQUIREMENT</b>  (a) Each Member shall attend, or complete an approved substitute for attendance, a minimum of twelve and one half (12.5) hours of approved CLE each calendar year.  ...  (c) Of the twelve and one half (12.5) hours of CLE required annually, not less than one (1) of such hours shall concern legal ethics, and not less than one (1) of such hours shall concern professionalism.  Legal ethics concerns the standard of professional conduct and responsibility required of a lawyer. It includes courses on professional responsibility and malpractice. It does not include such topics as attorneys' fees, client development, law office economics, and practice systems, except to the extent that professional responsibility is discussed in connection with these topics.  Professionalism concerns the knowledge and skill of the law faithfully employed in the service of client and public good, and entails what is more broadly expected of attorneys. It includes courses on the duties of attorneys; elimination of bias or discriminatory communication or conduct; equal access to justice; sensitivity to cultural and other differences when interacting with members of the public, judges, jurors, litigants, attorneys, and court personnel; attorney competency; and pro bono obligations. [Amended effective June 23, 2021]  Legal ethics sets forth the standards of conduct required of a lawyer; professionalism includes what is more broadly expected. The professionalism CLE requirement is distinct from, and in addition to, the legal ethics CLE requirement. [Amended effective January 1, 2003]  <a href="https://www.lasc.org/Supreme_Court_Rules?p=RuleXXX">https://www.lasc.org/Supreme_Court_Rules?p=RuleXXX</a></p> <p><b>Louisiana State Bar Association Diversity Statement</b></p>

The Louisiana State Bar Association (LSBA) recognizes that achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment.... Through increased diversity, the LSBA and its members can bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.  
<https://www.lsba.org/Diversity/DiversityHome.aspx>

<p><b>Maine</b></p> <p>12 credit hours per year, including 1 hour in ethics and professionalism and 1 hour in recognition and avoidance of harassment and discriminatory communication or conduct related to the practice of law (60 minute credit hour)</p> <p>DEI allow 8 mandate 3</p>	<p><b>Maine Bar Rule 5. Continuing Legal Education ("CLE")</b></p> <p>(c) MCLE Requirements.</p> <p>(1) Every attorney with an active license to practice law in this jurisdiction shall be required to earn a minimum of 12 MCLE credit hours per calendar year. No more than five of the credit hours may be earned through self-study programs as defined in Rule 5(h)(1)(B).</p> <p>(2) As part of the required credit hours referenced in Rule 5(c)(1), attorneys must earn at least one live credit hour in Ethics and Professionalism. Qualifying Ethics and Professionalism topics include professional responsibility, legal ethics, substance abuse and mental health issues, diversity awareness in the legal profession, attorney wellness, and legal malpractice and bar complaint prevention topics including client relations, law office and file management, and client trust account administration. The credit hour required by this section is separate from and in addition to the credit hour required by Rule 5(c)(3).</p> <p>(3) As part of the required credit hours referenced in Rule 5(c)(1), attorneys must earn at least one in-person credit hour in the recognition and avoidance of harassment and discriminatory communication or conduct related to the practice of law as set out in the Maine Rules of Professional Conduct. Qualifying topics include harassment or discriminatory communication or conduct on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, or gender identity. The credit hour required by this section is separate from and in addition to the credit hour required by Rule 5(c)(2).</p> <p><a href="https://mebaroverseers.org/regulation/bar_rules.html?id=638733">https://mebaroverseers.org/regulation/bar_rules.html?id=638733</a></p>
<p><b>Maryland</b></p> <p>No MCLE (2)</p>	
<p><b>Massachusetts</b></p> <p>No MCLE (3)</p>	
<p><b>Michigan</b></p> <p>No MCLE (4)</p>	
<p><b>Minnesota</b></p> <p>45 credit hours every 3 years including 3 ethics or professional responsibility credits</p>	<p><b>Rules of the Board of Continuing Legal Education</b></p> <p><b>Rule 2. Definitions</b></p> <p>F. "Course in ethics or professional responsibility" means a course or session within a course that deals with the Minnesota Rules of Professional Conduct, the ABA Model Rules of Professional Conduct, the rules of professional conduct or professional responsibility of other jurisdictions, or the opinions and case law arising from the application of any of the above-specified rules, including a course or session within a</p>

<p>and 2 elimination of bias credits (60 minute credit hour)</p> <p>DEI allow 9 mandate 4</p>	<p>course that addresses in a specific way concepts such as professionalism, civility and ethical conduct in the practice of law and in the legal profession.</p> <p>G. <b>“Course in the elimination of bias in the legal profession and in the practice of law”</b> means a course directly related to the practice of law that is designed to educate attorneys to identify and eliminate from the legal profession and from the practice of law biases against persons because of race, gender, economic status, creed, color, religion, national origin, disability, age or sexual orientation.</p> <p><b>Rule 6. Special Categories of Credit</b></p> <p><b>B. Elimination of Bias in the Legal Profession and in the Practice of Law.</b> To be approved for elimination of bias credit, the courses or sessions within such courses approved must meet the following requirements:</p> <p>(1) Be at least 60 minutes in length;</p> <p>(2) Be identified on the application as fulfilling the elimination of bias requirement and be accompanied by a narrative describing how the course or sessions of the course meet one or more of the learning goals as described in the Course Approval Form at Appendix I;</p> <p>(3) Focus on issues in the legal profession and in the practice of law and not issues of bias in society in general; and</p> <p>(4) Not include courses on the substantive law of illegal discrimination unless such courses meet one or more of the learning goals for elimination of bias courses set forth in the Course Approval Form at Appendix I.</p> <p>(<a href="https://www.cle.mn.gov/rules/">https://www.cle.mn.gov/rules/</a>)</p>
<p><b>Mississippi</b></p> <p>12 credit hours per year including 1 hour of ethics/professionalism (60 minute credit hour)</p> <p>No DEI</p>	<p><b>Rules And Regulations for Mandatory Continuing Legal Education</b></p> <p><b>RULE 3. CLE REQUIREMENT</b></p> <p>a. Each attorney licensed to practice law in the State of Mississippi shall attend, or complete an approved substitute for attendance, a minimum of twelve (12) actual hours of approved Continuing Legal Education (“CLE”) during each successive twelve (12) month period (the “CLE year”) from and after August 1 of each year, of which one hour shall be in the area of legal ethics, professional responsibility, professionalism, malpractice prevention, substance abuse or mental health (the “ethics/professionalism hour”).</p> <p>(<a href="https://courts.ms.gov/research/rules/msrulesofcourt/continuing_legal_education.pdf">https://courts.ms.gov/research/rules/msrulesofcourt/continuing_legal_education.pdf</a>)</p>
<p><b>Missouri</b></p> <p>15 credit hours per year at least 3 of which must be devoted exclusively to accredited ethics programs, seminars,</p>	<p><b>Missouri Court Rule 015 – Continuing Legal Education</b></p> <p><b>Regulation 15.01. Definitions</b></p> <p><b>10. Explicit or Implicit Bias, Diversity, Inclusion, and Cultural Competency Programs, Seminars, or Activities.</b> Programs, seminars, and activities in the area of explicit or implicit bias, diversity, inclusion, and cultural competency shall focus on issues in the legal profession and in the practice of law. Such programs, seminars, and activities shall not include the substantive law of illegal discrimination except to the extent that the topics set forth above are directly and substantially discussed in relationship with such topics.</p> <p>11. An accredited program, seminar, or activity is not required to have a designated portion or portions devoted exclusively to professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, and or cultural</p>

