

THE PROFESSIONAL WORKPLACE: CONQUERING THE MYTHS AND CREATING A COMPETITIVE ADVANTAGE

Fifth Annual Conclave on Diversity in the Legal Profession

MARCH 2, 2012

NEW ORLEANS MARRIOTT • 555 CANAL ST.

Sponsored by the Louisiana State Bar Association in cooperation with
the Louisiana Supreme Court and:

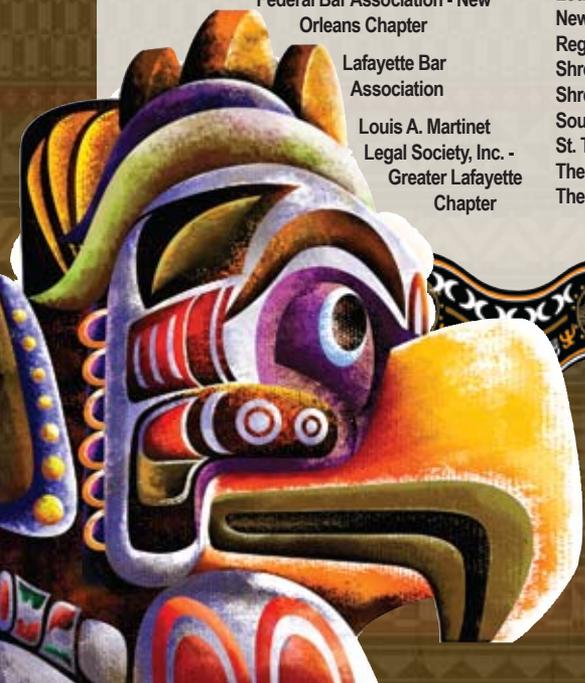
Acadiana Inns of Court
Acadiana Legal Service Corporation
Association of Women Attorneys – New Orleans Chapter
Baton Rouge Association of Women Attorneys
Baton Rouge Bar Association
Baton Rouge Louis A. Martinet Legal Society, Inc.

Federal Bar Association - New
Orleans Chapter

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 Association of District Judges
Louisiana City Court Judges Association
Louisiana Supreme Court
New Orleans Bar Association
Region V of the National Bar Association
Shreveport Bar Association
Shreveport-Bossier Black Lawyers Association
Southwest Louisiana Bar Association
St. Thomas More Inn of Court
The Hispanic Lawyers Association of Louisiana
The Women's Energy Network –
Southeast Louisiana Chapter



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.

James J. Davidson III, 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 2, 2012

Dear Diversity Conclave Participants:

On behalf of the Louisiana State Bar Association (LSBA), welcome to the Fifth Annual Conclave on Diversity in the Profession. The purpose of this conference is to generate diversity conversations, primarily among attorneys and judges within Louisiana. As we are all aware, part of the LSBA's mission is to ensure access to the courts as well as equal opportunities for all. To help achieve these goals, the LSBA hosts, along with local and specialty bar associations, this annual statewide diversity conclave.

The LSBA has expanded the diversity conclaves to other parts of Louisiana through mini-diversity conclaves, in order to emphasize the importance of having an inclusive legal profession. The LSBA has also incorporated presentations into already planned local and specialty bar CLE programs and bench-bar conferences.

The discussions at these conferences should provoke thoughtful deliberation and action, such that our profession can someday be recognized for cohesiveness among all of its members. Understanding is the key to such cohesiveness, and all involved in this conference should be committed to reach that pinnacle.

Thank you for taking time from your extremely busy schedules to participate in this very important, productive, rewarding and informative 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.

Sincerely,

A handwritten signature in black ink, appearing to read "James J. Davidson III". The signature is fluid and cursive, with a long horizontal stroke at the end.

James J. Davidson III
President, Louisiana State Bar Association



Serving the Public. Serving the Profession.



LSBA Committee on Diversity

601 St. Charles Avenue, New Orleans, LA 70130-3404
www.LSBA.org/diversity

February 17, 2012

RE: Louisiana State Bar Association 5th Annual Diversity Conclave

Dear Conclave Participants:

On behalf of the Louisiana State Bar Association's Committee on Diversity, we welcome you to the 5th Annual Conclave on Diversity in the Profession. Over the past four years, we have embarked on a journey to foster an environment that will allow our Bar to have a meaningful and constructive dialogue on the difficult issues that we face in building a truly inclusive profession. Since our first conclave, we have taken our message to every corner of the state through the Mini-Conclave program and expanded our perspectives to include often-overlooked aspects of diversity such as religion, sexuality, and disabilities, all of which are critical to creating an environment of inclusiveness. As a result of these efforts the past four years, the LSBA has been recognized by the ABA as a leader in its commitment to diversity. We are proud of what we have accomplished, and yet we acknowledge that we still have many roads to go in building an inclusive profession.

It is important to remember that because of our professional oath, our vocation, unlike others, is unique in that its members are obligated to act as officers of the court to ensure the proper functioning of the institution of Law. This great obligation is entrusted to us by the general public. As holders of that public trust, it is vital that the profession reflects the very public that we serve. We are confident that this fifth Conclave, "The Professional Workplace: Conquering the Myths and Creating a Competitive Advantage," will help the profession become a stronger profession that reflects all walks of life.

We thank all participants, sponsors and hosts for joining with the LSBA Committee on Diversity to provide this forum to help further the LSBA goal of transforming the profession into an inclusive profession that values the diverse perspectives, experiences, backgrounds and talents of its members and utilizes those traits in creating a competitive advantage.

Thank you all for joining us in this effort.

Sincerely,

The Honorable Max N. Tobias, Jr.

Chauntis T. Jenkins

Jeremy M. Bolton

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.

7:45 a.m. – 8:15 a.m. **Registration**

Foyer Area Salons D & E

Coffee sponsored by Louisiana Chapter of the American Corporate Counsel

8:15 a.m. - 8:25 a.m. **Welcome Remarks**

Salon D

James J. Davidson III

President, Louisiana State Bar Association

Hon. Chauntis T. Jenkins, Hon. Max N. Tobias, Jr.
and Jeremy M. Bolton

Co-Chairs, Committee on Diversity

8:25 a.m. – 9:15 a.m. **Plenary Session – Preparing for Conquest –
Understanding the Journey for Inclusion Within the
Legal Profession PROFESSIONALISM**

Salon D

Kelly McNeil Legier

Director, LSBA Member Outreach and Diversity

9:15 a.m. – 12:15 p.m. **Mastering the Sword and Shield (Interactive Workshop)
PROFESSIONALISM**

Facilitated by: Hon. Wendell L. Griffen and Manny Brandt
Griffen Strategic Consulting PLLC

12:15 p.m. - 1:00 p.m. **Networking Luncheon**

Salon E

Co-Sponsored by the Louisiana State Bar Association Young Lawyers Division

Presentations to Former Diversity Committee Members

Jeremy M. Bolton, Hon. Chauntis T. Jenkins,
and Hon. Max N. Tobias, Jr.

