

## Diversity Outreach to Diverse Specialty Bar Associations and Groups

### Co-Sponsored and Supported Events

The Committee has provided administrative assistance to diverse specialty bar associations regarding their 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 several local and specialty bars, 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, within the *Bar Today* electronic newsletter, and in blast emails.

### 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 other employers also received resume books in order to contact students directly when positions open within their organizations. Additionally, the Committee worked with the Minority Involvement Section to host its 4th Annual Minority Internship Fair, which occurred virtually in March of 2012, 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. Resumes of approximately 60 students were disseminated to judges, government agencies, public interest groups, and public defenders across the state. The next fair is August 18, 2012, at LSU.

### Diversity Outreach to Law Students

The Committee provided an exam writing workshop for law students in New Orleans on October 8, 2011. It also coordinated speakers for a Law Day program on March 12, 2012, at the Southern University Law Center in Baton Rouge.

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

The Committee implemented its formal summer high school legal internship program, Suit Up For the Future: High School Legal Institute and Internship Program for the second time for 14 students from June 11 - June 29, 2012. The program, designed for high school juniors and seniors interested in the legal profession, involved one week of lecture at the Bar Center and two weeks of law-related field trips as well as shadowing at participating law firms. The Committee also assisted its education partners -- the Louisiana Center for Law and Civic Education and Young Leadership Council -- in identifying attorney and judge volunteers for their programs.

#### Mark your calendar for these upcoming events

Disabilities Summit, October 11, 2012, Crowne Plaza Hotel, Baton Rouge

Superwomen CLE, November 16, 2012, Hilton Baton Rouge

Diversity Conclave, March 1, 2013, Renaissance Hotel, Baton Rouge

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## 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 Conclave on Diversity in the Legal Profession and Diversity/Inclusion Workshops

- Fifth Annual Conclave: *The Professional Workplace: Conquering the Myths and Creating a Competitive Advantage*, March 2, 2012

### Statement of Diversity Principles

- Over 252 law firm, law department, court, bar association, and individual signatories

### Diversity Award

- Presented first award posthumously in June 2011, to Brace Godfrey, Jr.
- Recognized Kean Miller Hawthorne D'Armond McCowan & Jarman, LLP 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* throughout 2011-12
- Produced a "Generational Differences" bookmark
- Coordinated training May 8, 2012, to equip attorneys to facilitate diversity/inclusion discussions and presentations throughout the state

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

- Co-sponsored and supported events 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 virtually in March of 2012

### Diversity Outreach to Law Students

- Provided exam writing workshop for students
- Coordinated speakers for Law Day program

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

- Coordinated the 2<sup>nd</sup> 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 with the Louisiana Supreme Court and several local and specialty bar associations. The first conclave in 2008 began a discussion among attorneys and judges regarding racial, ethnic, gender, and generational diversity. This year's Conclave experienced record attendance of 275 people on March 2, 2012, at the New Orleans Marriott on Canal Street. The theme was "The Professional Workplace: Conquering the Myths and Creating a Competitive Advantage." The Conclave included a three-hour interactive workshop (facilitated by Hon. Wendell Griffen and Manny Brandt), breakout sessions, and panel discussions. Highly credentialed speakers provoked discussions regarding the impact of cultural incompetence and the absence of inclusion on our profession and the administration of justice. Our very own Louisiana Lieutenant Governor, Jay Dardenne, wowed the audience with his musically infused keynote address during lunch. Attendees received up to 7.83 CLE hours, including ethics and professionalism.

### 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 "Jim" Letten, hosted for nearly 60 attorneys and judges a Disabilities Summit on October 20, 2011. The Summit was titled, "The Dawn of An Enabled Era: Unraveling the Myths of Attorneys with Disabilities." The event addressed challenges and solutions for attorneys with disabilities. 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 through the LSBA Continuing Legal Education Committee and LSBA Sections. The Committee arranged for a presenter to facilitate diversity/inclusion discussions within established CLEs and workshops:

- LSBA Federal Practice and Procedure's "Practical Tips for Handling your First (and Next) Federal Civil Case" (October 14, 2011; 37 attendees);
- Alexandria Bar Association Court Renaming CLE (October 21, 2011; 30 attendees)
- New Orleans Bar Association (November 2, 2011; 25 attendees);
- Terrebonne Parish Bar Association (November 4, 2011; 85 attendees);
- Fred Fudicker Inns of Court, Monroe (November 14, 2011; 35 attendees);
- LSBA Ethics and Professionalism's "Watch Your Ps and Qs" CLE (December 2, 2011; 208 attendees);
- Baton Rouge Bar Association (December 9, 2011; 150 attendees);
- Lafourche Parish Bar Association (December 14, 2011; 30 attendees);
- LSBA Solo/Small Firm Conference (February 24, 2012; 323 attendees);
- Southwest Louisiana Bar Association Bench Bar Conference (March 16, 2012; 80 attendees);
- Disciplinary Counsel's Monthly Meeting (March 30, 2012; 15 attendees);
- Alexandria Bar Association Bench Bar Conference (May 11, 2012; 30 attendees);
- Florida Parishes Inns of Court, Hammond (May 16, 2012; 35 attendees);
- LSBA Criminal Law Section CLE (May 16, 2012; 50 attendees); and
- Alexandria Bar Association Law Day Program (June 29, 2012).

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 Inn of Court in Lafayette (January 19, 2012).

### LSBA Midyear Meeting

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

### LSBA Institute of Inclusion Roundtable Discussions

The Committee initiated an LSBA Institute of Inclusion learning series. The first roundtable discussion 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. During the second roundtable discussed on May 18, 2012, Lacrechia G. Cade facilitated a "Diversity and Inclusion = \$\$\$" discussion, totaling 1.5 CLE hours, for approximately 25 people to enlighten them on the financial impact of the absence of diversity and/or exclusion. Future discussions are being planned at the Bar Center as well as in other parts of the state.

### 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 252 law offices and courts across the state have executed the Statement. That figure reflects 106 law firms/offices; 22 courts; 96 individual judges; 23 individual attorneys; 2 corporate counsel and 3 bar associations. The entire list of signatories is available at <http://www.lsba.org/diversity/DiversityPrinciples.asp>.

### 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 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, Kean Miller Hawthorne D'Armond McCowan & Jarman, LLP, was honored during the LSBA Annual Meeting in June 2012, in Destin, Florida. Additionally, the Committee arranged for 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 2011-12 *Bar Briefs*. The Committee also developed a generational differences bookmark and is developing a disabilities bookmark for its diversity/inclusion bookmark series. The Committee hosted 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 as well as local and specialty bars throughout the state.