<p>and activities, including professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, or cultural competency; <u>and</u> at least 1 of the 3 ethics credits must be devoted exclusively to explicit or implicit bias, diversity, inclusion, or cultural competency. (50 minute credit hour)</p> <p>DEI allow 10 mandate 5</p>	<p>competency. An accredited program, seminar, or activity devoted exclusively to professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, or cultural competency must include at least 50 minutes of instruction or the equivalent, as required by Regulation 15.04.1(d). If an accredited program, seminar, or activity is not devoted exclusively to professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, or cultural competency, the designated portion or portions of an accredited program, seminar, or activity devoted to such topics must include at least 25 minutes of instruction or the equivalent to qualify for any credit under Rule 15.05(a)(1).</p> <p>12. A lawyer may satisfy the requirements of Rule 15.05(a)(1) by completion of accredited programs, seminars, or activities or designated portions thereof devoted exclusively to professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, or cultural competency as designated by The Missouri Bar or an accredited sponsor. When applying for accreditation of a program, seminar, or activity pursuant to Regulation 15.04.3, any lawyer or any sponsor not accredited pursuant to Regulations 15.04.2 or 15.04.3 (a) may seek designation of a program, seminar, or activity or portion thereof as satisfying the requirements of Rule 15.05(a)(1).</p> <p><b>15.05. Continuing Legal Education Requirements</b></p> <p>(a) After July 1, 1988, except as provided in Rule 15.05(c), each lawyer shall complete and report, during each reporting year, a total of at least 15 credit hours of accredited programs, seminars, and activities. For each reporting year:</p> <ol style="list-style-type: none"> <li>1) at least three of the total 15 credit hours must be devoted exclusively to accredited ethics programs, seminars, and activities, including professionalism, substance abuse, mental health, legal or judicial ethics, malpractice prevention, explicit or implicit bias, diversity, inclusion, or cultural competency; and</li> <li>2) at least one of the three ethics credit hours required under Rule 15.05(a)(1) must be devoted exclusively to explicit or implicit bias, diversity, inclusion, or cultural competency.</li> </ol> <p><a href="https://www.courts.mo.gov/courts/ClerkHandbooksP2RulesOnly.nsf/c0c6ffa99df4993f86256ba50057dcb8/5c20face4921fe3286256ca6005212b6?OpenDocument">https://www.courts.mo.gov/courts/ClerkHandbooksP2RulesOnly.nsf/c0c6ffa99df4993f86256ba50057dcb8/5c20face4921fe3286256ca6005212b6?OpenDocument</a></p>
<p><b>Montana</b></p> <p>15 credit hours per year, including 2 ethics credit hours (60 minute credit hour)</p> <p>No DEI</p>	<p><b>Rules For Continuing Legal Education, Rule 4 – Education Requirements, Exemptions, and Extensions</b></p> <p><b>A. Active Member Minimum MCLE Requirements:</b></p> <p>Each active member must earn a minimum of fifteen (15) credit hours of approved continuing legal education each reporting year.... Of the fifteen (15) credit hours of continuing legal education required each reporting year, at least two (2) credit hours must be in ethics. “Ethics” means the accepted principles of professional conduct and responsibility as established by the Montana Rules of Professional Conduct or established by other state or national rules of professional conduct for lawyers. Approved programs on the relationship between substance abuse, chemical dependency, or debilitating mental illness as they relate to a lawyer’s professional responsibilities, satisfy the requirement for ethics credits.</p> <p><a href="https://www.mtcle.org/pdfs/clerules.pdf">https://www.mtcle.org/pdfs/clerules.pdf</a></p>
<p><b>Nebraska</b></p>	<p><b>Nebraska Supreme Court Rules, Section 1: Mandatory Continuing Legal Education for Lawyers Rules</b></p>

