

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE MEETING

MINUTES

11:00 a.m. • March 20, 2012
Louisiana Bar Center, New Orleans

Participants

Brad J. Axelrod (phone)	Kelly McNeil Legier
Paul S.T. Balanon	Luis A. Leitzelar (phone)
Talya Jackson Bergeron (phone)	Dean David Meyer (Tulane)
Nichole M. Cox (Leadership LSBA, phone)	Yolanda D. Montgomery (phone)
Lauren E. Godshall (phone)	Chantell M. Smith (phone)
Chauntis T. Jenkins	Hon. Max N. Tobias

The meeting was called to order at 11:07 a.m., with Co-chair Judge Tobias presiding over the meeting. Co-Chair Chauntis Jenkins was present.

I. HOUSEKEEPING

A. Minutes. Chauntis Jenkins moved and Paul Balanon seconded to adopt the minutes of the January 17th meeting. The motion passed without objection.

B. Remaining Meeting for the 2011-2012 Year. Judge Tobias reminded the Committee that the date of the last meeting will be May 1st.

II. OLD BUSINESS

Diversity Networking Reception. Judge Tobias reported on the reception that the Committee hosted for about 30 attorneys and judges during LSBA Midyear meeting on January 19, 2012, from 5:30 p.m. to 6:45 p.m. at the New Orleans Marriott by the convention center. The following specialty bar associations co-hosted the reception: Association for Women Attorneys, New Orleans Chapter; Greater Baton Rouge Louis A. Martinet Legal Society, Inc.; Greater New Orleans Louis A. Martinet Legal Society, Inc.; Hispanic Lawyers Association of Louisiana; Louis A. Martinet Legal Society, Inc. -- Alexandria Chapter; Louisiana Asian Pacific American Bar Association (LAPABA); Louisiana Association of Black Women Attorneys (LABWA) and the Vietnamese American Bar Association of Louisiana. The following entities sponsored the event at the following levels:

Champion Sponsor

Hammerman & Gainer, Inc.

Partner Sponsor

ADR Inc.

LSBA Civil Law and

Litigation Section

Friend Sponsor

Alliance Overnight Document
Service L.L.C.

III. DIVERSITY SUBCOMMITTEE REPORTS

A. **Conclave.** Ms. Yolanda Montgomery reported for the subcommittee regarding the status of the Fifth Annual Conclave on Diversity on the Legal profession, which occurred March 2, 2012, at the New Orleans Marriott (on Canal Street). The Conclave had record attendance of 275 people. The subcommittee believes that Lt. Governor Jay Dardenne was a huge draw and will carefully select the 2013 lunch speaker to generate similar interest. Committee members congratulated the subcommittee and added verbal feedback received: keep the ethics hour and change the workshop presenter. The group discussed the suggestion to shorten the program and the consensus was to keep the length the same. It was suggested to intentionally include plaintiff attorneys in the program. Kelly Legier reported on the sponsors, the impact of the table leaders, and the impact survey disseminated before the Conclave. The Conclave had record sponsorship: 2012 – 32 sponsors; 2011 – 28 sponsors; 2010 – 17 sponsors). All sponsors were recognized during lunch and were given a trophy, plaque, or certificate. In addition to the sponsors, the former Diversity Committee Chairs and former Diversity Committee members in attendance were recognized and received either a plaque or certificate. We re-incorporated the use of table leaders during the Conclave workshop. The list of leaders included several judges, managing partners, in house counsel from two large companies in the area, executive counsel to the LA Supreme Court, the sheriff of New Orleans, the Loyola law school dean, and the United States Attorney of the Eastern District of Louisiana. The group discussed the benefit and impact of having this group of leaders at the Conclave and participating in the workshop. Ms. Legier also discussed the results of a survey disseminated before the Conclave asking for feedback regarding changes that people/organizations have made after attending past conclaves. The survey indicated that most people made no changes after attending. Ms. Legier will send the survey again to the 2012 conclave attendees to see if different responses will be recorded.

Diversity Workshops and Alternatives to Mini Conclaves. Ms. Legier reported on the CLEs and workshops designed to substitute the mini conclaves.

