



Continuing

Conversation

the

SECOND ANNUAL

CONCLAVE ON DIVERSITY IN THE LEGAL PROFESSION

Friday, March 13, 2009

Hilton New Orleans Riverside Hotel, Napoleon Room

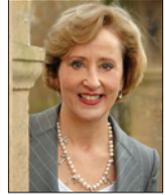
Sponsored by the Louisiana State Bar Association in Cooperation with:

- Louisiana Supreme Court
- Association of Women Attorneys – New Orleans Chapter
- Louis A. Martinet Legal Society, Inc. of Central Louisiana
- Greater New Orleans Louis A. Martinet Legal Society, Inc.
- Louis A. Martinet Legal Society, Inc. – Greater Lafayette Chapter
- Louis A. Martinet Legal Society, Inc. – Greater Baton Rouge Area Chapter
- Louisiana Hispanic Lawyers Association • Louisiana Association of Defense Counsel
 - Baton Rouge Bar Association • Shreveport Bar Association
- Southwest Louisiana Bar Association • Lafayette Bar Association



Elizabeth Erny Foote, President

601 St. Charles Avenue
New Orleans, LA 70130-3404
504.566.1600 800.421.5722
Fax: 504.566.0930
www.LSBA.org



Elizabeth Erny Foote

March 13, 2009

Dear Conclave Participants:

It is with great pleasure and high hopes that I welcome you to *Continuing the Conversation: The Second Annual Conclave on Diversity in the Legal Profession*. We come together today not only to continue the conversation from last year, but also to break new ground in our understanding of diversity issues.

The Conclave is a collaborative effort of the LSBA and several partners: the Louisiana Supreme Court; the Association of Women Attorneys, New Orleans Chapter; the Baton Rouge Bar Association; the Lafayette Bar Association; the Louis A. Martinet Legal Society, Inc. (Central Louisiana, Greater New Orleans, Greater Baton Rouge and Greater Lafayette Chapters); the Louisiana Hispanic Lawyers Association; the Louisiana Association of Defense Counsel; the Shreveport Bar Association; and the Southwest Louisiana Bar Association.

Kay H. Hodge, the keynote speaker at our first Conclave on Diversity luncheon, said: "We all have questions. We all have things we don't understand. We ought to have the conversation with each other." This year please don't be afraid to ask the hard questions. Asking those questions, learning from those around us, and sharing our own knowledge guide the profession down a path of progress and change. This year the country as a whole is examining its commitment to diversity. The LSBA is part of that movement of change.

Thank you for your participation in this productive and rewarding event.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Erny Foote".

Elizabeth Erny Foote
President, Louisiana State Bar Association



Committee on Diversity in the Profession

601 St. Charles Avenue
New Orleans, LA 70130-3404
504.566.1600 800.421.5722
Fax: 504.566.0930
www.LSBA.org/diversity



March 13, 2009

Dear Conclave Participants:

On behalf of the Louisiana State Bar Association's Committee on Diversity, we welcome you to the Second Annual Conclave on Diversity in the Profession, the conference to continue the diversity conversation begun last year.

This gathering is co-hosted by the following organizations: Louisiana Supreme Court, Association of Women Attorneys – New Orleans Chapter, Louis A. Martinet Legal Society, Inc. (Baton Rouge, Central Louisiana, Lafayette, and New Orleans Chapters), Louisiana Hispanic Lawyers Association, Louisiana Association of Defense Counsel, Baton Rouge Bar Association, Shreveport Bar Association, Southwest Louisiana Bar Association, and Lafayette Bar Association. We thank them for joining with the LSBA Committee on Diversity to provide a forum for attorneys of various backgrounds to have the candid, and at times, difficult conversations that will advance our profession to a more inclusive association.

Although the Committee on Diversity and the LSBA's new Member Outreach and Diversity Department made great strides during the past year to create and implement diversity initiatives, much work is needed before true diversity is achieved. Accomplishing that goal requires further understanding of the challenges and the development of programs for those who have the will and dedication to bring about change. This Conclave is one step in that process.

Thank you all for joining us in this effort.