<p>10 credit hours per year including 2 hours of professional responsibility (60 minute credit hour)</p> <p>DEI allow 11</p>	<p><b>§ 3-401.2. Definitions.</b></p> <p>(J) Professional responsibility: As used herein, professional responsibility includes instruction in the following areas: legal ethics; professionalism; diversity in the legal profession; malpractice prevention; recognizing and addressing substance abuse and mental health issues in the legal profession; wellness; Nebraska Supreme Court Rules Relating to Discipline of Attorneys; ethical standards as they relate directly to law firm management; the benefits and risks associated with relevant technology; information security; the effects of technology on client confidentiality and other ethical issues; and duties of attorneys to the judicial system, public, clients, and other attorneys. In order for a program to qualify for professional responsibility credit, the program must focus on professional responsibility as defined in this rule. Practical instruction on the use of certain technology may be considered for professional responsibility credit if it is directly related to the ethical issues related to technology as defined by this rule.</p> <p><b>§ 3-401.4. CLE requirement.</b></p> <p>(A) Active members of the Nebraska State Bar Association admitted to engage in the active practice of law in this state shall complete a minimum of ten (10) hours of accredited or approved CLE in each annual reporting period. Of the ten (10) hours, at least two (2) hours shall be in the area of professional responsibility.</p> <p><a href="https://supremecourt.nebraska.gov/supreme-court-rules/chapter-3-attorneys-and-practice-law/article-4-mandatory-continuing-legal-0">https://supremecourt.nebraska.gov/supreme-court-rules/chapter-3-attorneys-and-practice-law/article-4-mandatory-continuing-legal-0</a></p>
<p><b>Nevada</b></p> <p>13 credit hours per year including 2 in ethics/professional conduct and 1 exclusively in substance abuse, addictive disorders and/or mental health issues (60 minute credit hour)</p> <p>DEI allow 12</p>	<p><b>Nevada Supreme Court Rule 210.2(a)</b></p> <p>Subject to the carry forward provisions of subparagraph (b), a minimum of thirteen (13) hours of accredited educational activity, as defined by the regulations adopted by the board, must be completed by December 31 of each year. Of the thirteen (13) hours, at least two (2) shall be exclusively in the area of ethics and professional conduct and one (1) shall be exclusively in the area of substance abuse, addictive disorders and/or mental health issues that impair professional competence...</p> <p><a href="https://www.leg.state.nv.us/CourtRules/SCR.html">https://www.leg.state.nv.us/CourtRules/SCR.html</a></p> <p><b>Board of Continuing Legal Education Regulation 3 – Academic Standards</b></p> <p><b>4. Ethics and Professional Conduct.</b> Programs eligible for ethics credit are those in which ethics and professional conduct instruction is given in a continuous block of time. Programs that focus on the following topics are eligible for ethics credit:</p> <p>...</p> <p>k. Programs may be approved that discuss the importance and advantages of diversity, equity, and inclusion, cultural competency and/or recognition and elimination of bias in the legal profession. Examples of programs which may qualify for credit include:</p> <ul style="list-style-type: none"> <li>- Antidiscrimination laws and awareness of how discriminatory behavior such as discrimination based on gender, ethnicity, national origin or ancestry, religion, disability, age, or sexual orientation impacts the legal profession.</li> <li>- Developing leadership skills to promote diversity, equity, and inclusion in the profession.</li> <li>- Driving better business outcomes through diversity in the law firm.</li> <li>- Impact of unconscious bias on law firm hiring and lawyer satisfaction and retention rates.</li> <li>- Improving client communication and representation through the lens of cultural competency.</li> </ul>

- Reducing barriers to access to justice for low-income or minority populations.
  - Understanding how biases impact effective client advocacy in the courtroom.
  - Understanding challenges faced by underrepresented groups within the legal profession.
- ([https://nvbar.org/wp-content/uploads/MCLE-Board-Regulations\\_2022.pdf](https://nvbar.org/wp-content/uploads/MCLE-Board-Regulations_2022.pdf))

**State Bar of Nevada Sept. 1, 2020 Statement on Diversity, Inclusion and Justice for All**

... The State Bar of Nevada has committed to address the issue of race through open dialogues on diversity and inclusion, listening to the obstacles and experiences of people of color, and to explore ways to assist those lawyers and all people to know their legal rights and to protect such. Our work will continue through the sharing of our findings with law firms, promoting the benefits of diversity and inclusion in the firm setting and assisting firms to meet their diversity and inclusion goals. (<https://www.nvbar.org/state-bar-of-nevada-issues-statement-on-diversity-inclusion-and-justice-for-all/>)

**New Hampshire**

12 credit hours per year including 2 hours in legal ethics, professionalism, or prevention of malpractice/substance abuse/attorney-client disputes (60 minute credit hour)

No DEI

**Rules of the Supreme Court of the State of New Hampshire**

**53.1. NHMCLE REQUIREMENT**

**B. Amount Required**

1. In General -- Every person covered by this rule shall complete 720 minutes (twelve hours) of CLE in each reporting year. At least 120 minutes (two hours) of CLE shall be in the area of legal ethics, professionalism or the prevention of malpractice, substance abuse or attorney-client disputes.

(<https://www.courts.nh.gov/rules-supreme-court-state-new-hampshire>)

**New Jersey**

24 credit hours every 2 years, including 5 hours in ethics/professionalism and 2 of the 5 hours shall be in

**New Jersey Court Rule 1:42 - Continuing Legal Education**

**RULE 1:42-1 - Continuing Legal Education Required**

An attorney holding a license to practice in this State shall be required to participate in a program of continuing legal education in accordance with regulations adopted under these rules. In satisfaction of the continuing legal education requirement, attorneys shall participate in twenty-four hours of qualifying continuing legal education over a two-year period. Five of the twenty-four hours of credit shall be concentrated in the areas of ethics and/or professionalism. At least two of the five hours of credit in ethics and/or professionalism shall be in diversity, inclusion, and elimination of bias...

(<https://www.njcourts.gov/attorneys/rules-of-court/continuing-legal-education-required>)



<p>diversity, inclusion, and elimination of bias (50 minute credit hour)</p> <p>DEI allow 13 mandate 6</p>	
<p><b>New Mexico</b></p> <p>12 credit hours per year, 2 of which shall be devoted to ethics/professionalism (60 minute credit hour)</p> <p>No DEI</p>	<p><b>New Mexico Rules for Minimum Continuing Legal Education 18-201. Minimum educational requirements.</b></p> <p>A. Hours required. Every member of the state bar in active status, beginning in the first full year following the date of admission, shall complete twelve (12) hours of CLE during each year as provided by these rules.</p> <p>...</p> <p>C. Legal ethics and professionalism credits. At least two (2) hours of the twelve (12) hours shall be devoted to board approved subjects dealing with legal ethics or professionalism....</p> <p>(<a href="https://nmonesource.com/nmos/nmra/en/nav_date.do">https://nmonesource.com/nmos/nmra/en/nav_date.do</a>)</p>
<p><b>New York</b></p> <p>24 credit hours every 2 years, at least 4 in ethics and professionalism and at least 1 in Diversity, Inclusion and Elimination of Bias (50 minute credit hour)</p> <p><b>DEI allow 14 mandate 7</b></p>	<p><b>New York State CLE Board CLE Program Rules §1500.2 Definitions</b></p> <p>... (g) Diversity, Inclusion and Elimination of Bias courses, programs and activities must relate to the practice of law and may include, among other things, implicit and explicit bias, equal access to justice, serving a diverse population, diversity and inclusion initiatives in the legal profession, and sensitivity to cultural and other differences when interacting with members of the public, judges, jurors, litigants, attorneys and court personnel.</p> <p><b>§1500.22 Minimum Requirements</b></p> <p>(a) Credit Hours. Each attorney shall complete a minimum of 24 credit hours of accredited continuing legal education each biennial reporting cycle in ethics and professionalism, skills, law practice management, areas of professional practice, or diversity, inclusion and elimination of bias, at least four (4) credit hours of which shall be in ethics and professionalism and at least one (1) credit hour of which shall be in diversity, inclusion and elimination of bias. Ethics and professionalism, skills, law practice management, areas of professional practice, and diversity, inclusion and elimination of bias are defined in §1500.2. The ethics and professionalism and diversity, inclusion and elimination of bias components may be intertwined with other courses.</p> <p>(<a href="http://ww2.nycourts.gov/sites/default/files/document/files/2018-03/programrules.pdf">http://ww2.nycourts.gov/sites/default/files/document/files/2018-03/programrules.pdf</a>)</p>
<p><b>North Carolina</b></p>	<p><b>27 N.C.A.C. Ch. 1</b></p>