Co-Chairs, LSBA Committee on Diversity

Presentations to Sponsors and Co-Hosts

Yolanda D. Montgomery and Barbara Bourgeois Ormsby

Co-Chairs, Conclave Subcommittee, LSBA Committee on Diversity

- 1:00 p.m. – 2:00 p.m. **Keynote Speaker**
Fortifying the Fort: Diversity in 2012: Where is it Going from Here? PROFESSIONALISM
Salon E
- Introduction: Hon. Bernette Joshua Johnson
 Associate Justice, Louisiana Supreme Court
- Keynote Speaker: John L. “Jay” Dardenne, Jr.
 Louisiana Lt. Governor
- 2:00 p.m. – 3:30 p.m. **Calculating Diversity Return on Investment and the Costs of Not Having Everyone Included in the Diversity Conversation PROFESSIONALISM**
Salon D
- Panelists: Richard F. Cortizas
 Acting City Attorney, City of New Orleans
 Maureen N. Harbourt
 Kean Miller Hawthorne D’Armond McCowan & Jarman, LLP
 Dana M. Douglas
 Partner, Liskow & Lewis, PLC
 Robert J. Grey, Jr.
 Partner, Hunton & Williams
 Charles L. Rice, Jr.
 CEO, Entergy – New Orleans
 Hon. Max N. Tobias, Jr.
 Louisiana Fourth Circuit Court of Appeal
- Moderator: Pamela W. Carter, Partner, Carter Law Group, LLC
- 3:30 p.m. – 3:45 p.m. **Networking Break**
Foyer Area Salons D & E
- 3:45 p.m. – 5:15 p.m. **Fortifying the Armor: It May Be Legal But Is It Ethical? ETHICS**
- Panelists: Hon. Scott J. Crichton
 Louisiana First Judicial District (Caddo Parish)
 Elia Diaz-Yaeger
 Shareholder, Lugenbuhl, Wheaton, Peck, Rankin & Hubbard
 Darleen M. Jacobs
 Partner, Jacobs, Sarrat, Lovelace, Harris APLC
 Van T. Lam
 General Counsel, Regal Nails, Salon & Spa
 Luis A. Leitzelar
 Partner, Jones, Walker, Waechter, Poitevent, Carrère & Denègre, LLP
- Moderator: Danatus N. King
 Partner, Danatus N. King & Associates
- 5:15 p.m. – 6:45 p.m. **Networking Reception**
Salon E

Welcoming Dignitaries

JAMES J. DAVIDSON III **President, Louisiana State Bar Association**

James J. Davidson III is senior partner in the Lafayette firm of Davidson, Meaux, Sonnier, McElligott, Fontenot, Gideon & Edwards, L.L.P. He received a B.A. in 1963 from the University of Southwestern Louisiana and his J.D. in 1964 from Tulane Law School. Mr. Davidson is a past member of the LSBA House of Delegates, the LSBA Board of Governors (serving as the Louisiana State Law Institute representative) and the ABA House of Delegates. He is a charter member of the Louisiana Bar Foundation and the Electric Cooperative Bar Association, and a life member of the American Bar Foundation. He is a member of the Louisiana State Law Institute Council, the American Board of Trial Advocates, the National Association of Railroad Trial Counsel, the American Counsel Association, the Louisiana Association of Defense Counsel, the International Association of Defense Counsel and the Lafayette Bar Association. Mr. Davidson was selected for the 2011 Louisiana Super Lawyers. In his community, he is chair of the board of trustees of First Baptist Church of Lafayette. He is a past president and current member of the board of trustees of the University of Louisiana-Lafayette (ULL) Foundation, past secretary-treasurer of the Rotary Club of Lafayette and past board member of the Evangeline Area Council of the Boy Scouts of America. For nearly a decade, he served as coach for the ULL's four-time National Champion water ski team. Jimmy and his wife, Kay C. Holloway Davidson, have been married for 48 years and are the parents of four children.



JEREMY M. BOLTON **Irwin, Fritchie, Urquhart & Moore, LLC;** **Co-Chair, LSBA Committee on Diversity**

Jeremy M. Bolton is an associate with Irwin, Fritchie, Urquhart & Moore, LLC, in the field pharmaceutical and medical device product liability litigation. He received his undergraduate degree from Rhodes College and graduated from Loyola University New Orleans College of Law in 2006. During law school, he was a member of the Loyola Moot Court Staff and coached the 2005 Duberstein National Bankruptcy Moot Court Competition team. He is currently a co-chair of the LSBA Diversity Committee and serves on the board of directors for the New Orleans Oral School, an early-education program for deaf and hard of hearing children.



CHAUNTIS T. JENKINS **Porteous, Hainkel & Johnson, LLP;** **Co-Chair, LSBA Committee on Diversity**

Chauntis T. Jenkins is a partner at Porteous, Hainkel & Johnson, LLP and practices in the firm's New Orleans office. Since joining Porteous in 2001, she has developed an extensive litigation practice in the areas of insurance litigation. She received her undergraduate degree from Loyola University New Orleans and is a graduate of Southern University Law Center (SULC). In 2012, Ms. Jenkins was appointed by the Louisiana Supreme Court to serve as Judge Pro Tempore in Civil District Court for the Parish of Orleans. In 2008, Ms. Jenkins was honored by City Business Magazine as a Leadership in Law honoree. Ms. Jenkins served as Chair of the LSBA Diversity Conclave for the three years (2009-2011). She is a past Chair of the Young Lawyers Section of the New Orleans Bar Association and NOBA Minorities in the Profession Committee. She serves as a Louisiana delegate in the ABA House of Delegates. On a national level, Ms.



Jenkins is an immediate past fellow of the ABA Section of Litigation Young Lawyer Leadership Program (YLLP). She was a scholar in the 2006 inaugural class of the ABA (TIPS) Leadership Academy. She is the immediate past Assembly Speaker for the Young Lawyers Division (ABA YLD), 2008-09. She has also served as a YLD Committee Director, Diversity Director and Minorities in the Profession Chair and as a member of the YLD Leadership Advisory Board.

YOLANDA D. MONTGOMERY

**Service Employees International Union (SEIU)
Benefit Funds;
Co-Chair, Conclave Subcommittee, LSBA
Committee on Diversity**

Yolanda D. Montgomery is the deputy director and associate counsel of the Service Employees International Union (SEIU) Benefit Funds. Her practice focuses on labor and employment, ERISA litigation, and ERISA substantive plan work. She is actively involved in various bar association activities and holds several committee positions. She lectures on ERISA litigation and labor and employment topics.



