

THE

# PROFESSIONAL WORKPLACE: IMPLEMENTING SOLUTIONS AND CULTIVATING AN INCLUSIVE ATMOSPHERE

*Fourth Annual Conclave on Diversity in the Legal Profession*

## MARCH 18, 2011

NEW ORLEANS MARRIOTT AT THE CONVENTION CENTER  
859 CONVENTION CENTER BLVD., NEW ORLEANS

**SPONSORED BY THE LOUISIANA STATE BAR ASSOCIATION IN  
COOPERATION WITH THE LOUISIANA SUPREME COURT AND:**



American Inn of Court of Acadiana  
Baton Rouge Association of Women Attorneys  
Baton Rouge Bar Association  
Federal Bar Association New Orleans Chapter  
Greater New Orleans Louis A. Martinet Legal Society, Inc.  
Greater Baton Rouge Louis A. Martinet Legal Society, Inc.  
Jefferson Bar Association  
Lafayette Bar Association  
Louis A. Martinet Legal Society Inc. Greater Lafayette Chapter  
Louisiana Asian Pacific American Bar Association  
Louisiana Association of Black Women Attorneys  
Louisiana Association of Criminal Defense Lawyers  
Louisiana Association of Defense Counsel  
Louisiana District Judges Association  
Louisiana Hispanic Lawyers Association  
National Consortium on Racial and Ethnic Fairness  
in the Courts  
New Orleans Association of Defense Counsel  
New Orleans Association of Women Attorneys  
New Orleans Bar Association  
Shreveport - Bossier Black Lawyers Association  
Southwest Louisiana Bar Association

## Michael A. Patterson, President

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



*Michael A. Patterson*

March 18, 2011

Dear Diversity Conclave Participants:

I am delighted to have you here to participate and share in the Fourth Annual Conclave on Diversity in the Legal Profession, a conference to generate diversity conversations, primarily among attorneys and judges within Louisiana. I know that many of you have traveled long distances to attend today's Conclave and this serves to remind us all just how important our work is. We come together today not only to continue the conversation from last year, but also to break new ground in our understanding of implementing solutions and cultivating an inclusive atmosphere.

As we are all aware, the legal profession has been a leader in ensuring access to the courts as well as equal opportunities for all, which are specifically part of the LSBA's mission. Moreover, diversity is one of the specific goals of the LSBA's five-year strategic plan. Consistent with this goal, for the past three years, the LSBA has hosted, along with local and specialty bar associations, an annual statewide diversity conclave to discuss the importance of diversity and possible strategies for continuing to foster inclusive environments throughout our profession. Because of the importance of this LSBA goal, in 2010 and 2011, the LSBA expanded the diversity conclaves to several major cities in Louisiana through mini-diversity conclaves. The following cities held mini-diversity conclaves: Lafayette on August 25, 2010, Monroe on September 28, 2010, Baton Rouge on January 26, 2011, and Shreveport on February 3, 2011. There will be a mini-diversity conclave in Lake Charles on April 8, 2011.

President John Fitzgerald Kennedy once said "If we cannot now end our differences, at least we can help make the world safe for diversity." Hence, we should all strive to practice this philosophy: the only work worth doing is meaningful work. This is what the LSBA strives to do for our legal profession here in Louisiana.

Thank you for your partaking in this dynamic and gratifying event. I urge you to share your information and experience with others in our profession and encourage them to participate in future conversations of this nature.

Warmest regards,



Michael A. Patterson



*Serving the Public. Serving the Profession.*



## LSBA Committee on Diversity

601 St. Charles Avenue, New Orleans, LA 70130-3404  
[www.LSBA.org/diversity](http://www.LSBA.org/diversity)

March 18, 2011

Re: Louisiana State Bar Association 4th Annual Diversity Conclave

Dear Conclave Participants:

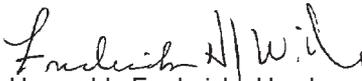
On behalf of the Louisiana State Bar Association's Committee on Diversity, we welcome you to the 4th Annual Conclave on Diversity in the Profession. As noted in the Louisiana State Bar Association's Diversity Statement, the LSBA recognizes that "achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment." The past three conclaves are reflective of that evolutionary process. Each conclave has built upon lessons learned and progressively taken the participants and the Association closer to achieving the challenging goal of true inclusiveness in the profession. We are confident that this fourth Conclave, "The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere," will take us one more step closer to that goal.

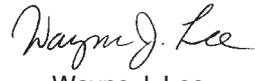
This fourth Conclave is co-hosted by the following organizations: The Louisiana Supreme Court and the American Inn of Court of Acadiana, the Baton Rouge Association of Women Attorneys, the Baton Rouge Bar Association, the Federal Bar Association New Orleans Chapter, the Greater New Orleans Louis A. Martinet Legal Society, Inc., the Greater Baton Rouge Louis A. Martinet Legal Society, Inc., the Jefferson Bar Association, the Lafayette Bar Association, the Louis A. Martinet Legal Society Inc. Greater Lafayette Chapter, the Louisiana Asian Pacific American Bar Association, the Louisiana Association of Black Women Attorneys, the Louisiana Association of Criminal Defense Lawyers, the Louisiana Association of Defense Counsel, the Louisiana District Judges Association, the Louisiana Hispanic Lawyers Association, the National Consortium on Racial and Ethnic Fairness in the Courts, the New Orleans Association of Defense Counsel, the New Orleans Association of Women Attorneys, the New Orleans Bar Association, the Shreveport - Bossier Black Lawyers Association, and the Southwest Louisiana Bar Association.

We thank them for joining with the LSBA Committee on Diversity to provide this forum to help further the Association's goal of an inclusive organization that utilizes the varied perspectives, experiences, backgrounds, talents and interests of its members to the practice of law and the administration of justice.

Thank you all for joining in this effort.

Sincerely,

  
The Honorable Fredericka Homborg Wicker

  
Wayne J. Lee

**LSBA Committee on Diversity Co-Chairs**

# Agenda

The Conclave will encourage discussion among judges and attorneys, primarily hiring and managing attorneys within law firms and law departments, about the importance of diversity within the legal profession and how to improve diversity within the profession in Louisiana.

8:00 – 8:30 a.m.

## **Registration**

*Blaine Kern Ballroom foyer*

8:30 – 8:40 a.m.

## **Welcome**

*Blaine Kern Ballroom, C-F*

Michael A. Patterson

President, Louisiana State Bar Association

Wayne J. Lee

Co-Chair, Committee on Diversity

Louisiana State Bar Association

Hon. Fredericka Homberg Wicker

Co-Chair, Committee on Diversity

Louisiana State Bar Association

Chauntis T. Jenkins

Chair, Conclave Subcommittee, Committee on Diversity, Louisiana State Bar Association

8:40 – 9:00 a.m.

## **Exploring the Seeds of Diversity**

Kelly McNeil Legier

Director of Member Outreach and Diversity

Louisiana State Bar Association

9:00 a.m. – Noon

## **Acquiring the Tools and Sowing the Seeds**

This workshop, which will consist of break-out sessions and interactive exercises, is designed to increase participants' cultural awareness and enhance personal skills in cross-cultural situations that affect their work as lawyers and judges.

Facilitated by:

Hon. Wendell L. Griffen (Ret.) & Manny Brandt

Griffen Strategic Consulting, PLLC

12:00 – 12:45 p.m.

## **Networking Luncheon**

*Sponsored by the LSBA Young Lawyers Section*

12:45 – 1:30 p.m.