<p>12 credit hours per year, including 2 hours in professional responsibility/professionalism and 1 hour in technology; at least once every 3 calendar years, 1 hour of professional responsibility in substance abuse/mental conditions and lawyer's professional responsibilities (60 minute credit hour)</p> <p>DEI allow 15</p>	<p><b>.1501 SCOPE, PURPOSE AND DEFINITIONS</b>  (15) "Professionalism" programs are courses or segments of programs devoted to the identification and examination of, and the encouragement of adherence to, non-mandatory aspirational standards of professional conduct which transcend the requirements of the Rules of Professional Conduct. Such programs address principles of competence and dedication to the service of clients, civility, improvement of the justice system, diversity of the legal profession and clients, advancement of the rule of law, service to the community, and service to the disadvantaged and those unable to pay for legal services.</p> <p><b>.1518 CONTINUING LEGAL EDUCATION PROGRAM</b>  (a) Annual Requirement. Each active member subject to these rules shall complete 12 hours of approved continuing legal education during each calendar year beginning January 1, 1988, as provided by these rules and the regulations adopted thereunder.  Of the 12 hours:  (1) at least 2 hours shall be devoted to the areas of professional responsibility or professionalism or any combination thereof;  (2) at least 1 hour shall be devoted to technology training as defined in Rule .1501(c)(17) of this subchapter and further explained in Rule .1602(e) of this subchapter; and  (3) effective January 1, 2002, at least once every three calendar years, each member shall complete an hour of continuing legal education instruction on substance abuse and debilitating mental conditions as defined in Rule .1602 (a). This hour shall be credited to the annual 12-hour requirement but shall be in addition to the annual professional responsibility/professionalism requirement. To satisfy the requirement, a member must attend an accredited program on substance abuse and debilitating mental conditions that is at least one hour long.  (<a href="https://www.ncbar.gov/for-lawyers/governing-rules-of-the-state-bar/1518-continuing-legal-education-program/">https://www.ncbar.gov/for-lawyers/governing-rules-of-the-state-bar/1518-continuing-legal-education-program/</a>)</p>
<p><b>North Dakota</b></p> <p>45 credit hours every 3 years, including 3 ethics/professional responsibility credits (60 minute credit hour)</p> <p>No DEI</p>	<p><b>North Dakota Rules for Continuing Legal Education</b>  <b>Rule 3. Mandatory Continuing Legal Education, Report of Compliance.</b>  (a) Except as qualified in section (b), each attorney duly admitted and licensed to practice in this State shall complete not less than 45 hours of approved course work in Continuing Legal Education during each three-year period the attorney is licensed in this State. Beginning in the 1993 reporting year, three hours of this forty-five hour triennial requirement shall be in the area of ethics or course work commonly considered professional responsibility.  (<a href="https://cdn.ymaws.com/www.sband.org/resource/resmgr/docs/cle/2000rules.pdf">https://cdn.ymaws.com/www.sband.org/resource/resmgr/docs/cle/2000rules.pdf</a>)</p>
<p><b>Ohio</b></p> <p>24 credit hours every 2 years, including 2.5</p>	<p><b>Supreme Court Rules for the Government of the Bar of Ohio</b>  <b>Rule X. Continuing Legal Education</b>  Section 3. Continuing Legal Education Requirements for Attorneys.</p>

<p>credit hours of instruction in professional conduct topics (60 minute credit hour)</p> <p><b>DEI allow 16</b></p>	<p>(A) Total credit hours. Each attorney admitted to the practice of law in this state and each attorney registered for corporate status pursuant to Gov. Bar R. VI, Section 6 shall complete a minimum of twenty-four credit hours of continuing legal education for each biennial compliance period.</p> <p>(B) Professional conduct credit hours. As part of the minimum twenty-four credit hours of continuing legal education required by division (A) of this section, an attorney shall complete a minimum of two and one-half credit hours of instruction on one or any combination of the following professional conduct topics:</p> <p>(1) Legal ethics, which shall include instruction on the Ohio Rules of Professional Conduct;</p> <p>(2) Professionalism, which shall include instruction on the role of attorneys in promoting ethics and professionalism among attorneys by facilitating compliance with the requirements of the Ohio Rules of Professional Conduct, “A Lawyer’s Creed,” “A Lawyer’s Aspirational Ideals,” and the “Statement Regarding the Provision of Pro Bono Legal Services by Ohio Lawyers” adopted by the Supreme Court;</p> <p>(3) Alcoholism, substance abuse, or mental health issues, which shall include instruction on any of their causes, prevention, detection, and treatment alternatives, as applicable;</p> <p>(4) Access to justice and fairness in the courts and how these issues impact public trust and confidence in the judicial system and the perception of justice in Ohio, which shall include instruction on one or any combination of the following topics:</p> <p>(a) Interacting with self-represented litigants;</p> <p>(b) Encouraging pro bono representation;</p> <p>(c) Accommodating language interpretation;</p> <p>(d) Assuring fairness in matters of race, ethnicity, foreign origin, religion, gender, sexual orientation, disability, socio-economic status, or other relevant topics.</p> <p>(C) Single or multiple programs or activities. The instruction related to professional conduct required by division (B) of this section may be obtained in a single program or activity or in separate programs or activities that include one or more of the subjects set forth in that division. (<a href="https://www.supremecourt.ohio.gov/docs/LegalResources/Rules/govbar/">https://www.supremecourt.ohio.gov/docs/LegalResources/Rules/govbar/</a>)</p>
<p><b>Oklahoma</b></p> <p>12 credit hours per year, including 2 ethics credits (50 minute credit hour)</p> <p>No DEI</p>	<p><b>Mandatory Continuing Legal Education Rules, Rules of The Supreme Court of The State of Oklahoma.</b></p> <p><b>Rule 3. CLE Requirement</b></p> <p>Each attorney subject to these rules pursuant to Rule 2 herein shall attend, or complete an approved substitute for attendance, a minimum of twelve (12) hours of approved continuing legal education each calendar year ....</p> <p><b>Regulation 3.6 Instructional Hour.</b> Each attorney must complete 12 instructional hours of CLE per year, with no credit for meal breaks or business meetings. An instructional hour must contain at least 50 minutes of instruction.</p> <p><u>Legal Ethics and Professionalism CLE.</u> Effective January 1, 2021, of the 12 required instructional hours of CLE each year, at least two hours must be for programming on Legal Ethics and Professionalism, legal malpractice prevention and/or mental health and substance use disorders.</p>

