

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE MEETING**

**MINUTES**

11:30 a.m. • January 13, 2011  
Louisiana Bar Center, New Orleans

**Participants**

Gary L. Armstead II (phone)	Dean David Meyers (Tulane)
Carlos Dávila-Caballero (phone)	Yolanda D. Montgomery (phone)
Brad J. Axelrod (phone)	Sarah E. Stogner (Leadership LSBA)
Adrejia L. Boutté (phone)	Ranie T. Thompson
Bruce A. Cranner	Hon. Max N. Tobias
Isidro Rene DeRojas (phone)	Dylan M. Tuggle (Leadership LSBA)
Donovan K. Hudson (phone)	Hon. Fredericka Homberg Wicker
Lauren E. Godshall (Leadership LSBA)	Sheila M. Wilkinson (phone)
Kelly McNeil Legier	

The meeting was called to order at 11:40 a.m. Hon. Fredericka H. Wicker presided over the meeting.

**I. HOUSEKEEPING**

- A. Minutes.** Judge Max Tobias moved and Bruce Cranner seconded to approve the minutes from the October 20, 2010 meeting. The motion passed without objection.
- B. Spring Meeting.** The next meeting will take place on March 1, 2011, which will allow a meeting to occur before the Conclave.

**II. OLD BUSINESS**

- A. National Consortium on Racial & Ethnic Diversity Annual Convention 2011.** Judge Tobias reported on the status of the convention, which is scheduled April 27th-30th in New Orleans at the Omni Hotel. The program is final and the brochure is being printed. The organization is expecting 175 participants from around the country. The Jazz Fest CLE is titled "Diversity and All that Jazz: A Multi-Edged Sword." All titles for the program sessions begin with sword fighting terms. Volunteers are needed to help contact people to get them to attend the conference and also to help staff and direct people during the conference. National Center for State Courts is handling registration. Wayne Lee, Chip Forstall, and John Houghtaling are raising funds. Brad Axelrod volunteered to assist before the conference.
- **ACTION ITEMS:** (1) Judge Tobias will draft an email requesting volunteers, and Judge Wicker will forward the information to the Louisiana Fifth Circuit judges. (2) Judge Tobias will send the draft program to the

Diversity Committee. (3) Committee members interested in volunteering should contact Judge Tobias.

**B. Diversity Facilitation Workshop.** Ms. Legier reported on the status of the draft Facilitation Plan. The diversity subcommittees revised the deadlines and added a few additional action items. Ms. Legier explained the difficulties faced with developing measurements for the action items that reflect more than task completion. She presented an offer from Hubbard & Hubbard to help the Committee develop metrics that establish accountability between the action items and the diversity mission and goals. Hubbard & Hubbard has proposed charging \$1,300 for two days of consulting work to help the Committee develop some of the metrics for the Plan so that the Committee has direction on how to complete the metrics. Mr. Cranner moved and Judge Tobias seconded to authorize the expenditure of \$1,300 to retain Hubbard & Hubbard to develop diversity metrics for the Facilitation Plan.

**C. Diversity Survey.** Ms. Legier reported on the status of the survey that Prof. Do Kyun Kim is going to conduct. The subcommittee is scheduled to meet on January 28<sup>th</sup> at 9:00 a.m.

### III. LSBA OUTREACH REPORT

Ms. Legier gave the report regarding various outreach efforts.

- A. New Admittee Receptions.** The LSBA hosted a new admittee reception in New Orleans at the Bar Center, which had 70 new admittees in attendance. It co-hosted a reception with the Baton Rouge Bar Association in Baton Rouge, which had poor new admittee attendance. The LSBA also hosted a reception in Shreveport at the federal courthouse, which attracted at least 15 new admittees. LSBA President Mike Patterson attended them all. Personal phone calls contributed to good attendance at the New Orleans and Shreveport functions. Ms. Legier will request more involvement in the marketing of the Baton Rouge reception to increase attendance.
- B. Geographic Outreach.** President Patterson is meeting with managing partners in Shreveport on February 3rd for a breakfast meeting. Although only four partners have RSVP'd, attendance is expected to increase after phone calling that will begin next week.
- C. Superwomen CLE.** The female attorneys CLE held in Baton Rouge on November 19<sup>th</sup> was a huge success with over 120 attendees. Attendees gave very positive feedback. Another female attorneys CLE is being planned for New Orleans. May 6<sup>th</sup> is the tentative date with the Hampton Inn as the possible venue.
- D. Future Diversity Summit on Disabilities.** The group discussed the need for a CLE to focus on the disability issues raised by Jeremy Bolton during the last Conclave. The consensus was to plan a CLE in October to address these issues.