1. Since the last meeting, the Committee arranged for a presenter to facilitate one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations:
 - LSBA Solo and Small Firm Conference, Anthony Butler presented Cross Cultural Marketing (2/24/2012, over 323 attendees); and
 - Southwest Louisiana Bar Association Bench Bar conference (3/16/2012, 60 attendees)Ms Legier will conduct a presentation to Chuck Plattsmier's office on March 30, 2012. Email invitations will be sent to LSBA CLE Committee Chairs 2012-13 and local and specialty bar officers regarding including diversity/inclusion presentations in 2012-13 already-existing programs and proposing half-day diversity/inclusion workshops.
2. LSBA Midyear Meeting Diversity CLE. The Diversity Committee hosted a free diversity workshop during the LSBA midyear meeting on January 19, 2012, at the New Orleans Marriott by the Convention Center. Ms. Shawn Judge (of the Speaker's Edge) and her partner, Steven Marchese (of Authentic

Strategies), presented for about 70 people an interactive workshop, titled "Professionalism and Communication: How to Have Difficult Conversations," which focused on communicating across differences.

3. LSBA Institute of Inclusion Roundtable Discussions. Future roundtable discussions are being planned for May and August. Lacrechia Cade will present one on May 18, 2012. Others will be scheduled.

B. Disability Summit. Judge Tobias reported on the Disabilities Summit, which is scheduled for October 11, 2012, in Baton Rouge at the Crowne Plaza Hotel. The first planning meeting is scheduled for April 17, 2012. People interested in serving on the planning committee should notify Kelly Legier, Judge Tobias, or Jeremy Bolton.

C. Awards. Paul Balanon reported for the subcommittee. The subcommittee recommended Kean Miller to receive the Human Rights Award for 2012. Dean Meyer moved and Luis Leitzelar seconded to accept the recommendation. The motion passed without objection. Mr. Balanon discussed another incentive proposed by the subcommittee to honor to local and specialty bar associations. He moved and Dean Meyer seconded to offer a new recognition to local and specialty bar associations that continued diversity efforts in their areas after the mini conclaves were suspended. The motion passed without objection.

D. Diversity Communications. Ms. Legier reported on the subcommittee's efforts.

1. Brochures/Bookmarks: The subcommittee is developing disabilities bookmarks. A working draft was disseminated to the Committee.
2. Newsletter: The March newsletter was disseminated within the *Bar Briefs*.
3. Diversity Facilitator Training. Ms. Legier reported on the training scheduled May 8, 2012, at the Bar Center. The CLE application has been approved for 7.08 CLE hours. The group discussed registration waivers to provide incentives for participants. Ms. Jenkins moved and Mr. Balanon seconded (1) to set the registration fee for attendees at \$100, with a potential refund incentive of \$25 per diversity/inclusion presentation conducted for the LSBA (with a maximum refund being \$50) and (2) to waive the registration fee for people invited by the LSBA to take the training, with the caveat that they will be charged a \$25 no-show fee if they fail to timely cancel. The motion passed without objection.
4. Diversity Videos. The diversity video contest was abandoned because no student submissions were received. The subcommittee is arranging for a professionally created video. A videographer will come to the Bar Center on May 1st to video short testimonials and interviews for incorporation into a diversity video that can be shown before some LSBA event and included on the LSBA website. Ms. Jenkins, Judge Tobias, Brad Axelrod, and Lauren Godshall will assist with talking points. The thought was to make sure that all areas of diversity are reflected in the video clips.

E. Diversity Commitment Statement. Ms. Legier reported for the subcommittee.

1. Report on signatories. Ms. Legier gave the report. Volunteers actively solicited new signatories during the Conclave. We received a few signatories at the Conclave and shortly after. We now have approximately 243 signatories across the state. That figure reflects 110 law firms/offices; 22 courts; 88 individual judges; 19 individual attorneys; 2 corporate counsel; and 3 bar associations.
2. Outreach to Corporate Counsel. We have contacted incoming president John Musser regarding his willingness to jointly execute a letter with Charles Rice (Entergy N.O. CEO), Judy Perry Martinez (Northrup Grunman) and Jade Brown-Russell (Harrah's). We are awaiting a response regarding how he would like us to incorporate his support regarding the Statement.
3. Article. Michael Robinson volunteered to write an article about the statement and signatories. It is still being developed. A planning meeting is scheduled for March 21st.
4. President's Message. We are awaiting a response from President Elect John Musser regarding the president's message.

F. Diversity Integration. Mr. Axelrod reported for the subcommittee. He is reaching out to representatives of other professions to explore future collaborations.