**Regulation 4.1.3** The program must deal primarily with matters related to the practice of law, professional responsibility, legal ethics, professionalism, mental health or substance use disorders related to attorneys. Programs that address law practice management and technology, as well as programs that cross academic lines, may be considered for approval.  
<https://www.okmcle.org/mcle-rules>

**Oregon**

**Oregon State Bar Minimum Continuing Legal Education Rules and Regulations**

**3.2 Active Members.**

45 credit hours every 3 years, including 5 hours in ethics, 1 in abuse reporting, 1 hour, 1 hour in mental health/substance use/cognitive impairment; in alternate reporting periods, 3 hours in access to justice (60 minute credit hour

- (a) Minimum Hours. Except as provided in Rules 3.3 and 3.4, all active members shall complete a minimum of 45 credit hours of accredited CLE activity every three years as provided in these Rules.
- (b) Ethics. At least five of the required hours shall be in subjects relating to ethics in programs accredited pursuant to Rule 5.14(a).
- (c) Abuse Reporting. One hour must be on the subject of a lawyer’s statutory duty to report child abuse and elder abuse (see ORS 9.114).
- (d) Mental Health and Substance Use Education. At least one of the required hours shall be in subjects relating to mental health, substance use, or cognitive impairment that can affect a lawyer’s ability to practice law.
- (e) Access to Justice. In alternate reporting periods, at least three of the required hours must be in programs accredited for access to justice pursuant to Rule 5.14(d)....

**5.14 Ethics, Child and Elder Abuse Reporting, Mental Health and Substance Use Education, and Access to Justice.**

- (a) In order to be accredited as an activity in legal ethics under Rule 3.2(b), an activity shall be devoted to the study of judicial or legal ethics or professionalism, and shall include discussion of applicable judicial conduct codes, rules of professional conduct, or statements of professionalism.
- (b) Child and elder abuse reporting programs must be devoted to the lawyer’s statutory duty to report child abuse and elder abuse (see ORS 9.114).
- (c) In order to be accredited as a mental health and substance use education credit under Rule 3.2 (d), and activity shall educate attorneys about causes, detection, response, treatment, or problem prevention related to mental health or substance use.
- (d) In order to be accredited as an activity pertaining to access to justice for purposes of Rule 3.2(e), an activity shall be directly related to the practice of law and designed to educate attorneys to identify and eliminate from the legal profession, from the provision of legal services, and from the practice of law barriers to access to justice arising from biases against persons because of age, culture, disability, ethnicity, gender and gender identity or expression, geographic location, national origin, race, religion, sex, sexual orientation, veteran status, immigration status, and socioeconomic status.
- (e) Portions of activities may be accredited for purposes of satisfying the ethics and access to justice requirements of Rule 3.2, if the applicable content of the activity is clearly defined.

<https://www.osbar.org/docs/rulesregs/mclerules.pdf>

**OSB and D&I Mission & Values**

The mission of the Oregon State Bar is to serve justice and the public interest by promoting respect for the rule of law, by improving the quality of legal services, and by increasing access to justice. The bar is committed to serving and valuing its diverse community, to advancing equality in the justice system, and to removing barriers to that system.

The Diversity & Inclusion Department serves the OSB's mission by striving to increase the diversity of the Oregon bench and bar to reflect the diversity of the people of Oregon, by educating attorneys about the cultural richness and diversity of the clients they serve, and by removing barriers to justice.

<https://www.osbar.org/diversity/programs.html>

**Pennsylvania**  
12 credit hours per year  
(60 minute credit hour)

**Pennsylvania CLE Rules**

**Rule 105: CLE Requirement**

(a) General Requirements:

- ...
- 2. CLE shall be on the subjects of:
  - (i) substantive law, practice, and procedure
  - (ii) lawyer ethics and the rules of professional conduct
  - (iii) professionalism
  - (iv) substance abuse as it affects lawyers and the practice of law
- 3. The minimum annual CLE requirement shall be ... twelve (12) hours....

[https://www.pacle.org/rules-and-regulations#rule\\_105](https://www.pacle.org/rules-and-regulations#rule_105)

**Regulation Section 5: Credit for CLE Activities**

(a) 6. If a course does not bear entirely on any of the subjects of:

- (i) substantive law, practice, and procedure
- (ii) lawyer ethics and the rules of professional conduct
- (iii) professionalism
- (iv) substance abuse as it affects lawyers and the practice of law or the method of presenting the course is below minimum standards, the

Board may determine that such course is entitled to no credit or may assign such partial credit as it deems appropriate.