BARBARA BOURGEOIS ORMSBY

**Forman Perry Watkins Krutz & Tardy LLP;
Co-Chair, Conclave Subcommittee, LSBA
Committee on Diversity**

Barbara Bourgeois Ormsby is an attorney with the New Orleans office of Forman Perry Watkins Krutz & Tardy LLP, practicing in the areas of environmental and toxic tort litigation. She has served as local coordinating counsel on Louisiana litigation for corporate and insurance clients and has provided day-to-day case management and strategic recommendations of coverage and product liability matters. She has also litigated a wide variety of personal injury cases. When not in court, she volunteers her time with community and youth programs. She actively mentors young lawyers in and outside of the firm and has served on numerous committees with the Louisiana State and New Orleans Bar Associations.



HON. MAX N. TOBIAS, JR.

**Louisiana Fourth Circuit Court of Appeal;
Chair, Conclave Subcommittee, LSBA
Committee on Diversity**

Hon. Max N. Tobias, Jr. is a graduate of Tulane University of Louisiana, receiving both a B.A. and J.D. in 1971. After graduation he served as a law clerk at the Louisiana Supreme Court, and thereafter worked for a large law firm, small law firm, and as a sole practitioner before being elected as a judge of the Civil District Court for the Parish of Orleans in February 1986. He was re-elected to that position in 1990 and 1996 without opposition. He served as the Chief Judge of that court from 1994-96. In 2000, he was elected without opposition to Louisiana's Court of Appeal, Fourth Circuit, and re-elected without opposition to that court in 2006. His current term of office ends in 2016. In law school and since, Judge Tobias has been active in the field of equal rights for minorities and for women. He was a member of the Louisiana Task Force of Women in the Courts and co-chairman of the Louisiana Task Force on Racial and Ethnic Fairness in the Courts. He has been a member of the National Consortium on Racial and Ethnic Fairness in the Courts since 1992, a member of its board of directors since 2000, and its president from 2004-06 and 2010-2012. He is currently co-chair of the LSBA Committee on Diversity in the Profession. Judge Tobias is a member of the adjunct faculty of the Tulane University School of Law. He is the co-editor of the publication: Louisiana Civil Pretrial Procedure.



Keynote Speaker

JOHN “JAY” L. DARDENNE, JR.
Louisiana Lieutenant Governor

Jay Dardenne was reelected to a four-year term as Louisiana’s Lieutenant Governor in October 2011. He previously served one year in that position, filling an unexpired term. He also served four years as Secretary of State and 15 years as a State Senator. During his legislative service, he chaired the Senate Finance Committee. In 2003, he was named National Republican Legislator of the Year. He is an active community volunteer, having hosted the Jerry Lewis Telethon for the Muscular Dystrophy Association for more than 30 years. Lieutenant Governor Dardenne conducts a presentation entitled “Why Louisiana Ain’t Mississippi,” a lively and colorful look at Louisiana’s culture, history, music and politics. He is an attorney and a graduate of Baton Rouge High School, Louisiana State University and the LSU Law Center.



He is married to the former Cathy McDonald. They have two grown sons, John and Matthew.

Diversity Conclave Faculty

PAMELA W. CARTER
Partner, Carter Law Group, LLC

Pamela W. Carter is the founder of Carter Law Group, LLC a boutique law firm in New Orleans, Louisiana. Her practice focuses on personal injury litigation with an emphasis on trucking and transportation, premises liability, insurance defense and products liability. She represents clients in all aspects of general litigation including wrongful death, slip and falls, lead paint cases, and food contamination matters. For more than 15 years, she has handled claims involving exposures to toxic substances including asbestos, silica for major automotive companies and product manufacturers. Ms. Carter has litigated injury cases in state and federal courts throughout Louisiana. She is also a lecturer and publisher of various legal industry and diversity articles. She is admitted to practice law in Louisiana and Texas, as well as before the state and federal district courts of Louisiana.



RICHARD F. CORTIZAS
Acting City Attorney, City of New Orleans

Richard F. Cortizas serves as City Attorney, directing and supervising the legal affairs of the City of New Orleans. Prior to his appointment as City Attorney, Mr. Cortizas served as Executive Counsel to Mayor Landrieu. While in the private sector, Richard Cortizas was most recently an attorney in the Business & Finance Practice Group of the Jones Walker law firm. There, he focused his practice on the representation of clients in transactional matters. He primarily represented corporate clients in complex land use and zoning matters, public finance and economic development projects. He has represented several major developers on multi-million-dollar commercial and residential development projects throughout the state of Louisiana. Mr. Cortizas has also served as a guest lecturer on land use and zoning subject matters. Prior to practicing law, Mr. Cortizas served as regional director for U.S. Senator Mary Landrieu in Louisiana. He is a graduate of Loyola University’s College of Business (B.B.A.) and Loyola University’s College of Law.



HON. SCOTT J. CRICHTON

Louisiana First Judicial Court (Caddo Parish)

Hon. Scott J. Crichton is serving his 22nd year as judge with the First Judicial District Court, having served on both the civil and criminal divisions. He is president of the Louisiana District Judges Association for the 2011-12 term. He also serves on the Advisory Committee to the Supreme Court on Judicial Canons, the Louisiana Judicial College Board of Governors, the Louisiana Supreme Court Committee on Judicial Ethics, the Court Rules Committee, the Criminal Best Practices Committee and is 2011-12 Chairman of the CLE Committee of the Shreveport Bar Association. He was previously a member of the LSBA CLE and the Diversity committees. Judge Crichton is certified by the National Judicial College in program design and graduated from the 2011 inaugural class of the Louisiana Judicial Leadership Institute. He serves on the vestry of St. Mark's Episcopal Church in Shreveport. Judge Crichton teaches two PowerPoint teen consequences programs, which he designed: "Don't Let This Be You" and "Sexing, Texting and Beyond." He received a B.S. in 1976 from Louisiana State University and a J.D. in 1980 from Paul M. Hebert LSU Law Center. Prior to his election to the bench in 1990, he served as an assistant district attorney for Caddo Parish for a decade and maintained a civil practice. Judge Crichton and his wife, Susie, have two sons, both of whom are in law school.