G. Diversity Pipeline. Ms. Legier reported on the subcommittee's efforts.

1. "Suit Up For the Future" High School Legal Internship Program. The program is scheduled June 11-29, 2012. The student application deadline is April 13, 2012. Ms. Legier reminded the committee members that the postcard, application, law student job description, and releases were disseminated in the meeting materials. Ms. Legier summarized the program format, the publicity conducted, tentative shadowing dates, and the field trips planned (i.e., the law schools, criminal court, Louisiana Supreme Court, federal and state district courts). She reminded that no funding source has been identified to provide the student participants with a \$250 stipend like last year. The postcard and information is being disseminated without reference to a stipend; if we secure a funding source, the students will be surprised with this information.
2. College Outreach: Ms. Legier is awaiting information from the Black Law Student Association at Loyola regarding the workshop and the needs of the organizations regarding the program.
3. Edutainment Assemblies. Ms. Legier reported that the LSBA Diversity Committee has been approached by Karen Chatman to partner with her (once again) and the Urban Youth Academy to conduct assemblies in area schools and in four other major cities. Assemblies were conducted with Ms. Chatman in 2008 and 2009 regarding the Voting Rights Act and Abraham Lincoln. The financial responsibilities will not fall to the LSBA. The LSBA would be responsible primarily for coordinating school assemblies and providing attorney and judge volunteers. It was moved and seconded to partner with

Ms. Chatman and the Urban Youth Academy to conduct the assemblies. The motion passed without objection.

- H. Job Fair.** Mr. Leitzelar reported for the subcommittee on the Minority Involvement Section Internship Fair, which is scheduled for March of 2012. The fair was converted to a virtual fair because of insufficient employer registrations. As a virtual internship fair, there will NOT be any "in person" activities, interviews, or information tables. Similarly, there will NOT be a diversity networking lunch. Interested employers should register by March 28th by phone at 504-619-0115 or online at <https://law-lsba-csm.symplicity.com/employers/>. All registered employers will receive links to the students' resumes. Plans have not begun for the Fall job fair. The rotation is scheduled to go to LSU in Baton Rouge.
- I. Community Outreach.** Ms. Jenkins reported on the research from Scott Spivey regarding the diversity walk/run. Scott Spivey conducted preliminary research regarding the run. Mr. Spivey reported that Chuck George is apparently THE guy. Mr. George's website is <http://nolarunning.com/index.html>. He apparently has directed large runs, including runs for the LSBA before for the Summer School and the 10k Barristers Run for the New Orleans Bar Association. There will be some costs upfront; however, the LSBA could get sponsors. Mr. Spivey proposed that we invite Mr. George to one of our meetings. Ms. Jenkins moved and Mr. Axelrod seconded to have the walk/run in New Orleans in the Fall of 2012. The motion passed. Ms. Jenkins moved and Dean Meyer seconded to give Mr. Spivey the authority to identify diversity groups around the state and coordinate with Ms. Legier and the Diversity Committee co-chairs the means to work with those diversity groups to organize the walk/in. The motion passed without objection.
- **ACTION ITEM:** (1) Mr. Spivey should invite Chuck George to attend the May 1st Diversity Committee meeting. (2) The Outreach Subcommittee should develop more programs that will allow more outreach to the community (such as fairs and concerts) and coordinate more co-sponsorships with non-legal organizations (such as the Chamber of Commerce).

IV. NEW BUSINESS

No new business was discussed.

V. LSBA OUTREACH REPORT

Ms. Legier gave the report regarding various outreach efforts.

- A. New Admittee Receptions.** The LSBA has had and is having new admittee receptions throughout the State: New Orleans (11/9), Baton Rouge (11/17), Shreveport (1/5), Lafayette (1/6), Lake Charles (1/31), and Alexandria (4/27).
- B. Geographic Outreach.** Ms. Legier reported that LSBA President Jimmy Davidson has traveled and is traveling to several cities to host local bar leader lunches: Shreveport (1/5); Baton Rouge (1/26); Lafayette (2/15); Lake Charles (2/16); New Orleans (3/13); and Alexandria (4/27). He highlights programs and benefits of the LSBA, Access to Justice and indigent issues, diversity initiatives and programs, changes to the Bar Exam, and the legislation committee. During the meeting, attendees are able to present their concerns.

VI. ANNOUNCEMENTS

Judge Tobias called the committee members' attention to the announcements that were disseminated before the meeting in the agenda.