[https://www.pacle.org/rules-and-regulations#reg\\_sec5](https://www.pacle.org/rules-and-regulations#reg_sec5)

**Diversity**

The Pennsylvania Continuing Legal Education Board acknowledges *[sic]* the critical importance of diversity in the legal profession and justice system. Because the educational process is fundamentally important to advancing diversity and eliminating bias, the CLE Board actively promotes specialized training on these subjects.

<https://www.pacle.org/diversity-cle>

**Rhode Island**

**Mandatory Continuing Legal Education Rules**

<p>10 credit hours per year, including 2 ethics hours (50 minute credit hour)</p> <p>No DEI</p>	<p><b>3.2. MCLE requirements.</b></p> <p>(a) Except as provided in Section 3.2(b) of this rule, all attorneys admitted to practice in this state shall complete ten (10) hours of continuing legal education in each MCLE reporting year, at least two (2) hours of which shall be in the area of legal ethics.</p>
<p><b>South Carolina</b></p> <p>14 credit hours per year, including 2 hours of legal ethics/professional responsibility; at least once every 2 years, 1 hour on substance abuse/mental health or stress management (60 minute credit hour)</p> <p>No DEI</p>	<p><b>RULE 408 CONTINUING LEGAL EDUCATION AND SPECIALIZATION</b></p> <p><b>(a) Continuing Legal Education Requirements.</b></p> <p>...</p> <p>(2) Continuing Legal Education Requirements for Members of the South Carolina Bar. Except as provided below, all members of the South Carolina Bar shall be required to attend at least fourteen (14) hours of approved CLE courses each reporting year. At least two (2) of the fourteen (14) hours required annually shall be devoted to legal ethics/professional responsibility (LEPR). At least once every two (2) reporting years, the member must complete one (1) hour of CLE devoted exclusively to instruction in substance abuse, mental health issues or stress management and the legal profession. Substance abuse/mental health credit shall be a part of the general CLE requirement and cannot be applied to satisfy the LEPR requirement.<sup>1</sup></p> <p><a href="https://www.sccourts.org/courtReg/displayRule.cfm?ruleID=408.0&amp;subRuleID=&amp;ruleType=APP">https://www.sccourts.org/courtReg/displayRule.cfm?ruleID=408.0&amp;subRuleID=&amp;ruleType=APP</a></p> <p><b>South Carolina Bar’s Five-Year Strategic Diversity Plan – 2020</b></p> <p>Objective Number 4: The Bar should strive to achieve diversity in its programming, including publications, continuing legal education, and civic programs. This should be reflected in both the diversity of the substantive programming as well as the faculty of such programs....</p> <p>Goal: Seek diversity in programming, publications, continuing legal education, and civic program through diverse substantive programming and faculty....</p> <p><b>VISION FOR DIVERSITY:</b> The SC Bar values the diversity of its members. Practitioners with varied backgrounds, experiences, and identities enrich the legal profession, the practice of law, the administration of justice, and society as a whole. (Report p. 1.)</p> <p><a href="https://www.scbar.org/media/filer_public/13/84/1384d38d-9b03-40e9-9702-d4e266348f55/diversity_plan_626.pdf">https://www.scbar.org/media/filer_public/13/84/1384d38d-9b03-40e9-9702-d4e266348f55/diversity_plan_626.pdf</a></p>
<p><b>South Dakota</b></p> <p>No MCLE (5)</p>	
<p><b>Tennessee</b></p> <p>15 credit hours per year, including 3</p>	<p><b>Tennessee Supreme Court Rule 21: RULE FOR MANDATORY CONTINUING LEGAL EDUCATION</b></p> <p>Section 3.01. (a) Unless otherwise exempted, each attorney admitted to practice law in the State of Tennessee shall obtain by December 31st of that compliance year a minimum of fifteen (15) hours of continuing legal education. Of those fifteen hours, three (3) hours shall be approved for ethics/professionalism credit (“EP credit”) and twelve (12) hours shall be approved for General credit.</p>

<p>credits in ethics/professionalism (60 minute credit hour)</p> <p>No DEI</p>	<p><a href="https://www.tncourts.gov/rules/supreme-court/21">https://www.tncourts.gov/rules/supreme-court/21</a></p> <p><b>Tennessee Bar Association Announces Diversity Task Force (9/1/2020)</b>  A new task force of attorneys and judges from across the state has been established to take on diversity challenges within the legal profession, looking specifically at recruitment, retention, investment and advancement....  <a href="https://www.tba.org/?pg=LawBlog&amp;blAction=showEntry&amp;blogEntry=56756">https://www.tba.org/?pg=LawBlog&amp;blAction=showEntry&amp;blogEntry=56756</a></p>
<p><b>Texas</b></p> <p>15 credit hours per year, 3 of which must be in legal ethics/legal professional responsibility (60 minute credit hour)</p> <p>No DEI</p>	<p><b>Texas Minimum Continuing Legal Education Rules (Article XII, State Bar Rules)</b>  <b>Section 4. Accreditation</b>  (A) The Committee shall develop criteria for the accreditation of continuing legal education activities and shall designate the number of hours to be earned by participation in such activities, as approved by the Committee. In order for an activity to be accredited, the subject matter must directly relate to legal subjects and the legal profession, including professional responsibility, legal ethics, or law practice management.  ...  <b>Section 6. Minimum Educational Requirements</b>  (A) Every member must complete 15 hours of continuing legal education during each compliance year as provided by this article. No more than three credit hours may be given for completion of self-study activities during any compliance year.  (B) At least three of the 15 hours must be devoted to legal ethics/professional responsibility subjects. One of the three legal ethics/professional responsibility hours may be completed through self-study.  <a href="https://www.texasbar.com/AM/Template.cfm?Section=MCLE_Rules1&amp;Template=/CM/ContentDisplay.cfm&amp;ContentID=31722">https://www.texasbar.com/AM/Template.cfm?Section=MCLE_Rules1&amp;Template=/CM/ContentDisplay.cfm&amp;ContentID=31722</a></p> <p><b>State Bar of Texas Office of Minority Affairs</b>  The State Bar's commitment toward creating a fair and equal legal profession for minority, women, and LGBT attorneys includes many initiatives with support from our Office of Minority Affairs.  <a href="https://www.texasbar.com/Content/NavigationMenu/ForLawyers/BarServiceOpportunities/FindDiversityResources/MinorityAffairs.htm">https://www.texasbar.com/Content/NavigationMenu/ForLawyers/BarServiceOpportunities/FindDiversityResources/MinorityAffairs.htm</a></p>
<p><b>Utah</b></p> <p>12 hours of Accredited CLE, per year, including 1 hour of ethics CLE and 1 hour of professionalism and civility CLE</p>	<p><b>Supreme Court Rules of Professional Practice</b>  <b>UCJA Rule 14-402. Definitions.</b>  ...(bb) "Professionalism and Civility CLE" means CLE on conduct consistent with the tenets of the legal profession by which a lawyer demonstrates civility, honesty, integrity, character, fairness, competence, ethical conduct, public service, and respect for the rules of law, the courts, clients, other lawyers, witnesses and unrepresented parties, including:  (1) instruction on the Utah Standards of Professionalism and Civility; or  (2) instruction on general professional and civil conduct or another matter (such as wellness or substance abuse) that, as part of the CLE, significantly relates to and discusses compliance with one or more of the Utah Standards of Professionalism and Civility;  ...</p>

