



The State Bar *of California*

OFFICE OF THE EXECUTIVE DIRECTOR

ATTACHMENT K

Date: May 22, 2025

To: Brandon Stallings, Appointments Liaison
Patricia Barahona, Appointments Liaison

From: Louisa Ayrapetyan, Board Secretary, Office of the Executive Director

Subject: 2025–2026 Appointments Recruitment Summary

BACKGROUND

For the 2025–2026 appointments cycle, the State Bar refined its outreach strategy by decentralizing recruitment efforts and empowering committee coordinators to play a more direct role. Rather than identifying new broad-based improvements, this year’s approach prioritized streamlining operations and leveraging committee-level networks to recruit strategically aligned and well-qualified candidates. This decentralized model supports the long-term goal of more sustainable and committee-driven outreach, with coordinators encouraged to identify and engage applicants through personalized networks, internal committee referrals, and relevant professional associations. These efforts build on last year’s positive trend: applicants referred or encouraged by individuals affiliated with the State Bar tend to be more engaged and qualified.

TIMELINE AND SCOPE

The application window for the 2025–2026 cycle (and 2026–2027 for JNE) was open from **March 3, 2025, to April 3, 2025**, a shortened period due to delays in the launch of a new application portal, Committee Manager. Despite this condensed timeframe, a focused and strategic outreach approach allowed us to meet recruitment needs across all targeted committees.

- **Committees Recruited For (10 total):**
 - California Access to Justice Commission (CaATJ)
 - California Board of Legal Specialization (CBLs)
 - Client Security Fund Commission (CSFC)
 - Commission on Judicial Nominees Evaluation (JNE)
 - Committee of Bar Examiners (CBE)
 - Committee on Professional Responsibility and Conduct (COPRAC)
 - Council on Access and Fairness (COAF)
 - Judicial Council of California (JC)
 - Lawyer Assistance Program Oversight Committee (LAPOC)
 - Review Committee on Judicial Nominations (RJNE)
- **Seats Recruited (27 total):**
 - 21 California-licensed attorneys
 - 4 public members
 - 2 former judicial officers

OUTREACH GOALS AND STRATEGY

The 2025 strategy focused on:

- Increasing nonattorney participation
- Promoting diversity across race, gender, geography, disability, and life experience
- Securing qualified candidates with relevant subject matter expertise, particularly for specialized committees

Key Tactics Included:

1. Committee-Specific Engagement

- Coordinators identified needed qualifications and experience gaps
- Coordinators conducted targeted outreach within their committees and professional circles
- Committee members and leadership shared appointment opportunities within their networks

2. General State Bar Outreach

- Revisited qualified candidates from previous cycles
- Promoted the opportunity through:
 - The all-licensee email
 - Legal specialization contact lists
 - Appointments subscriber list
 - Prior committee applicants

- Committee alumni
- Social media posts (organic), featuring redesigned graphics and short-form testimonial.

3. Expanded Partner Engagement

- Shared opportunities with external partners including:
 - California Lawyers Association and affiliated bar associations
 - Judicial Council of California (Court News Update)
 - Legal Aid Association of California (IOLTA networks)
 - DEI Leadership Seal recipients
 - Public-focused organizations such as the League of California Cities, CMCP, and the California Judges Association

4. Centralized Web Presence

- Application access was available across the State Bar website and directly through the new Committee Manager application portal.
- Simplified the Appointment Opportunities webpage for clarity and directed applicants to the new portal.

RESULTS

APPLICATION RESULTS

Despite the compressed timeline and system transition, the State Bar received a strong response:

Applicant type	Number of applications received
Attorneys	60
Public members	12
Former judicial officers	2
Current judicial officers	1
Total	75

CONCLUSION

This year's appointment recruitment efforts reflect a meaningful shift in strategy—centered on decentralized leadership, focused engagement, and sustained collaboration with committees. Even within a limited window, this model proved effective in identifying a diverse, qualified applicant pool that is well-positioned to support the State Bar's mission.

As we refine our approach for future cycles, the 2025 experience reinforces the value of empowering committees, leveraging internal and external networks, and maintaining clear, consistent outreach

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Page 4