Sincerely,

Hon. Fredericka Homberg Wicker

Wayne J. Lee

LSBA Committee on Diversity Co-Chairs

Agenda

7:45 - 8:15 a.m. **Registration**
Napoleon Room Foyer, 3rd Floor
Hilton New Orleans Riverside Hotel

8:15 - 8:30 a.m. **Welcoming Remarks**
Napoleon Room, 3rd Floor

Kim M. Boyle, LSBA President-Elect
Phelps Dunbar, LLP, New Orleans

Wayne J. Lee, Co-Chair, LSBA Committee on
Diversity
Stone Pigman Walther Wittmann, LLC, New Orleans

Chauntis T. Jenkins, Conclave Chair
Porteous, Hainkel & Johnson, LLP, New Orleans

8:30 - 9:00 a.m. **The Silent Saboteur: Micro Inequities that Can
Break an Organization**

Presenter: Dorothy Reese, MPH, MSW, CDP
DMM & Associates, LLC, New Orleans

9:00 a.m. - Noon **Walking the Talk: Breaking Barriers and Building
Bridges Workshop**

Facilitator: Michael Brandwein, Chicago, IL

Noon -12:30 p.m. **Networking Break**

12:30 - 1:30 p.m. **Luncheon**
Versailles Room, 3rd Floor



Agenda

1:30 – 3:00 p.m. **Exploring *Batson* and Its Impact on Jury Selection in a Changing Society**

Moderator: Kim M. Boyle, LSBA President-Elect
Phelps Dunbar, LLP, New Orleans

Panelists: Earl M. Campbell, Assistant United States Attorney,
Western District of Louisiana

M. Nan Alessandra
Phelps Dunbar, LLP, New Orleans

Thomas L. Lorenzi
Lorenzi & Barnatt, LLP, Lake Charles

Hon. Ulysses Gene Thibodeaux, Chief Judge
Louisiana Third Circuit Court of Appeal, Lake Charles

3:00 – 3:15 p.m. **Networking Break**

3:15 – 4:45 p.m. **Hitting Home: How Diversity Practices Can Impact Your Bottom Line**

Moderator: Joseph K. West, Associate General Counsel-
Outside Counsel Management
Wal-Mart Stores, Inc., Bentonville, Ark.

Panelists: Karl J. Connor
BP America, Inc., New Orleans

Sandra Diggs-Miller
Senior Counsel – Litigation at Entergy Services, Inc.

Judy Perry Martinez, Assistant General
Counsel-Litigation, Northrop Grumman
Corporation, New Orleans

5:00 – 6:30 p.m. **Networking Reception**
Magnolia Room, 3rd Floor

Continuing Conversation
the

SECOND ANNUAL CONCLAVE ON DIVERSITY IN THE LEGAL PROFESSION

Agenda

M. Nan Alessandra

M. Nan Alessandra is a partner and the practice coordinator of the employment law group in the New Orleans office of Phelps Dunbar, LLP. She graduated from Loyola University Law School in 1985, where she was a member of the *Loyola Law Review*.



Prior to joining Phelps Dunbar in 1986, Ms. Alessandra served as an extern to the Honorable Martin L.C. Feldman and later as a law clerk to the Honorable A.J. McNamara of the United States District Court for the Eastern District of Louisiana. She is a member of the American Arbitration Association, American Bar Association (EEO Subcommittee), Louisiana State Bar, Texas State Bar, New Orleans Bar Association, American Immigration Lawyers Association and the Federal Bar Association. Ms. Alessandra is also a Fellow in the Louisiana Bar Foundation and a Barrister in the Thomas More Inn of Court.

Ms. Alessandra is listed in the 2003-09 editions of *The Best Lawyers in America* and is also among a select group of employment lawyers listed in a nationwide client survey published in *Chambers (USA) America's Leading Business Lawyers* from 2003-08.

Kim M. Boyle

LSBA President-Elect Kim M. Boyle is a partner in the Employment Group with the law firm of Phelps Dunbar, LLP. Ms. Boyle is also a former judge pro tempore of Division "I" of Civil District Court for the Parish of Orleans, as well as a former assistant professor of law at Loyola University Law School in New Orleans. She graduated from Princeton University in 1984, before attending the University of Virginia School of Law.



Ms. Boyle is a member of the board of directors of the ACLU of Louisiana and is a member of the local advisory board for the United Negro College Fund. She has served as treasurer of the Louisiana State Bar Association and as a member of the Board of Governors. Ms. Boyle is a past president of the New Orleans Bar Association and a former board member of the Greater New Orleans Fair Housing Action Center. She formerly served as president of the Court Appointed Special Advocate program, and as the secretary of the New Orleans Legal Assistance Corporation. Ms. Boyle has also been a long-time member of the Louis A. Martinet Legal Society. She serves on the Executive Committee for Committee of 21, board member on the Bureau of Governmental Research, and co-chair for the Committee for a Better New Orleans/Metropolitan Area Committee.