## **The Diversity Rain Dance: Examining the future impact of the 2010 Census on Louisiana's economy, government, litigation and legal profession**

Introduction of Keynote Speaker:

Hon. Bernette Joshua Johnson, Louisiana Supreme Court

Keynote Speaker:

Marc H. Morial

President and CEO, National Urban League



## Welcoming Dignitaries

### **MICHAEL A. PATTERSON**

**The Long Law Firm, L.L.P.**

**President, Louisiana State Bar Association**

Michael A. Patterson is a partner with Long Law Firm, L.L.P., in its Baton Rouge office. He received a Bachelor of Arts in 1968 and his Juris Doctorate in 1971 from the Louisiana State University Paul M. Hebert Law Center. He received a certificate in dispute resolution and an LLM in dispute resolution in 2008 from Pepperdine University. He was admitted to practice in Louisiana in 1971 and in Washington, D.C., in 1988. His practice is focused in business litigation, professional liability, discipline, mediation and settlement counsel. He has been mediating cases for more than 20 years and has handled cases in virtually every area of law. He is a panel member of the United States District Court Middle District Register of Neutrals, a panelist on the Louisiana State Bar Association's (LSBA) Fee Dispute Resolution Program and a mediation panel member of the American Arbitration Association.



### **WAYNE J. LEE**

**Stone Pigman Walther Wittmann L.L.C.;**

**Co-Chair, Committee on Diversity, Louisiana State Bar Association**

Wayne J. Lee is a member in the law firm of Stone Pigman Walther Wittmann L.L.C. and is the Chair of the firm's Management Committee. His practice focuses on insurance and insurance class action lawsuits. He was admitted to the Louisiana bar in 1974. Mr. Lee received his Juris Doctorate in 1974 from Tulane University School of Law where he was chosen to the Order of the Coif and was a member of the Tulane Law Review Board of Editors. He received his undergraduate degree from Tulane in 1971. Mr. Lee served as president of the Louisiana State Bar Association for the 2003-04 term. He has held numerous other positions within the Louisiana State Bar Association and has received two President's Awards. He has also served as a member of the American Bar Association House of Delegates (2003-05) and is a former member of the American Bar Association Commission on Racial and Ethnic Diversity in the Profession. Mr. Lee has served on numerous civic boards and chaired the Board of the Audubon Nature Institute, Kingsley House and the Greater New Orleans Foundation. He currently serves as a member of the Board of Administrators of the Tulane Educational Fund and is a member of the Board of Directors for Associated Catholic Charities. In 1994, he was selected as a Fellow in the American College of Trial Lawyers and has also been named to The Best Lawyers in America in the field of business litigation and to Chambers U.S.A. America's Leading Lawyers for Business in the field of General Commercial Litigation. In 2006, the Louisiana Bar Foundation's Board of Directors selected Mr. Lee as the 2006 Distinguished Attorney in Louisiana.



**HON. FREDERICKA HOMBERG WICKER****Louisiana Fifth Circuit Court of Appeal;****Co-Chair, Committee on Diversity, Louisiana State Bar Association**

Hon. Fredericka Homberg Wicker is a 1977 graduate of Tulane University Law School. During her twenty years practicing law Judge Wicker served as assistant District Attorney in both Orleans and Jefferson Parishes and as an assistant United States Attorney for the Eastern District of Louisiana, ending her career there as Chief of Narcotics. In September, 1996 she was elected to the Twenty Fourth Judicial District Court for the State of Louisiana where she sat until winning her seat on the Louisiana Fifth Circuit Court of Appeal in February 3, 2006. Judge Wicker was a member of the adjunct faculty at Tulane Law School and taught trial advocacy at Loyola Law School and for the National Institute of Trial Advocacy. She has been a lecturer and discussion leader at both the Louisiana and National Judicial Colleges, with the Louisiana State Bar Association and the National Center for State Courts. She is currently a Masters candidate at the National Judicial College. Judge Wicker is a member of numerous bench bar committees. She is a past-president of the Louisiana District Judges Association. Judge Wicker has been married to T. Carey Wicker since September 12, 1986. They have three children; Freddi, T.C. and Ben.

**CHAUNTIS T. JENKINS****Porteous, Hainkel & Johnson L.L.P.;****Chair, Conclave Subcommittee, Committee on Diversity, Louisiana State Bar Association**

Chauntis T. Jenkins is a partner in the law firm of Porteous, Hainkel & Johnson L.L.P. She has an extensive general civil litigation practice with an emphasis in insurance defense, coverage disputes, first party extra contractual claims, and special investigation litigation in state and federal court. Ms. Jenkins is a frequent speaker at American Bar Association CLE and professional development seminars regarding diversity and substantive issues of law. She received the LSBA 2010 President's Award for her exemplary work as Chair of the Third Annual Conclave on Diversity in the Profession. In 2008, she was a recipient of the City Business Leadership in Law Award. She is a graduate of Southern University Law Center and was a member of Law Review. Ms. Jenkins received her undergraduate degree from Loyola University New Orleans.



*Keynote Speaker***MARC H. MORIAL****President and CEO, National Urban League**

In a distinguished professional career that has spanned 25 years, Marc H. Morial has become one of the most accomplished servant-leaders in the nation. As an entrepreneur, Mr. Morial started several successful small businesses -- an apparel wholesale company, a special events company, and a janitorial company, his first venture at age 15 with two childhood friends. As a lawyer, Mr. Morial won the Louisiana State Bar Association's Pro Bono Publico Award for his legal service to the poor and disadvantaged. He was also one of the youngest lawyers, at age 26, to argue and win a major case before the Louisiana Supreme Court. As a professor, Mr. Morial served on the adjunct faculty of Xavier University in Louisiana, where he taught Constitutional Law, and Business Law. As a Louisiana State Senator, Mr. Morial was named Legislative Rookie of the Year, Education Senator of the Year, and Environmental Senator of the Year, while authoring laws on a wide range of important subjects. As mayor of New Orleans, Mr. Morial was a popular chief executive with a broad multi-racial coalition who led New Orleans' 1990's renaissance, and left office with a 70% approval rating. Violent crimes and murders dropped by 60%, the unemployment rate was cut in half, and New Orleans' poverty rate fell according to the 2000 Census. The city's economy experienced its most dramatic growth in over 20 years as the Convention Center was expanded, thousands of new hotel rooms were built, the Downtown Casino and Sports Arena opened and New Orleans hosted Super Bowls and music festivals, as well as international and hemispheric summits. The NBA also returned to New Orleans as he led the effort to relocate the Hornets from Charlotte.



During his tenure, New Orleans won the All-American City Award in 1996 for the first time in 50 years, as well as the prestigious City Livability Award, and finished first in the National Night Out Against Crime Competition on two occasions. He produced eight balanced budgets, and led the passage of a new City Charter which authorized the creation of a City Revenue Estimating Conference, an Ethics Board and Inspector General. Elected by his peers as President of the bi-partisan U.S. Conference of Mayors (USCM), he served during the 9/11 Crisis and championed the creation of the Department of Homeland Security, and the Federalization of airport security screeners.

As President of the National Urban League since 2003 he has been the primary catalyst for an era of change -- a transformation for the nearly 100 year old civil rights organization. His energetic and skilled leadership has expanded the League's work around an Empowerment agenda, which is redefining civil rights in the 21st century with a renewed emphasis on closing the economic gaps between the races as well as rich and poor Americans. Under his stewardship the League has had record fundraising success towards a \$250 million, five year fundraising goal and he has secured the BBB nonprofit certification, which has established the NUL as a leading national nonprofit. His creativity has led to initiatives such as the Urban Youth Empowerment Program to assist young adults in securing sustainable jobs, and Entrepreneurship Centers in five cities to help the growth of small businesses. Also, Mr. Morial created the National Urban League Empowerment Fund, which has pumped almost \$200 million into urban impact businesses including minority business through both debt and equity investments.