ELIA DIAZ-YAEGER

Shareholder, Lugenbuhl, Wheaton, Peck, Rankin & Hubbard

Elia Diaz-Yaeger, originally from Texas, is a Shareholder in the firm Lugenbuhl, Wheaton, Peck, Rankin & Hubbard. Her primary area of practice is industrial employment/long-latency lung disease litigation, insurance defense and coverage disputes, environmental law and commercial litigation. She has extensive experience in handling claims for exposure to asbestos and silica containing products and as well as other occupational exposures. Ms. Diaz-Yaeger is AV rated and was recently selected for the inaugural edition of the Martindale-Hubbell® Bar Register of Preeminent Women Lawyers™ - exclusively created for women attorneys who have received the highest possible rating in both legal ability and ethical standards from their peers. She is also participating in the ACC/HNBA Executive Leadership Program. Ms. Diaz-Yaeger volunteers with a number of organizations, including elementary school reading programs and various environmental groups. Additionally, she is a founding member of the Candy Girls/Life Savers of New Orleans, a non-profit group formed to help support and provide services to families in need as well as a to a local orphanage. Ms. Diaz-Yaeger is involved in monitoring legal trends and proposed laws that have a direct impact or effect on the local Hispanic community.



DANA M. DOUGLAS

Partner, Liskow & Lewis, PLC

Dana M. Douglas is a shareholder at the law firm of Liskow & Lewis, PLC. She earned a B.A. from Miami University in 1997 and a law degree from Loyola University College of Law in 2000. Ms. Douglas's areas of practice are business litigation, energy litigation, and intellectual property. She has served on the LSBA Board of Governors and as chair of the LSBA Minority Involvement Section. She has been a member of the LSBA Diversity Committee, Access to Justice Committee and Intellectual Property Law Section. Ms. Douglas was a member of the 2006-07 Leadership LSBA Class, and subsequently co-chaired the 2008-09 Leadership Class. She currently serves on



the board of directors of the New Orleans Bar Association (NOBA) and is a past chair of the NOBA Young Lawyers Section. She also has been involved with the NOBA Minorities in the Profession Committee and Intellectual Property Committee. She received the ABA Minorities in the Profession Scholarship and previously served on the ABA Public Service Committee. She was the inaugural president of the Women's Energy Network for Southeast Louisiana. Ms. Douglas serves as a commissioner on the New Orleans Civil Service Commission and was a member of the Louisiana State Law Institute. She was selected as one of the top 50 "Leaders in Law" in New Orleans.

ROBERT J. GREY, JR.

Partner, Hunton & Williams

Robert J. Grey, Jr., is a partner with Hunton & Williams LLP and serves as vice chair of the firm's Pro Bono Committee. Mr. Grey focuses his practice on administrative matters before state and federal agencies. Mr. Grey was the first African-American to be an officer in the American Bar Association, serving as Chair of the ABA House of Delegates and later as President of the ABA. He devoted his year long term as president of the ABA to creating better justice through better juries via the America Jury Initiative. The Jury Initiative was composed of the Commission on the American Jury and the American Jury Project. The Commission was dedicated to educating the public on and reinvigorating the nation's commitment to jury service. The American Jury Project modernized and consolidated varying sets of juror standards into a single model document that reflects the demands of contemporary trials. In 2010 Mr. Grey was appointed by President Obama and confirmed by the Senate to the Board of the Legal Services Corporation. In 2010 Mr. Grey was selected to be the Executive Director of the Leadership Council on Legal Diversity (LCLD). He received his B.S. in 1973 from Virginia Commonwealth University and his law degree in 1976 from Washington and Lee University, where he currently serves on its Board of Trustees.



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.



MAUREEN R. HARBOURT

Partner, Kean Miller Hawthorne D'Armond McCowan & Jarman, LLP

Maureen R. Harbourt is a partner in the Baton Rouge office of Kean Miller. She joined the firm in 1983 and has over 25 years of experience in Louisiana environmental law. Ms. Harbourt represents local, national and international industrial and commercial clients in a wide variety of substantive environmental areas. She works with the Louisiana Chemical Association and other trade associations and individual clients with regard to environmental permitting and project planning, as well as rulemaking and legislative issues. She regularly advises clients with regarding to compliance issues. Ms. Harbourt has particular experience in creating in-plant environmental training programs. She also works extensively with other members of the firm on energy and alternative energy development projects. She was a founding member of the firm's Diversity Council and regularly participates in activities to encourage diversity within the legal profession. Ms. Harbourt is listed in the 2010 edition of Louisiana Super Lawyers as one of the top 25 women attorneys in the state and one of Baton Rouge Business Report's nine most Influential Women in Business for 2010. She is also listed in Chambers USA 2011 in the specialty of environmental law. She is listed by Best Lawyers as the Baton Rouge Lawyer of the Year in Environmental Law for 2012.



DARLEEN M. JACOBS

Partner, Jacobs, Sarrat, Lovelace, Harris APLC

Darleen M. Jacobs is the managing partner of her firm. Her offices are located in New Orleans, Harvey, and Violet. Her firm specializes in personal injury, medical malpractice, maritime, Jones Act, and class action cases. She received her B.A. from LSUNO, her J.D. from Loyola College of Law, and her Master's in admiralty law from Tulane Law School. She is a member of the LTLA, New York State Trial Association, and the NYSBA. Ms. Jacobs is AV-rated and was recognized as a preeminent lawyer by Martindale-Hubbell. She is a member if the Million Dollar Advocates Forum. She received over 53 judgments in excess of \$1 million, and one judgment in excess of \$1 billion.



JUSTICE BERNETTE JOHNSON

Associate Justice, Louisiana Supreme Court

Justice Bernette Joshua Johnson was elected Associate Justice of the Louisiana Supreme Court in 1994 and was reelected without opposition in 2000. She was the first woman elected to the Civil District Court in New Orleans. Elected to the Civil District Court in 1984, she was reelected without opposition in 1990 and elected Chief Judge by her colleagues in 1994. Justice Johnson earned her B.A. from Spelman College in Atlanta. One of the first African-American women to attend the law school at Louisiana State University, she received her J.D. in 1969. During the 1960s, Justice Johnson worked as a law intern with the U.S. Justice Department, Civil Rights Division, and as a community organizer with the NAACP Legal Defense and Educational Fund in New York City. Justice Johnson organized the first Continuing Legal Education (CLE) program for the Louis A. Martinet Legal Society and was Chair of its CLE Committee. In 1996, Justice Johnson was inducted into the LSU Law Center Hall of Fame. Justice Johnson is the recipient of numerous awards, including the American Bar Association's Margaret Brent Women Lawyers of Achievement Award in 1998. She was the recipient of the first Ernest N. Morial Award given by the New Orleans Legal Assistance Corporation and the A.P. Tureaud Citizenship Award given by the Louisiana State Conference, NAACP. She was named Woman of the Year in 1994 by the LaBelle



West Chapter, American Business Women Association. Justice Johnson is also a member of the Greater St. Stephen Full Gospel Baptist Church where she serves on the Trustee Board. She is an active member of Omicron Nu Zeta Chapter, Zeta Phi Beta Sorority, Inc., and the New Orleans Chapter of Links, Inc. Justice Johnson has two adult children, a son who is an accountant and a daughter who is a lawyer.