Michael Brandwein

Michael Brandwein is a lawyer (J.D., University of Chicago) and internationally acclaimed speaker, author and consultant. He has made presentations in every one of the 50 U.S. states and on six of the seven continents. In addition to his work for individual firms and state bar associations, he is one of the highest rated keynoters at many national conferences, including the American Bar Association and the Association of Legal Administrators. He has written and presented three Emmy® award-winning shows on communication and authored four best-selling books on training and leadership. Mr. Brandwein is a dynamic and highly entertaining speaker, best known for his practical, "use-it-immediately" focus. He has special credibility with lawyers and firms because he combines his experience as a lawyer and partner with his award-winning expertise in communication (B.A., *summa cum laude*, University of Illinois) to teach specific and effective skills. Mr. Brandwein's corporate clients include Hewlett-Packard, Nordstrom, Mercedes Benz, Motorola, Gillette, Exxon and others. He serves on the management training faculty of the National Aeronautics and Space Administration (NASA). Mr. Brandwein lives in the Chicago area with his wife Donna, a certified sign language interpreter, and their two children.



Earl Campbell

Earl Campbell is an assistant United States Attorney in the Western District of Louisiana (Shreveport Division). Mr. Campbell is originally from Savannah, Georgia. He is a 1997 *cum laude* graduate of Loyola University Law School, New Orleans. In 1998, he received an L.L.M. (masters of law) with honors from Columbia University School of Law in New York.



After leaving New York, Mr. Campbell worked as a staff attorney for the Louisiana Supreme Court. From 1999-2000, he served as a law clerk to Judge Carl E. Stewart of the United States Fifth Circuit Court of Appeals. Mr. Campbell was a prosecutor with the U.S. Attorney's Office, District of Columbia, from 2000-02, prosecuting domestic violence and sex offenses. In 2002, he joined the U.S. Attorney's Office in Shreveport. Presently, Mr. Campbell prosecutes white collar, Internet, environmental, and violent crimes and offenses.

Karl J. Connor

Karl J. Connor is the government affairs director for BP America, Inc., Gulf Coast Region. He has a Bachelor of Science degree from Xavier University, a Juris Doctorate from Loyola New Orleans Law School, and a Master of Laws degree, with distinction as a Harlan Fiske Stone Scholar, from Columbia University Law School.



Mr. Connor currently serves as vice chair of the Louisiana Mid-Continent Oil & Gas Association, and on the board of directors for the Louisiana Association of Business & Industry and the U.S. Oil & Gas Association (Mississippi). He has been appointed by the governor of Louisiana to the White Lake Conservation Area Advisory Committee, the New Orleans Redevelopment Authority, and the New Orleans Biosciences Economic Development District. He is also an appointed member of the Louisiana Law Institute.

Mr. Connor has served on the Board of Governors for the National Bar Association, the Louisiana State Bar Association, and the New Orleans Bar Association. He is a former president of the Greater New Orleans Louis A. Martinet Legal Society and former chair of the Young Lawyers Sections of the NOBA and the Martinet Society.

Sandra Diggs-Miller

Sandra Diggs-Miller is the senior counsel – litigation at Entergy Services, Inc. She earned a Master of Science degree from Radford University and her Juris Doctorate from Loyola University New Orleans Law School. While in law school, Ms. Diggs-Miller served as a member of the *Loyola Law Review*.



Prior to joining Entergy in 2000, Ms. Diggs-Miller was an associate with Stone, Pigman, Walther, Wittmann & Hutchinson. She is a member of the American Bar Association, the National Bar Association, the Louisiana State Bar Association and the Louis A. Martinet Legal Society.

Thomas L. Lorenzi

Thomas L. Lorenzi is a partner in the law firm of Lorenzi & Barnatt, LLP, in Lake Charles. His primary practice is in the areas of criminal defense and grand jury investigations. He is a Fellow in the American College of Trial Lawyers and regularly named to *Best Lawyers in America* and *Super Lawyers*.



He was named Distinguished Attorney by the Louisiana Bar Foundation in 2007 and received the 2007 Hamilton Lifetime Achievement Award by the Louisiana State Bar Association, the Justice Albert Tate Jr. Award from LACDL, the 2006 Professionalism Award of the Judge Albert Tate Inn of Court and the Sam Dalton Capital Defense Advocacy Award.