A graduate of the prestigious University of Pennsylvania with a degree in Economics and African-American Studies, he also holds a law degree from the Georgetown University Law Center in Washington, D.C., as well as honorary degrees from three universities. He serves as an Executive Committee member of the Leadership Conference on Civil Rights, the Black Leadership Forum, and Leadership 18, and is a Board Member of the Muhammad Ali Center, and the New Jersey Performing Arts Center. He has been recognized as one of the 100 most influential Black Americans by Ebony Magazine, as well as one of the Top 50 Nonprofit Executives by the Nonprofit Times. Mr. Morial, a history, arts, music and sports enthusiast, has an adult daughter, and is married to broadcast journalist Michelle Miller. Together they have two young children.

## Diversity Conclave Faculty

### COLETTE PICHON BATTLE

**Director/Attorney, Moving Forward Gulf Coast, Inc.; Gulf Coast Center for Law and Policy**

Colette Pichon Battle co-founded Moving Forward Gulf Coast, Inc. in 2006 to help with the equitable rebuilding of impacted communities recovering from Hurricanes Katrina and Rita. She now directs its Gulf Coast Center for Law & Policy. Ms. Battle also helped to co-found the Deep South Leaders' Network, a multi-racial, cross-industry, regional network of progressive leaders from 10 states across the South. She was featured in the 2007 ABA Journal as an outstanding attorney and named as a Hero of the Katrina Zone in Glamour Magazine. Ms. Battle's current projects include facilitating a state-wide campaign for economic security in Mississippi and providing legal and advocacy services to Native American, Immigrant and African-American communities impacted by the BP Oil Spill. Ms. Battle holds a Bachelor of Arts in International Studies from Kenyon College and a Juris Doctorate from Southern University Law Center. She practiced Corporate Immigration law in Florida and the D.C. metro area. Ms. Battle currently serves on the national selection committee for Alston Bannerman Fellowship Program and on the board of the Institute for Women and Ethnic Studies in New Orleans. She is an advisor for her local NAACP in East St. Tammany Parish, the Restaurant Opportunities Center of New Orleans, New Orleans Tenant's Rights Union and the Katrina Warrior Fund.



### HON. ROLAND L. BELSOME, JR.

**Louisiana State Court of Appeal, Fourth Circuit**

Hon. Roland L. Belsome, Jr., currently serves as judge of State Court of Appeal, Fourth Circuit elected from the parishes of Orleans, St. Bernard, and Plaquemines. He is a graduate of the University of New Orleans and Tulane University School of Law, where he has also served as an Adjunct Professor. Before his election to the Court of Appeal he was a judge in Orleans Parish Civil District Court and a well-known trial attorney. He is an active lecturer in various continuing legal education programs given by organizations such as the Louisiana State Bar Association, Tulane Law School, Loyola Law School, the Louisiana Trial Lawyers Association, and others, on a wide variety of legal topics. Judge Belsome has been deeply involved in programs that benefit inner city youth, such as his annual Christmas Bike giveaways. He has promoted opportunities for youths to become professionals and attorneys through mentoring programs and scholarships. Judge Belsome has been recognized for attempts to create new opportunities for minorities, the young, and the disadvantaged.

Photo not available

### CARMELITE M. BERTAUT

**Stone Pigman Walther Wittman, L.L.C.**

Carmelite M. Bertaut joined Stone Pigman in 2004 and serves as special counsel to the firm. Her practice is concentrated in the field of mass torts and complex litigation with particular emphasis in products liability. Ms. Bertaut graduated magna cum laude from the University of New Orleans in 1974 and obtained her Juris Doctorate from the Loyola University New Orleans School of Law in 1977. Ms. Bertaut is a past president of the New Orleans Bar Association, and received the Association's 2003 Outstanding Service Award. Ms. Bertaut is a Master



Barrister in the New Orleans Bar Association American Inn of Court and served as the Inn's President (1997 – 2003). She currently serves on the Louisiana Supreme Court to the Committee on Mandatory Continuing Legal Education and as a fellow of the Louisiana Bar Foundation. She is a member of the American Bar Association, Louisiana Association of Defense Counsel, the Defense Research Institute, the Council on Litigation Management, and the Association of Women Attorneys. Ms. Bertaut has been appointed as a member of the Advanced Planning Leadership Committee of the ABA Section of Litigation and has previously served as co-chair of the Woman Advocate Committee of the Section of Litigation. She has served as a delegate of the New Orleans Bar Association to the ABA House of Delegates. Ms. Bertaut has been named to "The Best Lawyers in America" in the field of Product Liability Litigation. Ms. Bertaut is also a member of the St. Mary's Dominican High School Board of Directors.

## **MANNY BRANDT**

### **Griffen Strategic Consulting PLLC**

Manny Brandt has a 30-year history of successful work to build diverse systems and communities that are safe, healthy, and filled with opportunities for everyone. He has extensive experience in delivering consulting, training and technical assistance and in respectful, collaborative, and empowering ways to share practical knowledge, skills, and experience with audiences from a wide variety of occupational, economic, and cultural backgrounds and from community, state, national or multi-national settings. He has worked as a consultant with the President's Initiative on Race and similar national initiatives. His skills include organization, program and community development, systems planning and development, multicultural issues, network and team-building, reengineering and facilitating change, strategic planning and management, and substance abuse prevention and treatment. He has developed extensive experience with culturally and economically diverse groups.



## **ANTHONY I. BUTLER**

### **Vantage Solutions, LLC**

Anthony I. Butler is an experienced employment law attorney, diversity and inclusion consultant, and member of the Vantage Solutions team. Mr. Butler has assisted clients with employee relations, management training and development, legal compliance, litigation management and employment conflict investigations. His broad consulting background enables him to develop creative and proactive solutions to complex employment and human resources matters. Mr. Butler especially enjoys the development and implementation of trainings in the areas of diversity in the workplace, conflict resolution, investigations, and anti-discrimination and harassment prevention. Mr. Butler develops these sessions for Vantage, and frequently presents trainings and seminars on these topics for professional organizations across the country. He received his Bachelor of Arts in Political Science from Truman State University. Mr. Butler received his Juris Doctorate from the St. Louis University School of Law, where he received a Certificate in Employment Law and was awarded the International Academy of Trial Lawyers Student Advocacy Award. He has focused his career on working with organizations to develop creative, proactive measures to prevent acts of harassment and discrimination in the workplace.



## MARC FIRESTONE

### Executive Vice President, Corporate & Legal Affairs and General Counsel, Kraft Foods Inc.

Marc Firestone is Executive Vice President of Corporate & Legal Affairs and General Counsel for Kraft Foods Inc. Mr. Firestone previously served as Kraft's Executive Vice President, General Counsel and Corporate Secretary. In that role, he was responsible for the company's legal function worldwide and also served as Corporate Secretary of Kraft Foods Inc. Prior to joining Altria Group, Inc. in 1988 (formerly Philip Morris Companies Inc.), Mr. Firestone was an attorney at Arnold & Porter. In 1993, he was named Regional Counsel for Philip Morris Europe, covering Central and Eastern Europe, the Middle East and Africa, based in Switzerland. From 1995 to 1997, Mr. Firestone was Senior Vice President of Worldwide Regulatory Affairs and Associate General Counsel for Philip Morris Companies in New York. He returned to Switzerland in 1998 as Chief Counsel for Philip Morris Europe. In 2001, he became Senior Vice President and General Counsel for Philip Morris International. Mr. Firestone joined Kraft in 2003 as Senior Vice President and Associate General Counsel and later that year was named General Counsel. Mr. Firestone earned his Bachelor of Arts in Romance Languages and Philosophy from Washington & Lee University and received his Juris Doctorate from Tulane University School of Law.