DANATUS N. KING

Partner, Danatus N. King & Associates

Danatus N. King is a native New Orleanian. After obtaining a B.S. in pre-law/business from the University of New Orleans in 1988, Mr. King obtained his J.D., with honors, from Tulane Law School in 1990. He is the owner of the law firm, Danatus N. King & Associates. Mr. King has been very active in community service, including serving as: Scout Master for Boy Scout Troop 185; the Director of The Free Tutoring Program, Inc.; and President of the Louis Martinet Foundation. He has also served as a member of the Orleans Parish School Board for District 3. Mr. King currently serves as: a Messenger with the Church of God Almighty; host of The Messenger television program; director of the Society of Knowledge, Inc., and; president of the New Orleans branch of the NAACP. He is married with 6 children.



VAN T. LAM

General Counsel, Regal Nails, Salon & Spa

Van Lam is general counsel for Regal Nails, Salon & Spa, LLC, a Baton Rouge-based franchisor of nail salons nationwide. The franchise system has been selected as one of 2011's 50 Top Franchises for Minorities by USA Today. The majority of its franchisee base and its staff are of Vietnamese descent.



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. Ms. Legier earned her J.D., cum laude, in 1993 and earned her B.A., magna cum laude, in 1989 from Loyola University New Orleans. Before the LSBA, Ms. Legier worked in the Staff Attorney's Office of the United States Fifth Circuit Court of Appeals. She clerked for Hon. Carl E. Stewart on the U.S. Fifth Circuit Court of Appeals and Hon. Ivan L. R. Lemelle on the U.S. District Court for the Eastern District of Louisiana. She also spent several years in private practice in the area of ERISA, employment law, and commercial litigation in large international firms. Ms. Legier is a member of the Board of Directors of the Federal Bar Association (New Orleans Chapter) and the Bureau of Governmental Research; a Fellow of the Louisiana Bar Foundation; and recording secretary of the Executive Committee of the St. Thomas More Chapter -- National Inns of Court. Ms. Legier has been very active in the LSBA, serving as a former member of its Board of Governors and several other capacities. The Louisiana Supreme Court appointed her to serve as judge pro tempore in First City Court of New Orleans and appointed her to serve on the Committee on Bar Admissions as the Exam Writer for Constitutional Law. She also is a past president of the Greater New Orleans Louis A. Martinet Legal Society, Inc. Despite her more than filled schedule, Ms. Legier always has time for her husband of 20 years, Ernest P. Legier, Jr. and their three sons.



LUIS A. LEITZELAR

Partner, Jones Walker

Luis A. Leitzelar is a partner at Jones Walker, a law firm with offices across the southeastern United States, Washington, D.C. and Arizona. He is a member of the firm's Business & Commercial Litigation Practice Group, a member of the firm's Diversity Committee, and he also is a member of the Diversity Committee of the Louisiana State Bar Association and the Defense Research Institute. He is the immediate past Chair of the Minority Involvement Section of the LSBA, which sponsors minority career job fairs and mentorship programs for minority law students. He counsels clients in their day-to-day business operations and transactions and has tackled all phases of complex commercial litigation, including class actions, product liability claims and mass torts. He has advised clients on the effects of federal and state regulations, and has assisted them in permitting, compliance, and defense of enforcement matters.



CHARLES L. RICE

Chief Executive Officer (CEO), Entergy - New Orleans

Charles L. Rice became president and chief executive officer of Entergy New Orleans, Inc., a \$750 million a year electric and gas utility, in 2010. Mr. Rice is responsible for the company's financial and operational performance, customer service, regulatory and governmental relations, economic development programs, external and internal communications, charitable contributions and environmental policy. Mr. Rice joined Entergy in the legal department in 2000 serving as senior counsel in the Entergy Service, Inc. litigation group. He was recruited into New Orleans city government in 2002 as the city attorney and later took the critical role of chief administrative officer for the City of New Orleans. In 2009, Mr. Rice became director of utility strategy at Entergy. He then served as director of regulatory affairs for Entergy New Orleans. Mr. Rice graduated Howard University with a bachelor's degree in business administration and earned his J.D. from Loyola University's College of Law. After graduating from Howard University, he was commissioned as a second lieutenant in the United States Army. He is a member of the Alabama and Louisiana State Bar Associations, the American Bar Association, the National Bar Association and the Omega Psi Phi fraternity. The Mayor of New Orleans appointed Mr. Rice to serve on the NOLA Alliance board and the city's Tax Fairness Commission. New Orleans City Business magazine also recognized Rice as a member of the Power Generation in 2003 and as a "Leader in Law" in 2008.



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:

Brad J. Axelrod	Maria P. Lopez
Paul Stephen Balanon	Claire H. McDaniel
Talya J. Bergeron	David D. Meyer
Jeremy M. Bolton	Yolanda D. Montgomery
Adrejia L. Boutte	Barbara B. Ormsby
James D. Caldwell, Sr.	V. Elaine Boyle Patin
Ariel A. Campos, Sr.	Freddie Pitcher, Jr.
Hon. Lee V. Faulkner, Jr.	Chantell M. Smith
Hon. Elizabeth Erny Foote	Scott J. Spivey
Valerie Gotch Garrett	Bradley J. Tate
LaWanda B. Gibson	Hon. Max N. Tobias, Jr.
Lauren E. Godshall	Laranda M. Walker
Hon. Chauntis T. Jenkins	Jack M. Weiss III
Hon. Bernette Joshua Johnson	Ruth B. Wesley
Hon. Ellen S. Kovach	Angela White-Bazile
Wayne J. Lee	Hon. Fredericka Homberg Wicker
Kelly McNeil Legier	Sheila M. Wilkinson
Luis A. Leitzelar	

DIVERSITY CONCLAVE SUBCOMMITTEE MEMBERS:

Hon. Roland L. Belsome, Jr.	Wayne J. Lee
Adrejia L. Boutte	Luis A. Leitzelar
William C. Bradford, Jr.	Angela M. Leonard
Candace M. Breaux	Claire H. McDaniel
Lisa Brener	Todd S. Manuel
Christine Changho Bruneau	Mia S. Mitchell
Michelle T. Butler	Yolanda D. Montgomery
Ariel A. Campos, Sr.	Barbara B. Ormsby
Hon. Scott J. Crichton	Tamara D. Rahim
Hon. Elizabeth Erny Foote	Chantell M. Smith
LaWanda B. Gibson	Tiffany Thomas Smith
Lauren E. Godshall	Karelia R. Stewart
Franchesca L. Hamilton-Acker	Ranie T. Thompson
Chauntis T. Jenkins	Hon. Max N. Tobias, Jr.
Terrel T. Kent	Hon. Fredericka Homberg Wicker

Special Thanks . . .

