

# Focus on Diversity

For more information on items in this special section, contact Louisiana State Bar Association Director of Member Outreach and Diversity Kelly McNeil Legier, (504)619-0129, (800)421-5722, ext. 129, or email [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org).

## “Suit Up for the Future” Program selected for National ABA Award

The “Suit Up for the Future” High School Summer Legal Institute and Internship Program, a joint project of the Louisiana State Bar Association (LSBA) and the Just the Beginning Foundation, has been selected as one of the 2013 recipients of the American Bar Association’s Partnership Award. The award will be presented Aug. 9 by the ABA’s Standing Committee on Bar Activities and Services.

The Suit Up Program was recognized for being “an excellent pipeline initiative, well-developed and well-executed, providing an amazing experience for the student participants.” This year’s three-week program for 28 high school juniors and seniors and three recent high school graduates ended on June 28.

## LSBA Human Rights Award deadline is Jan. 31, 2014

The deadline for nominations for the 2014 Louisiana State Bar Association (LSBA) Human Rights Award is Jan. 31, 2014. The award recognizes outstanding efforts made by a bar association, a law firm or law department, an individual attorney or judge, a court or a community organization or individual in promoting diversity in the legal profession, in particular, to recognize efforts ensuring the full and equal opportunity of all persons for entry and advancement in Louisiana’s legal profession. One individual and one organization diversity award will be presented during the LSBA’s Annual Meeting.

For more information on the award and submission procedures, go to: [www.lsba.org/diversity/diversityevents.asp](http://www.lsba.org/diversity/diversityevents.asp). Or email LSBA Member Outreach and Diversity Director Kelly McNeil Legier, [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org).



2013 Suit Up for the Future High School Summer Legal Institute and Internship participants visit the Louisiana Supreme Court.

## Minority Involvement Section Unveils Re-designed Job Fair Event

The Minority Involvement Section of the Louisiana State Bar Association is making plans to host its annual event for legal employers across the state to connect with diverse law students. For the last 25 years, the MIS has celebrated and supported the value of diversity in hiring by hosting its annual Job Fair and encouraging employers to consider diversity in its hiring decisions.

The MIS is celebrating the 25th event by renewing its purpose and making it more meaningful for today’s employer and law student within today’s economic reality. The Section is re-developing the Job Fair to increase the focus on the professional development of the students, rather

than job placement. The Section invites attorneys and judges to consider participating in the “Professional Development Symposium: Preparing Practice-Ready Attorneys” by assisting with mock interviews, serving as speakers, or participants in the speed networking activity. Participating employers will gain free admission in the networking breakfast and will receive a link to resume books containing resumes of all participating law students.

The event is scheduled to occur on Saturday, September 14, 2013, at Loyola University New Orleans College of Law. For more information, contact Kelly McNeil Legier (504-619-0129; [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org)). To register, call 504-619-0115.

## The LSBA is Developing Diversity/Inclusion Presenters to Present Workshops and Facilitate Discussions Statewide

Our profession needs venues to safely discuss topics that may be sensitive or even not-politically-correct so that we learn and grow as a profession and increase our ability to interact with each other appropriately and professionally, regardless of race, ethnicity, religion, age, generation, lifestyle, or geography.

Accordingly, the LSBA is building its diversity/inclusion resources by equipping attorneys and judges with the skills needed to present diversity/inclusion workshops and to facilitate these much-needed discussions throughout the state. The LSBA successfully trained 16 presenters at its Train the LSBA Diversity Facilitator on May 8, 2012, at the Louisiana Bar Center.

These trained facilitators may be available to present to your members; within your firms and offices; and for CLE programs you are planning this year and next. The diversity/inclusion presentations and workshops either qualify as professionalism or ethics (depending upon the content). Please contact Kelly McNeil Legier (504-619-0129; [Kelly.Legier@lsba.org](mailto:Kelly.Legier@lsba.org)) to obtain more information or to schedule a presenter to provide the professionalism session for your program.