Judy Perry Martinez

Judy Perry Martinez is assistant general counsel - litigation at Northrop Grumman Corporation. Ms. Martinez graduated from Tulane University Law School, with honors, in 1982. Ms. Martinez has served as a member of the ABA Board of Governors and has been a member of the ABA House of Delegates since 1991; she currently holds the position of delegate-at-large and serves as a member of the Council of ABA Center on Racial and Ethnic Diversity. Ms. Martinez is a former chair of the New Orleans Pro Bono Project and the New Orleans Bar Association Young Lawyers Section.



In its first selection, the New Orleans Publishing Group named Ms. Martinez as one of its Women of the Year. She received the Louisiana State Bar Association President's Award in 1993 and again in 1999, the Sam Dalton Capital Defense Advocacy Award in 1997, the Hon. Michaelle Pitard Wynne Professionalism Award in 1998, and the Alliance for Justice Award in 1999. She also was named the Outstanding Young Lawyer in Louisiana in 1990. In April 2002, Ms. Martinez was named the Louisiana Bar Foundation's 2001 Distinguished Attorney.

Dorothy F. Reese

Dorothy F. Reese, MSW, MPH, CCDP, is a partner in the firm of DMM & Associates, LLC, a performance management consulting firm specializing in creating high performance organizations. She has over 30 years of administrative, consulting, teaching and clinical experience in the public, private and non-profit sectors. Ms. Reese is certified as an advanced practitioner in diversity management from Cornell University in New York, where she also serves on its faculty in the Diversity Management Program. Her areas of expertise include diversity management, leadership development and change management.



Hon. Ulysses Gene Thibodeaux

Hon. Ulysses Gene Thibodeaux, a graduate of Dartmouth College and Tulane Law School, where he was an Earl Warren Scholar, is the chief judge of the Third Circuit Court of Appeal. He is also the president of the National Council of Chief Judges, an organization consisting of chief judges of the intermediate appellate courts in the United States and its territories, and is the chairman of the Conference of Appellate Court Judges in Louisiana. He practiced law for 17 years in New York City and Lake Charles before his election to the Third Circuit in 1992.



Judge Thibodeaux chaired the Task Force on Judicial Independence and co-chaired the Louisiana Supreme Court Task Force on Racial and Ethnic Fairness in the Courts. He serves on numerous Louisiana State Bar Association committees and is a frequent continuing legal education lecturer on a variety of topics.

Joseph K. West

Joseph K. West is associate general counsel and head of the office of Outside Counsel Management at Wal-Mart. He attended law school at Georgetown University Law Center and Tulane Law School, where he received his juris doctorate in 1986.



Mr. West came to Wal-Mart in 2007 from the litigation group at Entergy Corporation. He is also a former adjunct professor of trial advocacy at Tulane Law School. Mr. West served as an advisor to the New Orleans City Council on Regulatory, Zoning, Utilities and Telecommunications matters and co-authored the city's Telecommunications Equalization Act of 1996. He also served on the Louisiana Judicial Accountability Task Force, and was vice chairman of the LSBA Lawyers Committee for Historic Preservation and chairman of the Bridging the Gap Committee. He recently joined the board of directors of the National Association of Women and Minority Owned Law Firms, as well as the North West Arkansas Children's Shelter.

Mr. West resides in Bentonville, Arkansas, with his wife Nadine, their daughter and two sons.

The 2008-09 Diversity Committee

We would like to thank the members of the LSBA Committee on Diversity for recognizing the need to foster greater diversity in the legal profession, and also for their contributions to making this event a success:

Hon. Mary H. Becnel

James E. Boren

Kim M. Boyle

Brian Bromberger

Danielle N. Brown

Jesse C. Brown

James D. Caldwell

Ariel A. Campos, Sr.

Shalond Nichelle Essix

LaWanda Batiste Gibson

Franchesca L. Hamilton-Acker

Chauntis T. Jenkins

Hon. Bernette Joshua Johnson

Wayne J. Lee

Angela M. Leonard

Jennifer M. Medley

Claudeidra M. Minor

Tricia R. Pierre

Freddie Pitcher, Jr.

Lawrence Ponoroff

Timothy E. Pujol

Karelia R. Stewart

Ranie T. Thompson

Hon. Max N. Tobias, Jr.