To Our Former Diversity Committee Members

Paul M. Adkins	1 year	William B. Gordon III	1 year
Janet M. Ahern	1 year	Stephen Griffin	1 year
Hon. Mary H. Becnel	1 year	Franchesca L. Hamilton-Acker	3 years
Raul R. Bencomo	2 years	Ben R. Hanchey	1 year
Patricia Rino Bonneau	1 year	Quintillis K. Lawrence	1 year
James E. Boren	2 years	Hon. Ivan L. R. Lemelle	2 years
Kim M. Boyle	1 year	Angela M. Leonard	1 year
Lisa Brener	1 year	Kathryn V. Lorio	1 year
Brian Bromberger*	2 years	Hon. C. Wendell Manning	1 year
Danielle N. Brown	4 years	Judy Perry Martinez	3 years
Jesse C. Brown	2 years	Ben L. Mayeaux	2 years
Marcus V. Brown	1 year	Matthew D. McConnell	1 year
Gregory Brumfield, Jr.	1 year	Jennifer M. Medley	4 years
Raymond L. Cannon	1 year	Claudeidra Miguel Minor	6 years
Joseph E. Ching	4 years	Kiana M. Mitchell	2 years
Jan Peter Christiansen	1 year	John H. Musser IV	1 year
Karl Joseph Connor	2 years	Trina Steele Olidge	2 years
John J. Costonis	1 year	Tricia R. Pierre	4 years
Bruce A. Cranner	2 years	Lawrence Ponoroff	5 years
Hon. Scott J. Crichton	2 years	Timothy E. Pujol	1 year
Carlos Davila-Caballero	3 years	Michael Ray Robinson	1 year
Isidro Rene DeRojas	2 years	Michael H. Rubin	2 years
John Devlin*	1 year	Marta-Ann Schnabel	2 years
Pride Justin Doran	2 years	Hon. Carl E. Stewart	1 year
Dana M. Douglas	1 year	Karelia R. Stewart	2 years
Shalond N. Essix	2 years	Ranie T. Thompson	4 years
Val P. Exnicios	1 year	Hon. Ralph E. Tyson*	3 years
Larry Feldman, Jr.	1 year	Billie J. Watkins	1 year
Hon. W. Ross Foote	1 year	Gregory F. Williams, Sr.	1 year
Charles C. Foti, Jr.	4 years	Stephen R. Yancey	3 years
E. Phelps Gay	1 year		
James A. George	2 years		

*Deceased

Special Thanks . . .

To the Conclave Volunteers

Samantha A. Ackers	LaWanda B. Gibson	Cleveland Patterson
Jamien Arvie	Lauren E. Godshall	Yesha Pittman
Jason Benford	Gerald Hampton	Courtney M. Richardson
Kila L. Bobier	Tori Howze	Ashlei Gradney Scott
Adrejia L. Boutte	Ashley R. Jones	Sangbahn Y. Scere
Jesse C. Brown	Janette Jurado	Atoyia Scott
Christine C. Bruneau	Terrel T. Kent	Victor Scott
Gina Clark	Cherish Kenner	Chantell M. Smith
Trenika Fields	Naomi B. Kim	Jennifer Webre
Valerie Fontenot	Claire H. McDaniel	Sherrie Williams
Avia Rice Gauthier	Mia Mitchell	

Special Thanks . . .

To the Conclave Workshop Table Leaders

Brad J. Axelrod; McGlinchey Stafford PLLC
Hon. Roland L. Belsome, Jr.; Louisiana Fourth Circuit Court of Appeal
James E. Boren; Partner, The Law Offices of James E. Boren
Lisa Brener; Lugenbuhl, Wheaton, Peck, Rankin & Hubbard
Lawrence J. Centola; Martzell & Bickford
Hon. Susan M. Chehardy; Louisiana Fifth Circuit Court of Appeal
Hon. Bernadette D'Souza; Civil District Court for the Parish of Orleans
Sandra Diggs-Miller; Senior Counsel, Entergy Services, Inc.
Stevan C. Dittman; Partner, Gainsburgh, Benjamin, David, Meunier & Warshauer
Mary L. Dumestre; Partner, Stone Pigman Walther Wittmann, LLC
Hon. Jules D. Edwards III; Louisiana Fifteenth Judicial District Court
Larry Feldman, Jr.; Partner, McGlinchey Stafford PLLC
Timothy B. Francis; Of Counsel, Sher Garner Cahill Richter Klein & Hilbert, LLC
Hon. Jude G. Gravois; Louisiana Fifth Circuit Court of Appeal
Francesca L. Hamilton-Acker; Managing Attorney CINC Law Unit Leader, Acadiana Legal Service Corporation
Hon. Ivan L.R. Lemelle; United States District Court for the Eastern District of Louisiana
Hon. James B. Letten; United States Attorney, Eastern District of Louisiana
Hon. Juana Marine-Lombard; Magistrate Commissioner, Criminal District Court for the Parish of Orleans
Maria P. Lopez; Dean, Loyola University New Orleans College of Law
Todd S. Manuel; Partner, Taylor, Porter, Brooks & Phillips, LLP
Charles B. Plattsmier; Chief Disciplinary Counsel, Office of Disciplinary Counsel
Jade A. Brown-Russell; Caesars Entertainment Corp. (Harrah's New Orleans)
Marta-Ann Schnabel; O'Bryon & Schnabel, PLC
Sandra A. Vujnovich; Executive Counsel, Louisiana Supreme Court
Sharonda R. Williams; Chief of Litigation, City of New Orleans
Rachel Wendt Wisdom; Partner, Stone Pigman Walther Wittmann, LLC

Special Thanks To Our 2012 Conclave Sponsors

Platinum Sponsors

Kean Miller Hawthorne D'Armond McCowan & Jarman, LLP

Gold Level Sponsors

Adams and Reese LLP

Barrasso Usdin Kupperman Freeman Sarver LLC

Entergy Services, Inc.

New Orleans Chapter of the Federal Bar Association

Irwin Fritchie Urquhart & Moore, L.L.C.

Jones, Walker, Waechter, Poitevent, Carrère & Denègre, L.L.P.