### SAVE THE DATES!

Check the LSBA's Diversity webpage for more information on the following events:

- ▶ **Disabilities Summit**  
New Orleans • Oct. 24, 2013
- ▶ **2014 Diversity Conclave**  
New Orleans • March 21, 2014  
Seventh annual Conclave on Diversity in the Legal Profession, Hilton New Orleans Riverside Hotel, 2 Poydras St., New Orleans

**Check future print and online LSBA publications for more information!**

# in the SPOTLIGHT

## McGlinchey Stafford, P.L.L.C

**M**cGlinchey Stafford, P.L.L.C., embraces diversity at all levels and promotes diversity both within its firm and its community. The firm believes that providing better quality legal service to clients means the composition of its law firm should reflect the composition of the clients and customers. Recruiting, retaining and promoting diverse talent are the pillars of success in diversity at McGlinchey Stafford. This is why the firm is dedicated to developing and maintaining a diverse, culturally rich workplace with both inclusion and respect.

The firm's diversity efforts are promoted through national participation and membership in the Leadership Council on Legal Diversity (LCLD), an organization founded in 2008 and consisting of 215 in-house counsel and managing partners of law firms and corporations dedicated to creating a diverse legal profession. Among other diversity initiatives, the firm participates in the LCLD Fellows Program and the 1L LCLD Scholars Diversity Program.

In 2011, the LCLD launched its Fellows Program to provide training and mentoring for lawyers whose employers believe will become leaders in their respective law firms. The one-year, highly structured program identifies high-potential attorneys from diverse backgrounds and places them in networks of attorneys and business leaders for lessons on how to lead functions in law firm organizations. Among other activities, Fellows participate in the annual LCLD Retreat, as well as in virtual training management, in-person conferences, business development training and peer-group projects. They also receive formal and informal mentoring from senior attorneys in LCLD's leadership.

The firm has sponsored Lauren Campisi, a consumer finance attorney in its New Orleans office, and Andy Cao, a partner in its Houston office, as Fellows. In 2013, Louisiana native Kyle Ferachi was the firm's third LCLD Fellow.

McGlinchey Stafford created a 1L Diversity Fellowship in 2008 as a talent pipeline scholarship program for first-year law students

of diverse backgrounds. In 2012, the firm adopted the LCLD's 1L Scholars Program, designed to encourage minorities and women to enter law and increase their likelihood of success in law school and beyond.

The Scholars program gives a diverse 1L student an opportunity to work with McGlinchey Stafford attorneys during a six-week paid summer associate position following the recipient's first year of law school. LCLD Scholars are afforded other opportunities, including participation in the national LCLD Scholars Retreat, assignment of a formal attorney mentor, and a \$5,000 scholarship. In 2012 and 2013, the firm chose 1Ls from Louisiana State University Paul M. Hebert Law Center.

The McGlinchey Stafford Diversity Committee, comprised of 15 partners and associates from offices across the firm and chaired by Mindy Brickman, develops and maintains innovative in-house initiatives and programs that advance diversity.

McGlinchey Stafford has been proud to co-host the Lionel R. Collins Dinner for more than 20 years in honor of one of Louisiana's first and esteemed African-American judges. The annual dinner, in conjunction with the National Bar Association annual meeting, brings together current and past African-American jurists to hear speakers address topics such as equal opportunity, civil rights and emerging social trends.

The firm also embraces diversity and inclusion through its Women's Initiative. The Initiative, designed to promote female attorneys' professional development and advancement, hosts networking and charity events and publishes a quarterly internal newsletter edited by associate Sarah McMillan.

While McGlinchey Stafford remains proud of its efforts to advance diversity initiatives, the firm is always seeking new opportunities to advance diversity in the workplace.

"We look forward to the challenges that lie ahead and remain dedicated to building a more diverse, inclusive environment for both our communities and for the legal profession at large," said Mindy Brickman, chair of the Diversity Committee at McGlinchey Stafford.

*The "In the Spotlight" section highlights diversity achievements and ground-breaking diversity accomplishments, primarily of signatories of the LSBA's Statement of Diversity Principles. If you have recommendations for attorneys, judges or legal organizations that should be considered for future articles, call or email Kelly McNeil Legier: (504)619-0129, [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org).*