1. **SAVE THE DATE FOR FUTURE LSBA DIVERSITY EVENTS:**
Suit Up for the Future High School Legal Institute and Internship Program (6/11-29/2012) Application Deadline is April 13, 2012.
Train the LSBA Diversity Facilitator Workshop, May 8, 2012, Louisiana Bar Center, New Orleans
Disabilities Summit, October 11, 2012, Crowne Plaza Hotel, Baton Rouge
Superwomen CLE, November 16, 2012, Baton Rouge
2. **MCCA 11th Annual CLE Expo is HERE! 3/20/2012 - 3/22/2012.** The goal of MCCA's CLE Expo has always been to deliver the most up to date continuing legal education by a diverse panel of speakers to help you meet the challenges in your department on a daily basis. The conference provides opportunities to sharpen your practice skills and fine tune your abilities to keep pace in an increasingly demanding workplace. And you can learn in an environment committed to inclusiveness for all. To view the brochure, go to <http://www.lsba.org/lspbdocuments/565.pdf>.
3. **Louisiana Diversity Council is hosting its 2012 Louisiana Diversity and Leadership Conference on the campus of Delgado Community College in New Orleans, LA on March 23, 2012.** The Louisiana Diversity Council is hosting its 2012 Louisiana Diversity and Leadership Conference on the campus of Delgado Community College in New Orleans, LA on March 23, 2012. The theme this year is "Deconstructing the Louisiana Glass Ceiling," and will touch on topics ranging from building leadership skills for minorities and women professionals, to diversity best practices and building cultural awareness and sensitivity. Please visit the conference website for more details on session topics or sponsorship information: www.nationaldiversityconference.com/conferences/Louisiana/.
4. **National Association for Ethnic Studies Conference Invitation 4/5/2012 - 4/7/2012.** The National Association for Ethnic Studies will celebrate its 40th Anniversary at the Annual Conference to be held April 5-7, 2012, in New Orleans, Louisiana at the Astor Crowne Plaza Hotel. All program participants must pay full conference registration and 2012 NAES membership dues. A limited number of travel scholarships are available for students. Additionally, prizes are awarded for best graduate and undergraduate paper. Full details will be available on the NAES website soon. For more information, visit www.ethnicstudies.org.
5. **Inaugural Screening of Miss Representation, a powerful film that exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America 4/11/2012 6:00 PM.** On April 11, 2012, please join the Association for Women Attorneys, International Women's Insolvency and Restructuring Confederation-Louisiana Network, Tulane University Law Women's Association and Loyola University Association of Women Law Students for the first New Orleans screening of Miss Representation, a powerful film that exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. The film challenges the media's limited and often disparaging portrayals of women and girls, which make it difficult for women to achieve leadership positions. The screening will take place in the Moot Court Room at Tulane Law School on Wednesday, April 11, 2012. Doors open at 6:00pm; Screening to start promptly at 6:30 p.m. Discussion and light refreshments to follow. Attendance is free for IWIRC members, AWA members and students. \$10 for everyone else. For more information on the film Miss Representation, go to www.missrepresentation.org.
6. **Southern University Law Center InCorporate Diversity Symposium 4/12/2012 9:00 AM.** The Southern University Law Center is hosting a Diversity Summit on April 12, 2012, featuring several influential Southern alums, including our own Co-Chair Chantis Jenkins. The brochure is available at <http://www.lsba.org/lspbdocuments/598.pdf>.
7. **BLACK WOMEN LAWYER'S NATIONAL SUMMIT - CHICAGO, ILLINOIS - 4/12/2012 - 4/14/2012.** Black Women Lawyer's Association of Greater Chicago, Inc. ("BWLA"), an association of primarily African-American woman attorneys, judges, law professors and law students from the Midwest area, is celebrating its 25th Anniversary by hosting a National Summit of Black Women Lawyers. The summit will be held in Chicago, IL from April 12-14, 2012. All black women lawyers from across the country are invited to participate in the two-day conference, which will feature community-building, networking, and educational sessions on law, health, wellness and the state of diversity in the legal profession. To register and for more information, go to www.bwla.org.
8. **Nominations for 2012 ABA Paul G. Hearne Award Open 4/15/2012.** ABA Commission on Disability Rights is now accepting nominations for its Paul G. Hearne Award for Disability Rights. The award is presented to an individual who, or an organization that, has performed exemplary services in furthering access to justice for persons with disabilities or their full participation in society. Access the form at