## DINISA HARDLEY FOLMAR

### Trademark Counsel, The Coca – Cola Company

Dinisa Hardley Folmar began her legal career as an Examiner at the United States Patent and Trademark Office (USPTO), where she specialized in reviewing trademark applications in the areas of cosmetics, periodicals and games & playthings. After the USPTO, she joined one of the oldest minority law firms in Atlanta, Georgia and served as outside counsel to The Coca-Cola Company, assisting the company with a variety of trademark issues arising in the U.S., Asia and Latin America. Ms. Folmar was also an associate at two AmLaw 100 law firms in Washington, D.C. and assisted Fortune companies, small businesses and individuals with various aspects of U.S. and international trademark law. In 2006, Ms. Folmar joined The Coca-Cola Company as in-house Trademark Counsel with responsibility for the company's global trademark portfolio. In 2008, Ms. Folmar was selected to work in the company's Vienna, Austria office for 5 months where her primary focus was on matters in Russia, the Middle East and India. Ms. Folmar has published articles on dilution and counterfeiting and has spoken on panels in the U.S. and abroad focusing on pipeline concerns for minorities in the IP field, as well as numerous trademark specific issues. Ms. Folmar received her undergraduate degree from the University of Louisiana at Monroe and her Juris Doctorate from the Southern University Law Center.



## MATTHEW H. GREENBAUM

### The Law Offices of Matt Greenbaum

Matthew H. Greenbaum is an attorney practicing in Social Security disability law, and has also handled numerous criminal and civil cases. He received a Bachelor of Arts degree from Columbia College in New York City in 1972. He received a Juris Doctorate from Tulane Law School in 1975. In addition to practicing law for over thirty-five years, Mr. Greenbaum has also served as an instructor in the Tulane Law School Trial Advocacy Program from 1984 through 1989, and taught Social Security Law at Loyola Law School from 1992 through 1996. He has given



seminars to advanced practitioners at several conferences of the National Organization of Social Security Claimant's Representatives. He has served as a member of the Association of Trial Lawyers of America Social Security Disability Law Section Executive Council and was the editor of the newsletter. He is also a Fellow of the Louisiana Bar Foundation. Mr. Greenbaum has four daughters and one son - Esther, Miriam, Vanessa, Madeline and Wyatt. When asked to describe what her father does for a living one of his daughters indicated that "he puts paper clips on paper all day." Mr. Greenbaum is the past President of the Board of Directors of Temple Sinai in New Orleans, and past President of the Board of Directors of the New Orleans Ballet.

## WENDELL L. GRIFFEN

### Griffen Strategic Consulting PLLC

Wendell L. Griffen is CEO and owner of Griffen Strategic Consulting, PLLC; Circuit Judge for the Sixth Judicial District of Arkansas, Fifth Division; and Pastor of New Millennium Church in Little Rock, Arkansas. His consulting practice provides strategic advice and assistance to clients concerning cultural competence and inclusion (diversity), domestic and global commerce, strategic management and leadership, human resource management, information technology, government relations and public policy, and legal affairs. Mr. Griffen has taught as a Visiting Professor of Law at the University of Arkansas at Little Rock William H. Bowen School of Law. He served as a judge on the Arkansas Court of Appeals from 1996 through 2008, represented clients in business and tort litigation for 15 years (as the first associate and partner of color to join a major Arkansas law firm) with the Little Rock law firm of Wright, Lindsey, and Jennings, and served as Chairman of the Arkansas Workers' Compensation Commission for almost two years. Before his honorable discharge from the U.S. Army in 1976, Mr. Griffen headed the Race Relations/Equal Opportunity Office for the 43d General Support Group at Fort Carson, Colorado, and was awarded the Army Commendation Medal for his service in that role. Mr. Griffen is married to Dr. Patricia Griffen and they are parents of two adult sons.



## CATHY HARRIS

### President, C. Harris Companies, Inc.

Cathy Harris is founder and President of C. Harris Companies, Inc., a management and staff development firm focused on leadership development, customer service, diversity (including sexual harassment prevention and generational differences), conflict resolution, cross-cultural communication, and team building. Ms. Harris has more than 22 years' experience as a small business owner, and led major change initiatives for Chevron Chemical Company and the USDA's National Finance Center. Ms. Harris also serves on the Board of Directors of Knowledgeworks, a resource organization for non-profits and on the executive committee of the Horizon Initiative, an organization committed to bring new business to New Orleans. Ms. Harris is past president of the National Speakers Association-New Orleans Chapter, and an active member of the American Society for Training and Development, the Society for Human Resource Management, and the Diversity Professional Experts Group of the National Speakers Association. Ms. Harris is also co-founder and past president of Each One Save One and serves on the Board of Directors for the Advocates for Science and Math High School. Ms. Harris has received the New Orleans Peace Foundation's 1996 Peacemaker Award, the George Washington Medal of Honor from the Freedoms Foundation at Valley Forge, and was featured as one of 10 Top Female Achievers in the July 2008 issue of New Orleans Magazine.



## JUSTICE BERNETTE JOHNSON

### Associate Justice, Louisiana Supreme Court

Justice Bernette Joshua Johnson grew up in New Orleans where she attended public schools and graduated as valedictorian of her class at Walter H. Cohen High School. She attended Spellman College and earned her Bachelor of Arts in 1964. One of the first African-American women to attend the law school at Louisiana State University, she earned her Juris Doctorate in January 1969. Justice Johnson was the first woman elected to the Civil District Court for the Parish of Orleans in 1984. In 1994, Justice Johnson became the first and remains the only African-American woman elected to the Louisiana Supreme Court. Justice Johnson has been instrumental in spearheading diversity initiatives within the LSBA. She served as a co-chair of the LSBA's Task Force on Diversity in the Profession and later served as the first chair of the LSBA Committee on Diversity in 2005. The American Bar Association Commission on Racial and Ethnic Diversity in the Profession honored Justice Johnson during the 2010 ABA midyear meeting with a Spirit of Excellence Award, recognizing her unwavering commitment to enhancing diversity in the legal profession. Justice Johnson has been the recipient of countless other awards, including the Margaret Brent Women Lawyers of Achievement Award of the ABA Commission on Women in the Profession, the Distinguished Jurist Award of the Louisiana Bar Foundation, the National Nobel Woman Award of the Organization of Black Elected Legislative Women and the Medal of Honor of the city of New Orleans.



## DON PAUL LANDRY

### Executive Director, AIDSlaw of LA, Inc.

Don Paul Landry became the Executive Director of AIDSLaw in October of 2010. Mr. Landry received his Bachelor of Arts from Louisiana State University and his Juris Doctorate from Tulane University School of Law in 1994. In the early years of his practice, Mr. Landry was an attorney for the St. Parish Indigent Defender Board and also handled over 150 civil pro bono cases. He is a former Assistant Attorney General to the Louisiana Department of Justice and has maintained a civil practice in St. Charles Parish, Louisiana since 1999. He has also served as Special Counsel to various New Orleans defense firms. Mr. Landry's practice experience includes governmental relations, medical malpractice, personal injury, insurance defense, class actions, toxic torts and general civil litigation. Mr. Landry is the Director at Large for the St. Charles Parish Bar Association. He is also a past President of the Board of Directors of the Louisiana Center for Law and Civic Education and both a former member of the Board of Directors of the New Orleans Chapter of the Federal Bar Association and former President of the FBA's Younger Lawyer's Division. Mr. Landry currently serves on the Board of Directors of Halloween's In New Orleans, Inc. and has served on the Board of Advisors of the St. Charles Parish Chapter of Catholic Charities. He is a former Political Co-Chair of the Louisiana Human Rights campaign and served on the Louisiana HRC steering committee for many years.