Hon. Ralph E. Tyson

Jack M. Weiss III

Angela White-Bazile

Hon. Fredericka H. Wicker



What has the LSBA Diversity Committee Done for You Lately?

The mission of the Committee on Diversity in the Profession, consistent with the Louisiana State Bar Association's diversity statement, is: to assess the level of race, ethnicity, national origin, religion, gender, age, geographic, sexual orientation and disability diversity within all components of the legal profession in Louisiana; to identify barriers to the attainment of full and meaningful representation and participation in the legal profession by persons of diverse backgrounds; and to propose programs and methods by which the LSBA can most effectively work to remove those barriers and achieve greater diversity.

The Committee on Diversity has successfully implemented a number of programs on behalf of the LSBA during the past year.

Some of those programs are summarized below:

Annual Conclaves on Diversity in the Legal Profession

- Hosted first Conclave on Diversity in the Legal Profession: "Breaking Barriers, Building Bridges, Making Cents," March 7, 2008
- Hosted second Annual Conclave on Diversity in the Legal Profession: "Continuing the Conversation," March 13, 2009

Diversity Training for the Judiciary

- Coordinated Diversity Training during New Judges' Orientation, December 2008
- Facilitated Diversity Programs for the 2009 LSBA Annual Meeting

Diversity Web Page

- Created the diversity Web page added to lsba.org (www.lsba.org/diversity)
- Developed marketing items for the Web page

Diversity Articles in the *Louisiana Bar Journal*

- Coordinated submission of articles on diversity issues and events to the *Louisiana Bar Journal* and "Bar Briefs"
- Diversity issue of the *Bar Journal*, *Diversity Refined*, April/May 2009 issue

Diversity Outreach to Diverse Specialty Bar Associations

- Revitalized the Louisiana Hispanic Lawyers Association
- Revitalized the Minority Involvement Section of the LSBA
- Co-sponsored CLE events with Association of Woman Attorneys and the New Orleans Bar Association, Greater New Orleans Louis A. Martinet Legal Society, Inc., and the Greater Baton Rouge Louis A. Martinet Legal Society, Inc.

Minority Job and Internship Fairs

- Revived the LSBA's Minority Involvement Section's Minority Job Fair, August 15, 2008 at Tulane University Law School
- Coordinated the Minority Involvement Section's Inaugural Minority Internship Fair, March 7, 2009, at Louisiana State University Paul M. Hebert Law Center

Diversity Outreach to the Law Students

- Hosted "Networking 101: Meeting and Greeting Your Future" workshop in Baton Rouge for area law students, October 3, 2008, in Hon. Ralph E. Tyson's courtroom
- Hosted "Networking 101: Meeting and Greeting Your Future" workshop in New Orleans for area law students, April 17, 2008 and October 23, 2008, in Hon. Ivan L.R. Lemelle's courtroom

Outreach to Children to Increase the Diversity Pipeline to the Legal Profession

- Implemented "The Right Act: Vote" pipeline initiative for middle schools and high schools in New Orleans and Baton Rouge, October 3, 2008

Geographic Diversity Outreach

- Outreach Tour by President-Elect Kim M. Boyle
- Coordinated LSBA presence at meetings and events of local bar associations

First Conclave on Diversity in the Legal Profession: “Breaking Barriers, Building Bridges, Making Cents”

On March 7, 2008, the LSBA held an historic, inaugural Conclave on Diversity in the Legal Profession in order to begin a discussion among attorneys regarding racial, ethnic, gender, and generational diversity. The one-day program was approved for 6.08 CLE hours (all of which were professionalism hours), and took place at the Hotel InterContinental in New Orleans. The LSBA hosted the Conclave in cooperation with the following local and specialty bar associations: Baton Rouge Bar Association, Lafayette Bar Association, New Orleans Bar Association, Shreveport Bar Association, Greater New Orleans Louis A. Martinet Legal Society, Inc., Louis A. Martinet Legal Society, Inc. – Greater Baton Rouge Area Chapter, and the Louis A. Martinet Legal Society of Central Louisiana.

The program was attended by more than 115 participants, including presidents and officers of the co-sponsoring organizations and several managing and hiring partners. The diverse audience, which was comprised of approximately 40 percent non-minority attorneys, received information from 27 highly-credentialed speakers. The speakers had traveled from across the state and also from as far away as New York to share their information and experiences regarding various diversity issues. They provoked discussions regarding the importance of diversity, educated on ways to improve diversity, and exposed how internal, personal and organizational biases impede diversity.