- <http://apps.americanbar.org/members/forms/HearneAward.html> . For questions, please contact Michael J. Stratton at 202-662-1571 (phone) or cdr@americanbar.org. The deadline for nominations is April 15, 2012.
9. **GREATER NEW ORLEANS LOUIS A. MARTINET LEGAL SOCIETY, INC.'S 2012 ANNUAL SCHOLARSHIP GALA 4/21/2012 6:00 PM.** The Greater New Orleans Louis A. Martinet Society, Inc. and The New Orleans Martinet Legal Foundation, Inc. will host the 2012 Annual Scholarship Gala on Saturday, April 21, 2012 at 6 p.m. The Gala will be held at the Historic Gallier Hall located at 545 St. Charles Avenue in New Orleans. For more information, please contact Halima Narcisse Smith at halimansmith@hotmail.com.
 10. **Call For Papers: Twelfth Annual Multiple Perspectives on Access, Inclusion & Disability 4/24/2012 - 4/25/2012.** The theme for the Twelfth Annual Multiple Perspectives, "experience Understood in Image, Poetry, Narrative and Research" reaches across disciplines, professions and modes of knowing for a fuller understanding of disability. The theme facilitates our twelve year exploration of disability as a reflection of the human condition as seen through the lenses of environmental, theoretical and social constructs as well as personal experience. Preference will be given to presentations that encourage conversations across the typical divisions (medical and social, education and employment, research and practice, business and government, rights and charity...) or focus on the parallels, distinctions and intersections with race, gender and ethnicity. For submission details: <http://ada.osu.edu/conferences/2012Conf/2012callforpapers.html>. Proposals are due December 5th, 2011. For more information, contact L. Scott Lissner, University ADA Coordinator, Office of Diversity and Inclusion at (614) 292-6207.
 11. **BATON ROUGE MARTINET SOCIETY ANNUAL GALA AND SCHOLARSHIP FUNDRAISER 4/26/2012 6:00 PM.** The Baton Rouge Martinet Society's Annual Gala is set for April 26, 2012 at 6:00 and will be held this year in Town Square (in downtown Baton Rouge behind the library). Ticket prices and dress attire will be announced shortly. Anyone interested in joining the gala committee, please contact the Chair, Eboni Townsend, at ebonit@hotmail.com.
 12. **DRI Scholarship Award 4/27/2012.** DRI announces its annual Law Student Diversity Scholarship program open to incoming second and third-year African American, Hispanic, Asian, and Native American students. Incoming second and third-year female law students are also eligible, regardless of race or ethnicity. All applications, essays and required materials must be submitted in hard copy format to: Tyler Howes, Deputy Executive Director, DRI - The Voice of the Defense Bar, 55 West Monroe Street, Suite 2000, Chicago, IL 60603. Applications and all other requested materials must be received by April 27, 2012. Scholarship winners will be notified in advance and officially announced at the DRI Diversity for Success Seminar, June 7-8, 2012 in Chicago, Illinois.
 13. **3rd National Conference on the Employment of Lawyers with Disabilities 5/8/2012.** The American Bar Association Commission on Disability Rights presents its 3rd National Conference on the Employment of Lawyers with Disabilities. Registration is now open! The Conference is scheduled to occur on Tuesday, May 8, 2012, at the Washington Marriott Wardman Park Hotel in Washington, D.C. Conference. The conference will be hosted by ABA President Wm. T. (Bill) Robinson III Place. For more information or to register, contact: <http://ambar.org/EmploymentConference> or Michael J. Stratton cdr@americanbar.org or (202) 662-1571.
 14. **Women Legal 2012 6/7/2012.** On June 7, 2012 the Ark Group's 5th annual Women Legal conference will be held in New York, New York. It will provide a unique platform for women to view their own power differently. This year's forum will illustrate how women in the profession are building their sphere of influence and navigating their careers in a profession that currently does not support their advancement. Cultural interpretations of gender create tension for women who must reconcile the pursuit of power in the workplace with long-established definitions of femininity - in many instances, creating a scenario of having to choose between being liked and being respected. Of course, women shouldn't have to choose - and without gender bias women. To register at a 15% discount visit <http://wilmington.msgfocus.com/c/182IPNekSUG4mcXuaqti6rNG>.
 15. **DRI - Diversity for Success Seminar and Corporate Expo 6/7/2012 - 6/8/2012.** The DRI - Voice of the Defensive Bar is holding its Diversity For Success Seminar June 7-8, 2012, at the Swissotel in Chicago, Illinois. The brochure at the following link has registration and program details: <http://www.lsba.org/lisbadocuments/600.pdf>.

VII. ADJOURNMENT

Dean Meyer moved and Mr. Balanon seconded to adjourn the meeting. The meeting was adjourned by acclamation at approximately 12:34 p.m.

Respectfully Submitted,