## KELLY MCNEIL LEGIER

### Director of Member Outreach and Diversity, Louisiana State Bar Association

Kelly McNeil Legier is the Director of Member Outreach and Diversity for the Louisiana State Bar Association. Before accepting this position, Ms. Legier worked in the Staff Attorney's Office of the United States Fifth Circuit Court of Appeals. She also spent several years in private practice in the area of ERISA, employment law and commercial litigation. Ms. Legier clerked for Judge Carl E. Stewart and Judge Ivan L. R. Lemelle. Ms. Legier

received her Juris Doctorate degree, cum laude, from Loyola University New Orleans College of Law in 1993 and received her Bachelor of Arts degree, magna cum laude, from Loyola University New Orleans in 1989. Ms. Legier is a member of the Board of Directors of the New Orleans Chapter of the Federal Bar Association, a Fellow of the Louisiana Bar Foundation, and a past president of the Greater New Orleans Louis A. Martinet Legal Society, Inc. Ms. Legier has been appointed several times to serve as judge pro tempore in First City Court of New Orleans. She was the recipient of the following recent honors: Loyola University College of Law Black Law Student Association's Karl J. Connor Alumnus Award (2010) and Public Service & Leadership Award (2009); Louisiana State Bar Association President's Award (2004); Louis A. Martinet Legal Society President Award (2004); CityBusiness "Person to Know" (March, 2004) and several others. Despite her more than filled schedule, Ms. Legier always has time for her husband of 19½ years, Ernest P. Legier, Jr. and their three sons (Ernest, III, Jonathan and Nicholas).



**BONNIE MACNAUGHTON**  
**Senior Attorney, Microsoft**

Bonnie MacNaughton is a member of Microsoft's Worldwide Anti-Piracy Team and is the regional lead for Microsoft's anti-piracy enforcement programs in North America. Ms. MacNaughton and her team bring civil actions against hundreds of software pirates each year and support numerous criminal IPR prosecutions. She also works closely with Microsoft's business professionals on piracy education and outreach and on the development and deployment of world class anti-piracy technologies and supply chain security. Prior to joining Microsoft Corporation in 2001, Ms. MacNaughton was an Assistant U.S. Attorney for the Western District of Washington, in Seattle. Ms. MacNaughton was the Chief of that office's Narcotics Unit from 1998 to 2001, and supervised its drug trafficking and money laundering prosecutions. Ms. MacNaughton was also the lead attorney for the region's Organized Crime Drug Enforcement Task Force. Before joining the Seattle U.S. Attorney's Office, Ms. MacNaughton was an Assistant U.S. Attorney for the Central District of California, at Los Angeles, where she worked in the Office's Asset Forfeiture Unit. Ms. MacNaughton started her legal career at the law firms of Pettit & Martin, and Jeffer, Mangels, Butler & Marmaro, in Los Angeles. Ms. MacNaughton is a graduate of Gustavus Adolphus College in Minnesota and received her Juris Doctorate from Santa Clara University in California.



**JOY L. MONAHAN**  
**Wildman, Harrold, Allen & Dixon LLP**

Joy Lyu Monahan is a restructuring attorney in the Business Transactions Department of Wildman, Harrold, Allen & Dixon LLP. Ms. Monahan counsels clients in a wide variety of restructuring and insolvency matters before various bankruptcy, district and circuit courts. A native of Louisiana, she received her Juris Doctorate from the Louisiana State University Paul M. Herbert Law Center, her M.P.P. from Georgetown University and her Bachelor of Arts from Georgetown University. She is admitted to practice in Illinois and Louisiana. Ms. Monahan was a law clerk for the Honorable Charles Grisbaum, State of Louisiana, Fifth Circuit Court of Appeal and the Honorable Lance M. Africk, United States District Court, Eastern District of Louisiana. Prior to joining Wildman Harrold, Ms. Monahan worked as an attorney at Kirkland & Ellis LLP and Heller, Draper, Hayden, Patrick & Horn,



LLC. She also worked for the U.S. Department of Justice, the U.S. Senate and the U.S. Department of Health and Human Services. She is a member of the American Bankruptcy Institute, International Women's Insolvency & Restructuring Confederation (IWIRC), Illinois Bar Association, Louisiana State Bar Association, Federal Bar Association, New Orleans Bar Association, and Georgetown University Alumni Association, Board of Governors.

## COUNTESS W. PRICE

### Assistant General Counsel – Litigation, Monsanto Company

Countess W. Price is an Assistant General Counsel at Monsanto Company in St. Louis, Missouri. Monsanto Company is a bio-tech agricultural company that is a leading global provider of technology-based solutions and agricultural products that improve farm productivity and food quality. Ms. Price primarily manages the company's products litigation but also has responsibility for various commercial and general business matters as well. Prior to joining Monsanto in September 2001, Ms. Price was a senior associate at the law firm of Armstrong Teasdale in St. Louis. Ms. Price received her Juris Doctorate from St. Louis University School of Law in 1993.



## TED A. QUANT

### Senior Facilitator, C. Harris Companies, Inc.

Ted A. Quant is a trainer, social activist, and administrator specializing in conflict resolution, diversity training, teambuilding, youth leadership development and communication in schools, corporations and community groups. He currently serves as the director of Loyola University's Twomey Center for Peace through Justice, which is the social justice department of Loyola University New Orleans. Mr. Quant conducts the nationally recognized Resolving Conflict Creatively Program in public schools and serves on the board and provides training to the 21st Century Youth Leadership Movement based in Selma, Alabama. He led a multi-university collaborative that developed the conflict resolution curriculum for the New Orleans Police Academy and trained the trainers to implement it. He co-authored with Michael Kane a training manual for promoting diversity as part of a five-year diversity process with Du Pont Corporation - Pontchartrain Works. Mr. Quant has worked with AT&T Small Business Systems, the Federal Aviation Administration, the Southern Voter Education Project, the Texas Farm Workers March to Washington, and with Chevron Oil. He was trained by and trained for the Peace Development Foundation of Boston and Educators for Social Responsibility of Cambridge, Massachusetts. He has been a laborer, longshoreman, and union shop steward. He served in the U.S. Army.



## MARTA-ANN SCHNABEL

### O'Byron & Schnabel, PLC

Marta-Ann Schnabel is a shareholder in the law firm of O'Byron & Schnabel, PLC and has handled various types of litigation, including insurance coverage issues, construction disputes, professional malpractice defense, casualty defense, employment discrimination, and health insurance/ ERISA coverage. She is a 1981 graduate of Loyola Law School, where she served on the National Moot Court Team and was a member of Law Review. Ms. Schnabel became the first woman to serve as President of the Louisiana State Bar Association in 2006. She has also served on the LSBA's Committee on the Rules of Professional Conduct, Ethics Advisory Service Committee, Access to Justice Committee, and co-chaired the LSBA Practice Improvement and Assistance



Committee and remains faculty at its Ethics Schools. She served as LSBA Secretary and was Editor-in-Chief of the Bar Journal from 2001-2003. Ms. Schnabel is a member of the Board of Directors of the Pro Bono Project, is the President of the Louisiana Civil Justice Center, is a past president of the New Orleans Bar Association, currently serves on the American Bar Association House of Delegates, and is Secretary of the Louisiana Association of Defense Counsel. She was honored with the Loyola University Gillis Long Public Service Award in 1996; received the LSBA President's Award in 1998, 2004, and again in 2010; and was the recipient of the David A. Hamilton Lifetime Achievement Award in 2010.