Diversity Training for the Judiciary

The Committee on Diversity identified speakers to present a four-hour diversity presentation during the new judges’ orientation in December 2008. The Committee also will assist with diversity program development for the judicial college conference to be held later in 2009. The Committee also helped to incorporate diverse CLE topics and speakers in the annual LSBA Summer School programming. The newly planned “Great Debates,” scheduled for June 11 and 12, will feature the diversity topic: “Changing Face of the Practice of Law: Diversity in Our Profession.” A joint session for judges and lawyers will also be incorporating a new diversity topic: “*Batson*: Should We Strike Peremptory Challenges?”

During the Red Mass in New Orleans, the LSBA disseminated a resolution honoring deceased Justice Revius O. Ortique, the first African-American justice elected to the Louisiana Supreme Court. Photographer Jim Thorns has donated to the LSBA a framed portrait of Justice Ortique for the Bar Center. The Committee has coordinated with the Ortique family to plan a portrait unveiling reception at the Bar Center near the time of the Red Mass in October 2009.

Diversity Web page

The Committee on Diversity added a diversity Web page to lsba.org (www.lsba.org/diversity) and had pens produced to advertise the new site. The Committee also has made a concerted effort to include information concerning diversity events in the "Ongoing Association News" section of the LSBA Web site.

Diversity Articles in the *Louisiana Bar Journal*

The Committee on Diversity has written and secured attorneys to submit articles and photos focusing on diversity issues and events for the *Louisiana Bar Journal* and "Bar Briefs." Further, the April/May 2009 issue of the *Louisiana Bar Journal* is a diversity issue: "Diversity Refined."

Diversity Outreach to Diverse Specialty Bar Associations

Revitalizing Diverse Bars. The Committee on Diversity played a major role in reorganizing the Louisiana Hispanic Lawyers Association (LHLA), which had been inactive since 2004. The Committee launched a campaign to advertise efforts to reorganize the LHLA and assisted the organization in the early months of its reformation. The LHLA currently meets monthly. The Committee also played a major role in revitalizing the LSBA's Minority Involvement Section and identifying officers and committee chairs to resume the Section's activities.

Co-sponsoring Events. The Committee on Diversity has coordinated with the Association of Woman Attorneys and the New Orleans Bar Association to co-sponsor a female attorneys CLE titled "SUPERWOMEN: Female Attorneys Challenging the Rules of the Game at Home, at Work, and Alternative Practices." The CLE is scheduled for April 24, 2009 at the Hotel InterContinental in New Orleans. The Committee also assisted the Greater Baton Rouge Louis A. Martinet Legal Society, Inc. in planning its black history program titled "The New Paradigm of Change... Will President Obama's Vision Be Fulfilled," which was held on February 26, 2009 at the Louisiana State University Paul M. Hebert Law Center moot courtroom. Further, the Committee has coordinated with the Greater New Orleans Louis A. Martinet Legal Society, Inc. and New Orleans Chapter of the Federal Bar Association in co-sponsoring a CLE program titled "SLINGING THE MUD: Balancing First Amendment Rights In Political Smear Campaigns."

Minority Involvement Section Job Fair and Internship Fair

The Committee on Diversity worked with the LSBA's Minority Involvement Section to revive its Minority Job Fair. The Minority Involvement Section hosted its 20th Annual Minority Job Fair on August 15, 2008 at Tulane University Law School in New Orleans, the Section's first job fair since Hurricane Katrina. The fair was an all-day event that provided an educational component for students, coordinated formal interviewing settings for employers, and allowed students and employers networking opportunities at a luncheon and a reception. In the morning, approximately 35-40 students and recent graduates from Loyola University New Orleans College of Law, Louisiana State University Paul M. Hebert Law Center, Southern University Law Center, and Tulane University Law School attended educational information sessions. After lunch, over 50 employers from very diverse practice areas interviewed and greeted students and recent graduates. Never had so many governmental agencies, public interest groups and judges participated.