<p>(60 minute credit hour)</p> <p><b>DEI allow 18</b></p>	<p>(hh) “Wellness” means well-being or mindfulness programs or topics, intended for attorneys and paralegal practitioners rather than a general audience, that are designed to:</p> <ul style="list-style-type: none"> <li>(1) sustain or increase the capacity of attorneys and paralegal practitioners to strive for and achieve the highest aspirational levels of professionalism, including programs aimed at increasing attorney and paralegal practitioner well-being, optimism, resilience, relationship skills, and energy and engagement in their practices;</li> <li>(2) help lawyers and paralegal practitioners re-connect with, strengthen, and apply their values, strength of character, and sense of purpose toward achieving outstanding professionalism;</li> <li>(3) educate lawyers and paralegal practitioners about gender bias, diversity and inclusion, and unlawful harassment, including sexual harassment;</li> <li>(4) protect lawyers and paralegal practitioners, or help lawyers and paralegal practitioners recover, from the deleterious effects on professionalism of stress, mental health concerns, substance abuse, and poor staff management, financial management, or time management; or</li> <li>(5) support the development of organizational cultures within firms, law departments, and legal agencies that recognize, support, and encourage outstanding professionalism</li> </ul> <p><b>Rule 14-404. Active status lawyers MCLE, NLTP, admission on motion, multi-state compliance reciprocity, house counsel and UBE requirements; MCLE requirements for Paralegal Practitioners.</b></p> <p>(a) Active status lawyers. Each active status lawyer admitted to practice in Utah must complete, during each Compliance Cycle, a minimum of 12 hours of Accredited CLE, as follows:</p> <p>...(a)(3) the 12 hours of CLE must include a minimum of one hour of Ethics CLE and one hour of Professionalism and Civility CLE.</p> <p>(<a href="https://www.utcourts.gov/rules/ucja.php#Chapter_14">https://www.utcourts.gov/rules/ucja.php#Chapter_14</a>)</p>
<p><b>Vermont</b></p> <p>24 credit hours every 2 years, including 2 hours in Ethics, 1 hour in Attorney Wellness, and 1 hour in Diversity and Inclusion</p> <p>(60 minute credit hour)</p>	<p><b>Rules For Mandatory Continuing Legal Education</b></p> <p><b>RULE 1. DEFINITIONS</b></p> <p>(A) “Attorney Wellness Programming” means CLE programming designed to help lawyers detect, prevent, or respond to substance use, mental health, and/or stress-related issues that can affect professional competence and the ability to fulfill a lawyer’s ethical and professional duties. Such programming must focus on these issues in the context of the practice of law and the impact these issues can have on the quality of legal services provided to the public.</p> <p>...</p> <p>(H) “Diversity and Inclusion Programming” means CLE Programming that addresses diversity and inclusion in the legal system of all persons regardless of race, ethnicity, religion, national origin, gender, sexual orientation, gender identity, or disabilities, and programs regarding the elimination of bias.</p> <p>(I) “Ethics Programming” means CLE programming that addresses standards set by Vermont’s Rules of Professional Conduct with which an attorney must comply to remain authorized to practice law.</p> <p>...</p>



DEI allow 19  
mandate 9

(L) "Law Practice Programming" means programming specifically designed for attorneys on topics that deal with means and methods for enhancing the quality and efficiency of an attorney's service to the attorney's clients.

...

(U) "Technology Programming" means programming designed for attorneys that provides education on safe and effective ways to use technology in one's law practice, such as to communicate, conduct research, ensure cybersecurity, and manage a law office and legal matters.

...

**RULE 3. MCLE REQUIREMENTS AND EXCEPTIONS**

**(A) Requirements.**

(1) All attorneys who are licensed to practice law in Vermont and on active status must earn at least twenty-four MCLE Credit Hours per two-year reporting period established by these Rules.

...

(4) As part of the required Credit Hours referenced in Rule 3(A)(1), attorneys must earn Credit Hours in each of the following areas:

- (a) Ethics Programming (at least two Credit Hours per reporting period);
- (b) Attorney Wellness Programming (at least one Credit Hour per reporting period); and
- (c) Diversity and Inclusion Programming (at least one Credit Hour per reporting period).

(<https://www.vermontjudiciary.org/sites/default/files/documents/900-00015%20-%20MCLE%20Rules%202020.7.1.pdf>)

**Virginia**

12 credit hours per year, including 2 hours in ethics/professionalism, which may include elimination of bias (60 minute credit hour)

DEI allow 20

**The Virginia State Bar Professional Guidelines**

**17. Mandatory Continuing Legal Education Rule—**

... C. Continuing Legal Education Requirements:

(1) All active members of the Virginia State Bar shall annually complete and certify attendance at a minimum of twelve (12) credit hours of approved Continuing Legal Education courses of which at least two (2) hours shall be in the area of legal ethics or professionalism, which may include elimination of bias, except those lawyers expressly exempted from the requirement by this Rule or by decision of the Continuing Legal Education Board;

...

(4) Beginning November 1, 2019, each active member of the Virginia State Bar shall certify whether they have attended, within the past three (3) years, at least one (1) credit hour of lawyer well-being education related to the practice of law. Failure to comply with this rule shall not subject the member to the penalties of Paragraph 13.2 of these rules.