## JOSEPH K. WEST

### Associate General Counsel-Outside Counsel Management, Wal-Mart Stores, Inc.

Joseph K. West is Associate General Counsel and head of the office of Outside Counsel Management at Wal-Mart. His areas of oversight include hiring and terminating firms, approving rates, granting conflict waivers, assigning new matters and acting as the arbiter of problems between external firms and the internal legal divisions they serve. Mr. West received his Bachelor of Arts from Southern University and his Juris Doctorate in 1986 from Tulane Law School. Mr. West came to Wal-Mart in 2007 from the litigation group at Entergy Corporation, and before that was employed as a partner at a New Orleans based firm. He is also a former adjunct professor of Trial Advocacy at Tulane Law School. Mr. West co-authored the New Orleans Telecommunications Equalization Act of 1996, which was the first of its kind in the nation. He also served on the Louisiana Judicial Accountability Task Force, and was Chairman of the LSBA Bridging the Gap Committee.

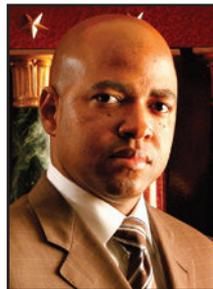


He recently joined the Board of Directors of the National Association of Women and Minority Owned Law Firms as well as the North West Arkansas Children's Shelter. Mr. West was honored in 2007 by the Minority Corporate Counsel Association for volunteering to stay in New Orleans during Hurricane Katrina to care for patients at Methodist Hospital. His wife Nadine is an Ob-Gyn practicing in Bentonville, Arkansas where they live with their daughter and two sons.

## JAMES M. WILLIAMS

### Gauthier, Houghtaling & Williams

James M. Williams is Managing Partner of the law firm Gauthier, Houghtaling & Williams. Mr. Williams practices in the area of civil litigation with a concentration in business litigation. He was the first African-American lawyer to ever work at the firm; today, more than 30% of the firm's lawyers are minorities. Mr. Williams received his Juris Doctorate from Washington & Lee University School of Law, where he was Editor-In-Chief of the Journal of Civil Rights and Social Justice. In October 2009, Mr. Williams was appointed to serve as a District Court Judge, presiding over Division "J" of the Civil District Court for the Parish of Orleans until an election was held. In August, 2010, Mr. Williams was named one of "Top 40 Lawyers Under 40" by the National Bar Association and IMPACT. He has been named to the list of "Top 100 Trial Lawyers" by the American Trial Lawyers Association and a "Louisiana Super Lawyer" in 2010 and 2011. He is one of the seven lawyers who were the first to be inducted into the New Orleans CityBusiness Magazine "Hall of Fame." In 2006, the Congressional Black Caucus presented Mr. Williams with a leadership award during their annual meeting. He is a past president of the Greater New Orleans Louis A. Martinet Legal Society, is on the Board of Directors for the Good Shepherd School where he sponsors a scholarship, and was named "Father of the Year" by the New Orleans chapter of Jack and Jill America, Inc. He was also an Adjunct Professor at Tulane University teaching Legal Aspects of Sports.



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:

**DIVERSITY COMMITTEE:**

- Mr. Brad J. Axelrod - Baton Rouge
- Mr. Jeremy M. Bolton - New Orleans
- Ms. Adrejia L. Boutte - New Orleans
- Mr. Gregory Brumfield Jr. - New Orleans
- Mr. James D. Caldwell - Baton Rouge
- Mr. Ariel A. Campos Sr. - Lafayette
- Mr. Bruce A. Cranner - New Orleans
- Hon. Scott J. Crichton - Shreveport
- Mr. Isidro Rene DeRojas - Metairie
- Ms. Valerie Gotch Garrett - Lafayette
- Ms. LaWanda Batiste Gibson - Lake Charles
- Ms. Franchesca L. Hamilton-Acker - Lafayette
- Ms. Chauntis T. Jenkins - New Orleans
- Hon. Bernette Joshua Johnson - New Orleans
- Mr. Wayne J. Lee - Co-Chair - New Orleans
- Ms. Kelly McNeil Legier (Staff Liaison) - New Orleans
- Ms. Kathryn Venturatos Lorio - New Orleans
- Mr. Ben L. Mayeaux - Lafayette
- Ms. Claire H. McDaniel - New Orleans
- Ms. Jennifer M. Medley - New Orleans
- Mr. David D. Meyer - New Orleans
- Ms. Yolanda D. Montgomery - Metairie
- Mr. John H. Musser IV - New Orleans
- Ms. V. Elaine Boyle Patin - Baton Rouge
- Mr. Freddie Pitcher Jr. - Baton Rouge
- Mr. Michael R. Robinson - New Orleans
- Mr. Scott J. Spivey - Alexandria
- Ms. Karelia R. Stewart - Shreveport
- Hon. Max N. Tobias Jr. - New Orleans
- Hon. Ralph E. Tyson - Baton Rouge
- Ms. Angela White-Bazile - New Orleans
- Hon. Fredericka Homberg Wicker - Co-Chair -Gretna
- Ms. Sheila M. Wilkinson – Metairie

**DIVERSITY CONCLAVE SUBCOMMITTEE MEMBERS:**

- Hon. Roland L. Belsome, Jr. - New Orleans
- Ms. Adrejia L. Boutte - New Orleans
- Mr. William C. Bradford, Jr. - Shreveport
- Ms. Lisa Brener - New Orleans
- Ms. Danielle N. Brown – New Orleans
- Hon. Scott J. Crichton - Shreveport
- Ms. LaWanda Batiste Gibson - Lake Charles
- Ms. Franchesca L. Hamilton-Acker - Lafayette
- Ms. Chauntis T. Jenkins (Chair) - New Orleans
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- Ms. Angela M. Leonard – Baton Rouge
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## **DIVERSITY REPORT CARD 2010-11**

The mission of the Louisiana State Bar Association is, *inter alia*, to assure access to and aid in the administration of justice, promote the professional competence of attorneys, and encourage collegiality among its members. GOAL 6 of the LSBA strategic plan is as follows: "The LSBA ensures equal opportunities for the participation of all lawyers in the bar and in the profession."

The mission of the Committee on Diversity in the Profession, consistent with the LSBA's mission, strategic plan, and 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 initiated and implemented a number of programs on behalf of the LSBA since the last Diversity Conclave.

### **Annual Conclaves on Diversity in the Legal Profession**

- Inaugural Conclave on Diversity in the Legal Profession: *Breaking Barriers, Building Bridges, Making Cents*, March 7, 2008
- Second annual Conclave on Diversity in the Legal Profession: *Continuing the Conversation*, March 13, 2009
- Third annual Conclave on Diversity in the Legal Profession: *The Professional Workplace: Diagnosing the Issues and Finding the Cure*, March 5, 2010

### **Mini Diversity Conclaves**

- Lake Charles Mini Diversity Conclave, April 16, 2010
- Alexandria Mini Diversity Conclave, May 14, 2010
- Lafayette Mini Diversity Conclave, August 25, 2010
- Monroe Mini Diversity Conclave, September 28, 2010
- Baton Rouge Mini Diversity Conclave, January 26, 2011
- Shreveport Mini Diversity Conclave, February 3, 2011

### **Statement of Diversity Principles**

- Approved by the LSBA Board of Governors on April 4, 2009 to encourage commitment to diversity by the leadership of the courts and law departments
- Obtained over 210 law firm, law department, court, and individual signatories

### **Diversity Awards**

- The Louisiana State Bar Association Human Rights Award, which recognizes outstanding efforts in promoting diversity within the legal profession, will be presented to the first recipient during the LSBA Annual Meeting in June, 2011