King, Krebs & Jurgens, PLLC

Liskow & Lewis, LLC

McCranie, Sistrunk, Anzelmo, Hardy, McDaniel & Welch, LLC

Montgomery Barnett, LLP

Porteous, Hainkel & Johnson, LLP

Silver Level Sponsors

Blue Williams, LLP

Galloway, Johnson, Tompkins, Burr & Smith, APLC

Gordon, Arata, McCollam, Duplantis & Eagan, LLC

James Carter & Associates, LLC

LSBA Civil Law & Litigation Section

Phelps Dunbar, L.L.P.

Bronze Level Sponsors

Courington, Kiefer & Sommers, LLC

Curry & Friend, PLC

Forman Perry Watkins Krutz & Tardy, LLP

Fowler Rodriguez Valdes-Fauli

Hammonds & Sills

Laborde and Neuner

LSBA Alternative Dispute Resolution Section

Proskauer Rose LLP

Stone, Pigman, Walther & Wittmann, LLC

Whitehead Law Firm

Lunch Co-Sponsor

LSBA Young Lawyers Division

Coffee Service Sponsor

The Association of Corporate Counsel, Louisiana Chapter

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC



DIVERSITY REPORT CARD 2011-12

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 3 of the LSBA strategic plan is as follows: “The LSBA provides the foundation for a supportive and collegial community of legal professionals.”

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 during the past year.

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: *Continuing the Conversation*, March 13, 2009
- Third Annual Conclave: *The Professional Workplace: Diagnosing the Issues and Finding the Cure*, March 5, 2010
- Fourth Annual Conclave: *The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere*, March 18, 2011
- Fifth Annual Conclave: *The Professional Workplace: Conquering the Myths and Creating a Competitive Advantage*, March 2, 2012

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
- Over 237 law firm, law department, court, bar association, and individual signatories

Diversity Award

- The Louisiana State Bar Association Human Rights Award recognizes outstanding efforts in promoting diversity within the legal profession
- First award was presented posthumously in June 2011 to Brace Godfrey, Jr.
- The next recipient will be recognized in June 2012
- Obtained a perpetual award plaque to display at the Louisiana Bar Center

Diversity Communications and Resources

- Published "Focus on Diversity" Newsletters within the LSBA *Bar Briefs*, September 2011, November 2011, and January 2012
- Produced a "Generational Differences" bookmark
- Coordinated training to equip attorneys to facilitate diversity and inclusion discussions and presentations throughout the state on May 8, 2012

Diversity Outreach to Diverse Specialty Bar Associations and Groups

- Co-sponsored and supported events of diverse specialty bar associations
- Assisted in the 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 23rd Annual Minority Job Fair at Tulane University Law Center on September 24, 2011
- Worked with the Minority Involvement Section to host its 4th Annual Minority Internship Fair, which will occur virtually in March of 2012

Diversity Outreach to Law Students

- Provided exam writing workshop for students
- Coordinated speakers for Law Day and diversity programs

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

- Coordinating the 2nd annual Suit Up For the Future: High School Legal Internship Program, June 11-29, 2012
- Assisted the Young Leadership Council with identifying attorney volunteers for its Power Ties program for middle school children

Annual Conclave on Diversity in the Legal Profession

For the last four years, the LSBA has co-hosted an ABA award-winning Conclave on Diversity in the Legal Profession. The Conclave is co-sponsored with the Louisiana Supreme Court and several local and specialty bar associations. The first conclave, "Breaking Barriers, Building Bridges, Making Cents" on March 7, 2008, began a discussion among attorneys and judges regarding racial, ethnic, gender, and generational diversity. Held March 13, 2009, the second annual Conclave, "Continuing the Conversation," continued the diversity and inclusion discussion. The second conclave did not simply replicate information from 2008; presenters introduced interactive exercises to enhance the discussion. The third conclave on March 5, 2010, which focused on "The Professional Workplace: Diagnosing the Issues and Finding the Cure," engaged the 170 participants in a three-hour interactive workshop that presented tools for handling culturally challenging situations. The fourth annual conclave on March 18, 2011, which was titled "The Professional Workplace: Implementing Solutions and Cultivating An Inclusive Atmosphere," built further on the discussion and provided for the nearly 200 attendees, even more communication tools and practice strategies to advance diversity and inclusion within the profession. The Committee also added two small breakout sessions held the day before the Conclave in order to provide training to those who were interested in conducting future diversity and inclusion presentations as well as to provide cross cultural techniques to solo and small firm practitioners in a setting not possible in a large group.

Disabilities Summit

The LSBA's Committee on Diversity and the Committee for Legal Services for Persons with Disabilities, in partnership with United States Attorney James B. "Jim" Letten, hosted for nearly 60 attorneys and judges a Disability Summit on October 20, 2011. The Summit was titled, "The Dawn of An Enabled Era: Unraveling the Myths of Attorneys with Disabilities." The event, which occurred at the federal building in New Orleans, addressed challenges and solutions for attorneys with disabilities. An article about the Summit will appear in a future edition of the *Bar Journal*. The next Summit is scheduled for October 11, 2012, in Baton Rouge.

Diversity Workshops

Presentations with Local and Specialty Bar Programs

To provide diversity and inclusion education and awareness throughout the state, the Committee has solicited and created presentation opportunities through several local and specialty bar associations as well as the LSBA Continuing Legal Education Committee. The Committee arranged for a presenter to facilitate one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations as well as the LSBA CLE Committee:

- Baton Rouge Bar Association (December 9, 2011; 150 attendees);
- Fred Fudicker Inns of Court, Monroe (November 14, 2011; 35 attendees);
- Lafourche Parish Bar Association (December 14, 2011; 30 attendees);
- New Orleans Bar Association (November 2, 2011; 25 attendees);
- Terrebonne Parish Bar Association (November 4, 2011; 85 attendees).
- Federal Practice and Procedure's "Practical Tips for Handling your First (and Next) Federal Civil Case" (October 14, 2011; 37 attendees); and
- Ethics and Professionalism's "Watch Your Ps and Qs" CLE (December 2, 2011; 208 attendees).
- LSBA Solo and Small Firm Conference (February 23-24, 2012; over 300 attendees).

Additionally, the Committee provided PowerPoint material for a presentation to the Twenty-Third Judicial District Bar Association in Lafayette (December 9, 2011; 20 attendees) and provided scenarios for a diversity and inclusion panel discussion sponsored by the Acadiana Inns of Court in Lafayette (January 19, 2012). The Committee also partnered with the Alexandria Bar Association and Louis A. Martinet Legal Society of Central Louisiana to host a free, half-day diversity and inclusion workshop in connection with its court renaming on October 21, 2011. Approximately 30 attorneys and judges attended the CLE at the Alexandria Museum of Art.

