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**From:** Angela Lipsman <alipsman@rubcorlaw.com>  
**Sent:** Wednesday, September 16, 2020 10:24 AM  
**To:** Comments Mailbox  
**Subject:** [External]Comment on Proposed Amendments To Rule 1:42 and CLE REGULATIONS TO REQUIRE CREDITS IN DIVERSITY, INCLUSION, AND ELIMINATION OF BIAS

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I don't doubt that CLEs on diversity and inclusion are beneficial and should be widely offered and promoted. What I do question is the wisdom of imposing yet another requirement on those who seek to practice law. There are already many requirements set in place by (let's call them what they are) the gatekeepers of the profession that first keep people from obtaining the license and then make it more difficult to maintain the license throughout the course of a career. CLEs are educational, but as we all know they also make money for the providers.

Ironically, this proposal aimed at increasing diversity and inclusion would ultimately hurt those goals-- attorneys who have already "made it", who have high salaries or profits from their positions could probably care less if they have to find time and funds to register for an additional CLE to satisfy one more requirement before they're free to continue practicing law. On the other hand, attorneys who are just barely getting by in the harsher job market will be hit harder by the imposition of an additional burden. Better shell out another couple of hundred dollars to your friendly CLE provider (not to mention take more time off from work) so that your credits will be appropriately distributed.

It is minorities that will be hit the hardest by the imposition of another mandatory requirement, however well intentioned that requirement may be. (And we know what they say about the road paved by good intentions.)

If we truly want a more inclusive and diverse profession, we can start by imposing fewer barriers to obtaining and maintaining a law license.

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