- Awarded the American Bar Association Partnership Award, August 6, 2010
- Received an Honorable Mention for the Human Resource Management Association of Greater New Orleans' Commitment to Diversity Award, October 20, 2010

**Diversity Outreach for the Judiciary**

- Incorporated diverse CLE topics and speakers in the programming at judicial colleges and the 2010 Summer School

**Diversity Communications and Resources**

- Published two "Focus on Diversity" newsletters included within the LSBA *Bar Briefs*, September 2010 and January 2011
- Catalogued a library of diversity resources at the Bar Center and added diversity resources to the diversity webpage

**Diversity Outreach to Diverse Specialty Bar Associations and Groups**

- Co-sponsored and supported events of diverse specialty bar associations
- Assisted in formation and revitalization of diverse specialty bar associations

**Minority Involvement Section Job Fair and Internship Fair**

- Worked with the LSBA's Minority Involvement Section to host the 22nd annual Minority Job Fair at Southern University Law Center in Baton Rouge, August 21, 2010
- Working with the Minority Involvement Section to host its 3rd annual Minority Internship Fair, which is occurring virtually in March of 2011

**Diversity Outreach to Law Students**

- Coordinated professional development workshops for law students

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

- Hosting an inaugural "Suit Up for the Future: High School Legal Internship Program," June 24-July 25, 2011
- Assisted the Young Leadership Council with identifying attorney volunteers for its Power Ties program for middle school children
- Developed an attorney volunteer database

**Annual Conclaves on Diversity in the Legal Profession**

For the last three years, the LSBA has co-hosted a Conclave on Diversity in the Legal Profession with the Louisiana Supreme Court and several local and specialty bar associations. On March 7, 2008, the LSBA held an historic inaugural Conclave on Diversity in the Legal Profession: *Breaking Barriers, Building Bridges, Making Cents* in order to begin a discussion among attorneys regarding racial, ethnic, gender, and generational diversity. The one-day program was attended by more than 115 participants, including presidents and officers of the co-sponsoring organizations and several managing and hiring partners. The panelists provoked discussions regarding the importance of diversity, educated on ways to improve diversity, and exposed how internal personal and organizational biases impede diversity. Held March 13, 2009, the second annual Conclave on Diversity in the Legal Profession: *Continuing the Conversation* continued the diversity discussion. The second Conclave did not simply regurgitate information provided during the previous year's program. The second Conclave was more interactive and allowed the participants to gain skills to address everyday diversity issues in their practices during a three-hour workshop. After a networking lunch, participants received practical information from two groups of panelists. On March 5, 2010, during the third annual conclave themed "*The Professional Workplace: Diagnosing the Issues and Finding the Cure*," the LSBA presented a full day diversity workshop for approximately 170 attendees. During the Conclave, highly credentialed facilitators, Hon. Wendell Griffen (Ret.) and Manny Brandt, facilitated exercises during a three-hour workshop to make participants culturally aware and skillful in cross-cultural situations. Participants learned the difference between diversity and inclusion, gained an understanding of the diversity challenge (i.e., that differences matter especially those that do not matter to you but matter to someone else), and received tools to develop a cultural competency compass. Lt. General Russel L. Honore', USA (Ret.), the keynote speaker during the networking lunch, mesmerized participants with the impact of diversity on Louisiana history, the military, and the future of the children on "Railroad Street" -- where the poorest of society reside. The afternoon panel discussions

addressed hot button topics (such as race, gender, religion, sexual orientation and disability) that impact the professionalism of attorneys, office dynamics, as well as the ability to attract and keep clients. Panelists also discussed how the lack of diversity initiatives can impact an organization's productivity and financial health.

### Mini Diversity Conclaves & Workshops

In an effort to address the interests of the profession and members of the LSBA throughout the state, the Committee has co-sponsored and is co-sponsoring free, half-day mini diversity conclaves with local and specialty bar associations in major cities around Louisiana.

**Alexandria.** The LSBA partnered with the Alexandria Bar Association and the Louis A. Martinet Society of Alexandria to host its first Mini Diversity Conclave May 14, 2010, at the Alexandria Golf & Country Club. It was the first discussion of diversity in that area regarding the legal profession. A diverse audience of about 38 engaged panelists in a lively discussion. A crawfish boil cosponsored by the Alexandria Bar Association, the LSBA, and Gilsbar immediately followed the conclave.

**Lafayette.** The LSBA partnered with the Lafayette Bar Association and the Louis A. Martinet Legal Society - Greater Lafayette Chapter to host a free Mini Diversity Conclave in Lafayette on Wednesday, August 25, 2010, at the Lafayette Bar Center for nearly 40 attorneys and judges. A reception co-sponsored by Gilsbar and the LSBA immediately followed the conclave.

**Monroe.** The LSBA partnered with the Fourth Judicial District Bar Association, the Northeast Louisiana Louis A. Martinet Legal Society, and the Louisiana Association on Black Women Attorneys (LABWA) to host a free Mini Diversity Conclave in Monroe for approximately 26 participants on September 28, 2010, at the University of Louisiana at Monroe, Library Conference Center. A networking lunch preceded the program.

**Baton Rouge.** The LSBA partnered with the Greater Baton Rouge Chapter of the Louis A. Martinet Legal Society, Inc., the Baton Rouge Bar Association, and LABWA to host a Mini Diversity Conclave in Baton Rouge for an audience of almost 150 lawyers and judges on January 26, 2011, at the Embassy Suites Hotel in Baton Rouge. A networking reception followed the program.

**Shreveport.** The LSBA partnered with the Shreveport-Bossier Black Lawyers Association, the Shreveport Bar Association, and LABWA to host for a diverse audience of approximately 90 attorneys and judges a Mini Diversity Conclave in Shreveport on February 3, 2011, at the Petroleum Club of Shreveport. Several participants remained after the program to continue the diversity discussion during a networking reception that immediately followed the program. To view pictures from the events, please go to [www.lsba.org/diversity](http://www.lsba.org/diversity). A mini conclave is planned for Lake Charles on April 8, 2011, and discussions are underway for another mini conclave in Alexandria.

**LSBA Midyear Meeting.** The Committee hosted a free diversity workshop during the Midyear Meeting titled "DO Sweat the Small Stuff and Enhance Professionalism in the Process." Approximately 40 participants received up to 3.0 professionalism hours for attending the January 20th CLE presented by Walter Manley, director of Diversity and Inclusion Offerings for The Next Level.

### Statement of Diversity Principles

On April 4, 2009, the LSBA Board of Governors approved a Statement of Diversity Principles for dissemination to and execution by lawyers, judges, law firms and law departments within the state. The Statement reflects the recognition that meaningful diversity advancements occur when the leaders in an organization embrace diversity and demonstrate through their actions that diversity is a priority to the organization. By executing the Statement, the leaders of an organization agree to use their best efforts to increase the diversity in their hiring, retention and promotion of attorneys and the elevation of attorneys to leadership positions within their organizations. A link to the Statement appears on the homepage of [www.lsba.org](http://www.lsba.org). To date, approximately 215 law offices and courts across the state have executed the Statement. That figure reflects 95 law firms/offices; 22 courts; 83 individual judges; 13 individual attorneys; and 2 corporate counsel. The Committee will recognize those executing the Statement in a future Bar Journal. The entire list of signatories is available on the diversity website at <http://www.lsba.org/diversity/DiversityPrinciples.asp>.