LSBA Midyear Meeting

The Committee hosted a free diversity and inclusion workshop during the LSBA midyear meeting on January 19, 2012, at the New Orleans Marriott at the Convention Center. Ms. Shawn Judge (of the Speaker's Edge) and Steven Marchese (of Authentic Strategies) presented for approximately 70 people an interactive workshop titled, "Professionalism and Communication: How to Have Difficult Conversations," which focused on communicating across differences.

LSBA Institute of Inclusion Lunch and Learns

The Committee initiated an LSBA Institute of Inclusion Lunch and Learn series. The first lunch and learn was *Toxic Talk "Between the Ages"* on December 16, 2011, at the Louisiana Bar Center in New Orleans. The 1.5 CLE hour presentation, which featured Adrejia L. Boutté and Claire H. McDaniel, explored the conflicts and issues that result from toxic talk arising from multigenerational differences and misperceptions, and provided tools and solutions to eliminate or diffuse toxic talk in the workplace. Future lunch and learns are being planned at the Bar Center as well as in other parts of the state. To view pictures from the event, please go to www.lsba.org/diversity.

Diversity Survey

The Committee disseminated a brief informal diversity survey in October 2011. The Committee is evaluating changes needed to improve the survey and investigating the optimal time for disseminating the survey again.

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. To date, approximately 237 law offices and courts across the state have executed the Statement. That figure reflects 104 law firms/offices; 22 courts; 2 bar associations, 88 individual judges; 19 individual attorneys; and 2 corporate counsel. The entire list of signatories is available at <http://www.lsba.org/diversity/DiversityPrinciples.asp>. The Committee will recognize those executing the Statement in a future *Bar Journal*.

Diversity Award

The Committee developed the criteria for a diversity award, the Louisiana State Bar Association Human Rights Award, which the LSBA Board of Governors approved on January 22, 2010. The award recognizes 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. Brace Bennett Godfrey, Jr. was the 2011 recipient. The posthumous award presentation occurred during the LSBA Annual Meeting in Las Vegas. The next recipient will be honored during the LSBA Annual Meeting in June 2012 in Destin, Florida. Additionally, the Committee arranged for the development of a perpetual award plaque to display all Human Rights Award recipients at the Louisiana Bar Center.

Diversity Communications & Resources

The Committee's diversity newsletter, titled "Focus on Diversity," appeared as an insert within the September 2011, November 2011, and January 2012 *Bar Briefs*. The Committee also developed a generational differences bookmark and is developing a disabilities bookmark for its diversity/inclusion bookmark series. 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 issues and events. The Committee is hosting a workshop on May 8, 2012, to equip a core group of members with the tools needed to facilitate diversity and inclusion discussions and trainings upon request from law offices and courts.

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 with its monthly meetings; provided planning information to the Greater New Orleans Louis A. Martinet Legal Society, Inc. regarding its CLEs; and coordinated statewide receptions, meetings, and activities for the organization of National Bar Association affiliate chapters across the state. The Committee has begun discussions to co-sponsor, with the Baton Rouge Chapter of the Association for Women Attorneys, a "Superwomen" CLE focused on topics affecting female attorneys on November 16, 2012, in Baton Rouge. The Committee also has promoted the events of diverse specialty bars on the LSBA website, the *Bar Today* electronic newsletter, and blast emails. To view pictures from some of the events, please visit www.lsba.org/diversity.

Formation of New Diverse Specialty Bars

The Committee has offered assistance to the attorneys attempting to re-activate the Louis A. Martinet Legal Society in Lake Charles.

Minority Involvement Section Job Fair and Internship Fair

The Committee worked extensively with the LSBA Minority Involvement Section in its effort to host its Twenty-Third Annual Minority Job Fair, which occurred on September 24, 2011, at Tulane University Law School's John Giffen Weinmann Hall in New Orleans. The free Minority Job Fair offered about 56 representatives (28 interviewing and information table employers) the opportunity to meet approximately 75 students and recent graduates with diverse backgrounds. Several employers also received resume books in order to contact students directly when positions open within their organizations. During the networking lunch that immediately followed the Fair, participants received welcoming remarks from Dean David Meyer (Tulane University Law School) and Mark A. Cunningham (LSBA Treasurer). Additionally, the Minority Involvement Section recognized the generous sponsors of the Fair, awarded three book scholarships to law students, and presented several door prizes that included a smart pen donated by Lexis-Nexis. The Committee is working with the Minority Involvement Section to host its 4th Annual Minority Internship Fair, which will occur virtually (rather than in person) in March of 2012. 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 and mentoring from seasoned lawyers and/or judges through free or modestly-paid summer internships. To view pictures from the job fair, see the sponsors, or register to receive resumes from the virtual internship fair, please visit www.lsba.org/diversity.

Diversity Outreach to Law Students

The Committee provided an exam writing workshop for law students in New Orleans on October 8, 2011. It also is coordinating speakers for a program on March 12, 2012, at the Southern University Law Center and for Diversity Day at the Louisiana State University Paul M. Hebert Law School. These programs are in the early planning stage.

Outreach to Children to Strengthen the Diversity Pipeline to the Legal Profession *Student Ambassador Outreach Database*

The Committee is implementing a strategic outreach effort to increase the membership of a database of attorney and judge volunteers who are interested in participating in outreach efforts to middle school, high school, and college students and in school outreach projects sponsored by the LSBA Young Lawyers Section, the Louisiana Center for Law and Civic Education, the Young Leadership Council, and various individual schools. The Committee is also in discussion with Karen Chatman Edutainment, Inc. to use Ms. Chatman's "History Unplugged" pieces that may be appropriate for a Law Day program for middle and high school students. "History Unplugged" is a genre of educational resources, created by Ms. Chatman, in which history and civic information is converted to hip hop music videos in order to make education more interesting and interactive.

High School Legal Internship Program

The Committee launched its first, formal summer high school legal internship program, Suit Up For the Future: High School Legal Internship Program, from June 20, 2011 to July 25, 2011. The program, designed for high school juniors and seniors interested in the legal profession, involved one week of lecture at the Bar Center and four weeks of law-related field trips as well as shadowing at participating law firms. The Committee successfully obtained a grant from the Law School Admission Council to underwrite most of the expenses. The program will be implemented in 2012 from June 11 - 29, 2012.

Mark your calendars for these great upcoming events!

TRAIN THE LSBA DIVERSITY FACILITATOR WORKSHOP

Louisiana Bar Center, New Orleans

May 8, 2012

DISABILITY SUMMIT

Baton Rouge

October 11, 2012

SUPERWOMEN CLE

Baton Rouge

November 16, 2012

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*



Louisiana State Bar Association

601 St. Charles Avenue, New Orleans, LA 70130-3404

504.566.1600 • 800.421.5722 • Fax: 504.566.0930

www.LSBA.org/diversity