The Committee also worked extensively with the Minority Involvement Section in its effort to host its first Minority Internship Fair, held on March 7, 2009 at Louisiana State University Paul M. Hebert Law Center. The Section created the Minority Legal Internship Fair to fill a need identified by law students. The goal of the fair was to provide a professional development vehicle for law students ranked any place within their classes to obtain meaningful legal work in an office setting, to receive mentoring from seasoned lawyers and/or judges, and to network with legal professionals. The Internship Fair was distinguishable from the Job Fair because it was designed specifically for highly motivated students who were willing to accept invitations for free or modestly-paid internships during all or part of the summer. The fair included a diversity networking luncheon for approximately 60 students and the 45 employers participating in on-site interviewing, information tables, and résumé collections.

Diversity Outreach to the Law Students

The Committee on Diversity hosted "Networking 101: Meeting and Greeting Your Future" workshops in Baton Rouge and New Orleans for area law students. Proskauer Rose, LLP, sponsored the New Orleans program in April and October 2008, and the Jones Walker Law Firm sponsored the workshop in Baton Rouge in October. The workshop gave students the opportunity to hear experienced attorneys talk about the importance of networking and how to do it properly. A reception immediately followed the discussion, during which students had the opportunity to put their newfound networking skills into practice. Both events were well attended. About 17 lawyers and judges and 30 students attended the Baton Rouge function, and about 50 attorneys and judges and 50 students (including some undergraduate students) attended the New Orleans function.

Outreach to Children to Strengthen the Diversity Pipeline to the Legal Profession

The Committee on Diversity partnered with the LSBA Young Lawyers Section, the Louisiana Center for Law and Civic Education, and Karen Chatman Edutainment to use Ms. Chatman's "The Right Act: Vote" *History Unplugged* music piece in a voter education initiative to middle school and high school students in early October 2008. The initiative coordinated young lawyer volunteers making presentations to students about the Voting Rights Act using Karen Chatman's hip-hop musical piece to get the children's attention in an entertaining but educational way. The Committee successfully implemented assemblies at two schools, one in New Orleans (Algiers Technology High School, 300 children) and one in Baton Rouge (Istrouma High School, 150 children). The Baton Rouge *Advocate* covered the assembly and published an article. A similar educational initiative involving Abraham Lincoln and the Emancipation Proclamation is planned for Law Day 2009 in New Orleans, Baton Rouge and Shreveport.

Geographic Diversity Outreach

Outreach Tour by President-Elect. The LSBA has coordinated a statewide outreach effort to intentionally bring the Association to lawyers outside of the New Orleans area, especially those living and practicing North of I-12. LSBA President-Elect Kim M. Boyle has embarked upon a "Tour De Kim," meeting with the state appellate judges during their en banc meetings. While in the different areas, she is also meeting with local and specialty bar leaders. Boyle is explaining the many great things that the LSBA is doing, listening to concerns, and answering questions. Ms. Boyle visited the Louisiana First Circuit and its bar leaders on November 12, 2008, and the Second Circuit on January 8 and its bar leaders on January 7 and 8. She and President Beth Foote met with the Louisiana Third Circuit on January 28, and Ms. Boyle was the keynote speaker during the Southwest Louisiana Bar Association lunch meeting that same day. Ms. Boyle returned to Shreveport at the end of February to give a keynote address during the joint National Bar Association Region V and Louisiana Judicial Council-NBA meeting and CLE. Ms. Boyle also met with the chief judges of St. John, St. James, and St. Charles parishes on February 11, the judges of the 18th Judicial District Court on March 2, and the judges of the Criminal District Court for the Parish of Orleans on March 6. Ms. Boyle will meet with the Fifth Circuit on March 12, with the Fourth Circuit on April 15, and the Orleans Parish Civil District judges during their next en banc meeting. She also plans to attend the Alexandria Bar Association crawfish boil May 15.

Co-sponsoring Events. The Committee on Diversity has coordinated with the Lafayette Bar Association to co-sponsor a female attorneys CLE on May 8, 2009 in Lafayette.

LSBA Presence. The Committee on Diversity has coordinated a greater LSBA leadership presence at local bar association events and meetings.



We would like to thank our gracious sponsors

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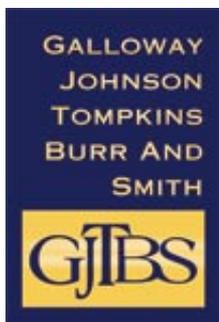


McCranie Sistrunk Anzelmo
Hardy Maxwell & McDaniel PC

Law Offices of

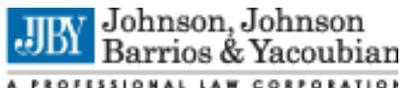
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Louisiana State Bar Association

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