...

The amendments effective October 11, 2021, revised Paragraph 17(C) to allow elimination of bias education to count toward legal ethics or professionalism requirements for Continuing Legal Education.

(<https://www.vsb.org/pro-guidelines/index.php/bar-govt/mandatory-continuing-legal-education-rule>)

**MCLE Opinion 21 - Diversity and Elimination of Bias**

The MCLE Board recognizes the importance of promoting awareness of the need for diversity and the elimination of bias in the practice of law to ensure that the legal system is equally responsive to the legal needs of all people. The MCLE Board further recognizes that Principles of Professionalism, endorsed by the Virginia Supreme Court, instruct that a lawyer should strive to “avoid all bigotry, discrimination, or prejudice.”

While the MCLE Board has in the past granted credit on the topics of elimination of bias and the need for diversity programs, the MCLE Board hereby emphasizes that promoting the elimination of bias includes educating lawyers on how to recognize and address implicit bias in the practice of law. An understanding of implicit bias will help ensure that the legal system becomes more equally responsive to the needs of all people. The MCLE Board further recognizes that a qualified professionalism course or component may include topics of elimination of bias and need for diversity pursuant to MCLE Regulation 101(t), provided that it otherwise meets the standards of approval reflected in Regulation 103.

Courses pertaining to diversity or bias may be approvable provided the presentation and written instructional materials are specifically directed to attorneys and the topics are discussed in the context of the following: practice of law; the legal profession; the effects on the quality of or access to legal services provided to the public; or the administration of justice.

A presentation on diversity or bias, that otherwise meets the other requirements for CLE accreditation, may receive ethics credit only to the extent that the presentation and written instructional materials focus on the ethical considerations addressed in the Rules of Professional Conduct.

Topics that are primarily focused on the practice of law include, but are not limited to the following:

- Employment and recruiting decisions in the legal community
- Bias and diversity as it relates to litigation (jury selection, legal ethics, and professionalism)

The following topics are generally not considered to be primarily focused on the practice of law:

- Promotion of diversity and inclusion in general
- Promotion of diversity for the purposes of marketing, or profitability or strategic business planning, Internal firm policies relating to diversity, including hiring and retention.
- Employee morale and motivation bias in general (implicit, conscious, unconscious, etc.)

(<https://www.vsb.org/site/members/mcle-opinion-21>)

<p><b>Washington</b></p> <p>45 credits every 3 years, including 15 law and legal procedure credits and 6 ethics credits with at least 1 credit in equity, inclusion, and mitigation of implicit and explicit</p>	<p><b>Washington Supreme Court Admission and Practice Rule (APR) 11 - MANDATORY CONTINUING LEGAL EDUCATION (MCLE)</b></p> <p><b>(c) Education Requirements.</b></p> <p>(1) Minimum Requirement. Each lawyer must complete 45 credits and each LLLT and LPO must complete 30 credits of approved continuing legal education by December 31 of the last year of the reporting period with the following requirements:</p> <ul style="list-style-type: none"> <li>(i) at least 15 credits must be from attending approved courses in the subject of law and legal procedure, as defined in subsection (f)(1); and</li> <li>(ii) at least six credits must be in ethics and professional responsibility, as defined in subsection (f)(2), with at least one credit in equity, inclusion, and the mitigation of both implicit and explicit bias in the legal profession and the practice of law.</li> </ul> <p>(<a href="https://www.courts.wa.gov/court_rules/pdf/APR/GA%20APR%2011%2000%2000.pdf">https://www.courts.wa.gov/court_rules/pdf/APR/GA APR 11 00 00.pdf</a>)</p>
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<p>bias (60 minute credit hour)</p> <p>DEI allow 21 mandate 10</p>	
<p><b>West Virginia</b></p> <p>24 credit hours every 2 years, including 3 hours on certain subjects that could include elimination of bias (50 minute credit hour)</p> <p>DEI allow 22</p>	<p><b>Rule 6 Mandatory continuing legal education</b></p> <p><b>6.02 Minimum continuing legal education requirements; required reporting; carry-over credits</b></p> <p>(b) <i>MCLE requirements.</i> Each active member shall complete a minimum of twenty-four hours of continuing legal education, as approved by this Rule or accredited by the Commission, every two fiscal years. At least three of such twenty-four hours shall be taken in courses on legal ethics, office management, attorney well-being, or elimination of bias in the legal profession.</p> <p>(<a href="https://wvbar.org/wp-content/uploads/2020/03/Rule-6-MCLE-West-Virginia-State-Bar-Governance-Revisions.pdf">https://wvbar.org/wp-content/uploads/2020/03/Rule-6-MCLE-West-Virginia-State-Bar-Governance-Revisions.pdf</a>)</p>
<p><b>Wisconsin</b></p> <p>30 credit hours every 2 years (50 minute credit hour)</p>	
<p><b>Wyoming</b></p> <p>15 credit hours per year, including 2 ethics credits, which may include diversity and inclusion (60 minute credit hour)</p>	<p><b>Rules of the Wyoming State Board of Continuing Legal Education</b></p> <p><b>Rule 3. Definitions.</b></p> <p>(e) “Legal Ethics” means instruction in legal and judicial ethics and professional responsibility. It may include, but is not limited to, subjects dealing with duties of attorneys to the judicial system, court, public, clients and other attorneys; competency; pro bono work; substance abuse, mental health and wellness; attorney fees; and diversity and inclusion. It may also include subjects dealing with law office management to the extent professional responsibility is directly discussed in relation to that topic....</p> <p><b>Rule 4. Continuing legal education requirements and conditions.</b></p> <p>(a) <i>Requirements.</i> —</p>

**DEI allow 23**

(1) *Active Members*: A minimum of 15 hours of continuing legal education including a total of two hours of legal ethics must be completed each calendar year, as provided in these rules.

([https://www.courts.state.wy.us/wp-content/uploads/2017/05/Rules-of-the-Wyoming-State-Board-of-Continuing-Legal-Education\\_2022-05-05.pdf](https://www.courts.state.wy.us/wp-content/uploads/2017/05/Rules-of-the-Wyoming-State-Board-of-Continuing-Legal-Education_2022-05-05.pdf))

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