### **Diversity Awards**

**LSBA Diversity Award.** The *Louisiana State Bar Association Human Rights Award*, which the LSBA Board of Governors approved on January 22, 2010, will recognize outstanding efforts made by (1) a bar association, (2) a law firm or law department, (3) an individual attorney or judge, (4) a court, or (5) a community organization or individual in promoting diversity in the legal profession. The first diversity award will be presented during the 2011 LSBA Annual Meeting in Las Vegas, Nevada. **Awards Received.** The Committee's series of Conclaves on Diversity in the Legal Profession received one of the American Bar Association's Standing Committee on Bar Activities and Services' 2010 Partnership Awards on August 6, 2010, during the ABA Annual Meeting in San Francisco, CA. The LSBA also received one of two Honorable Mentions for the Human Resource Management Association of Greater New Orleans' Commitment to Diversity Award on October 20, 2010.

### **Diversity Outreach for the Judiciary**

The Committee has liaisons serving on the LSBA Summer School and Annual Meeting planning committee in order to incorporate diverse CLE topics and speakers in the programming at judicial colleges, Summer School, and orientation. The Louisiana Judicial College has approved a diversity presentation and an exhibit table during the Lafayette Judicial College, which is scheduled April 7-9, 2011.

### **Diversity Communications & Resources**

The Committee has developed a diversity newsletter titled "Focus on Diversity," which appeared as an insert within the September, 2010 and January 2011 *Bar Briefs*. The Committee has scheduled a workshop on March 17, 2011, to equip a core group of members with the tools needed to facilitate diversity and inclusion discussions and trainings around the state upon request from law offices and courts (availability permitting). The Committee also has developed the first two bookmarks ("Creating a Culture of Inclusion" and "Commitment to Diversity") of a series that is being created. The Committee also is hosting a video contest for college students to develop a diversity video. Further, the Committee is cataloging a library of diversity resources at the Bar Center so that members will have access to information to educate themselves on various diversity issues. The Committee has written and secured attorneys to prepare and submit to the *Louisiana Bar Journal* and *Bar Briefs*, articles and pictures that focus on diversity and inclusion issues and events.

### **Diversity Outreach to Diverse Specialty Bar Associations and Groups**

**Co-Sponsored and Supported Events.** The Committee has provided administrative assistance to the Hispanic Lawyers Association of Louisiana, the Louis A. Martinet Society of Louisiana, and the Greater New Orleans Louis A. Martinet Legal Society, Inc. with their meetings and CLEs. The Committee co-sponsored with the Baton Rouge Chapter of the Association for Women Attorneys the "Superwomen" CLE on November 19, 2010, which focused on topics affecting female attorneys in the practice of law. Over 140 female attorneys attended the program in Baton Rouge. To encourage and equip more minority attorneys to practice in the area of real estate law, the Committee also partnered with the American Bar Association's Section of Real Property, Trust and Estate Law, the New Orleans Martinet, and the Louisiana Association of Black Women Attorneys (LABWA) to host "Getting on Solid Ground in Real Estate Law," a series of six, free real estate law educational programs for new and intermediate real estate attorneys. The Committee also co-sponsored with the New Orleans Martinet, LABWA, the 40th Judicial District Bar Association, the A.P. Tureaud Inn of Court, the New Orleans Chapter of the Federal Bar Association, and others the "German Coast Slave Uprising Trials: Revisited" on February 17, 2011, for a packed courtroom of about 220 attorneys, judges, and students. The program was a mock hearing of a Motion for New Trial of the slave trials that took place 200 years ago in connection with the event that is commonly referred to as the Louisiana German Coast Slave Uprising of 1811. The free CLE occurred in the courtroom of the Honorable Ivan L.R. Lemelle and was followed by a short reception. Some of the finest attorneys and judges in the state created the educational and inspiring argument. On October 29, 2010, the Committee partnered with Halloween's in New Orleans, Inc. to host a two hour CLE in conjunction with its annual fundraiser for Project Lazarus.

Titled "Hate Crimes and the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009 -- From Theory to Prosecution." The Committee is co-sponsoring on April 29, 2011, with the National Consortium on Racial and Ethnic Fairness in the Courts a diversity Jazz Fest CLE – "Engarde: Legal Sword Fights of the 21st Century" – in connection with the Consortium's national conference. Additionally, the Committee has promoted the events of the diverse specialty bars on the LSBA website, the *Bar Today* electronic newsletter, and blast emails. To view pictures from the events, please visit [www.lsba.org/diversity](http://www.lsba.org/diversity).

*Formation of New Diverse Specialty Bars.* The Committee has offered assistance to the attorneys attempting to form the Vietnamese American Bar Association of Louisiana. They held an organizational interest meeting on December 30, 2010, at the Bar Center. The Committee also continues to offer assistance to the Louisiana Asian Pacific American Bar Association, which was incorporated in November of 2009. Efforts to revitalize the Louis A. Martinet Legal Society of Lake Charles are ongoing.

### **Minority Involvement Section Job Fair and Internship Fair**

The Committee worked with the LSBA's Minority Involvement Section to host its 22nd annual Minority Job Fair on August 21, 2010, at Southern University Law Center in Baton Rouge. Twenty-six employers interviewed and networked with approximately 75 highly qualified law students and recent graduates, primarily from area law schools. Several other employers collected resumes and will contact students individually when hiring needs arise. Hon. Luke A. Lavergne (ret.) (Former District Judge of the Family Court, Parish of East Baton Rouge, Division "B") and Sandra Diggs-Miller (Senior Counsel with the Entergy Services, Inc., Legal Services Department) shared a wealth of information on professionalism with students and employers attending the Diversity Networking Lunch. To view pictures from the event or see the sponsors, please visit [www.lsba.org/diversity](http://www.lsba.org/diversity).

The Committee is working extensively with the Minority Involvement Section in its effort to host its 3rd annual Minority Internship Fair, which will be held in March of 2011. The goal of the Fair is to provide a professional development vehicle for law students ranked any place within their classes to obtain meaningful legal work in an office setting and to receive mentoring from seasoned lawyers and/or judges. The highly motivated student participants are willing to accept invitations for free or modestly-paid internships during all or part of the summer. To respond to economic realities facing many employers, the Fair will occur virtually rather than in person.

### **Diversity Outreach to Law Students**

The Committee assisted the Black Law Student Association and the Public Interest Law Student Organization of the Loyola University New Orleans College of Law in coordinating two professional development workshops for law students in New Orleans. A November 19, 2010 program focused on qualities judges seek in judicial law clerks, and a February 10, 2011 program focused on resumé writing and cover letters.

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

The Committee will launch its first, formal five-week summer high school legal internship program, "Suit Up for the Future: High School Legal Internship Program," from June 22, 2011 to July 25, 2011. The program, designed for high school juniors and seniors interested in the legal profession, will involve one week of lecture at the Bar Center and four weeks of shadowing at participating law firms on four days (Tuesday - Friday) with one day designated for field trips (Monday). The Committee successfully obtained a grant from the Law School Admission Council to underwrite some of the expenses. The Committee also created a Student Ambassador Outreach Database, which is a database of attorney and judge volunteers who are interested in participating in outreach efforts to middle and high schools as well as school outreach projects sponsored by the LSBA Young Lawyers Section, the Louisiana Center for Law and Civic Education, the Young Leadership Council, and the various individual schools.

# Louisiana State Bar Association Diversity Statement



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.

The LSBA is committed to diversity in its membership, Board of Governors, staff, House of Delegates, committees and all leadership positions. Diversity is an inclusive concept that encompasses race, ethnicity, national origin, religion, gender, age, sexual orientation and disability.

The LSBA 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 LSBA and its members can bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.

*Approved by House of Delegates  
January 12, 2008  
New Orleans, LA*

*Approved by Board of Governors  
January 12, 2008  
New Orleans, LA*

# *Special Thanks To Our 2011 Conclave Sponsors*

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