### IV. DIVERSITY SUBCOMMITTEE REPORTS

- A. Conclave.** Ms. Legier reported on the 2011 Diversity Conclave, scheduled for March 18, 2011, at the New Orleans Marriott at the Convention Center, including the lunch speaker (Marc Morial), confirmed panel topics, and the interactive workshop

conducted by Hon. Wendell Griffen and Manny Brandt. The title is "The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere." Ms. Legier described how the presentations will differ from the 2010 Conclave presentations. She also detailed the breakout sessions (to occur the day before), which includes an all-day train the diversity facilitator training and a Cross-Cultural Selling workshop. The trainer session is to help the LSBA develop a core group of people capable of conducting diversity workshops and presentations on behalf of the LSBA. The Cross Cultural Selling workshop will target solo and small firm participants and give them tools to develop effective diversity initiatives within their offices. The number of co-hosting organizations is 22; there were 20 in 2010; 12 in 2009; and 7 in 2008. The number of sponsors is the same as last year, 17; however, there are more gold level sponsors. Phone calling for sponsors will continue until January 14th.

Ms. Legier reported on the mini conclaves that are planned (Baton Rouge – 1/26; Shreveport – 2/3; and Lake Charles – 4/8) as well as the status of registrations.

- **ACTION ITEM:** Committee members should forward to Ms. Legier by February 1 the names of attorneys and judges who should receive invitations to participate in the March 17th train the diversity facilitator training.

**B. Awards.** Ms. Legier reported on the status of the diversity award. No submissions have been received. Mr. Cranner proposed Mayor Mitch Landrieu. Donovan Hudson suggested a post humous nominee, Brace Godfrey, a Baton Rouge attorney who died in the spring of 2010. Other suggestions included the following: Mary Howell (Kean Miller); Entergy's Legal Department; South Louisiana Legal Department; and Jack Martzell. The consensus was to extend the deadline to January 20th.

- **ACTION ITEMS:** Committee Members will actively work to identify possible nominees and get the nominations submitted.

**C. Diversity Communications.** Ms. Boutté reported on the subcommittee efforts.

1. Lapel Pins: She reported that the pins were ordered and will be shipped soon.
2. Diversity Video: Ms. Boutté reported on the status video contest. No submissions were received by the deadline, and the subcommittee has revised the dates.
3. Brochures/Bookmarks: Ms. Boutté reported that the diversity bookmarks are being designed. The cost of printing the bookmarks is \$190.75 for 1000 bookmarks. Other topics for future bookmarks include the following:
4. Newsletter: The inaugural newsletter appeared within the September Bar Briefs. The next newsletter will appear in the January/February Bar Briefs. There was material submitted and not used for the first issue that will be used to create the next issue.
5. Topics for One Hour Diversity Presentation Packages. This issue was tabled.

**D. Diversity Commitment Statement.** Ms. Legier and Mr. Cranner reported for the subcommittee. The subcommittee is developing correspondence to request Rod West

(Entergy) to disseminate to corporate counsel within Louisiana encouraging them to execute the Statement of Diversity Principles. The committee is developing information for a future Bar Journal article highlighting key law firms that have executed the Statement. Additionally, Judge Tobias reported that he has written a letter on his own to the Louisiana Supreme Court and to judges asking for three hours of diversity to be required of all attorneys and judges over a five year period. The Court seems receptive to considering the idea. Judge Tobias must develop more fully the similarities and links between diversity and access to justice.

- **ACTION ITEM:** (1) Mr. Cranner will draft a letter for LSBA President Mike Patterson's signature that will go to Rod West to ask for his assistance in encouraging Louisiana corporate counsel to execute the Statement. (2) Ms. Legier will send to Judge Wicker a list of the judge and association signatories before the Lafayette Judicial College. (3) Committee members should send to Ms. Legier the influential firms that they believe should be highlighted in the article about the Statement.

**E. Diversity Integration.** Ms. Legier reported that a three-hour diversity CLE has been scheduled during the LSBA midyear meeting on January 20th at 1:00 p.m. Walter Manley, of The Next Level, will present the program, titled "DO Sweat the Small Stuff and Enhance Professionalism in the Process."

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

1. **"Suit Up For the Future" High School Legal Internship Program:** The LSBA has not received confirmation whether it has been approved for the Law School Admissions Council's grant, which could be up to \$10,000. The application for the program has been developed, and the content for the mailed is being incorporated into a mailer.
2. **Young Lawyer Survey:** The survey was disseminated and about 200 people responded. We received good information that should assist in how we approach young lawyers about volunteering.
3. **Student Ambassador Outreach Database:** Ms. Legier explained the purpose of the database and that efforts will be made to get new admittees added.
4. **College Outreach:** The Loyola BLSA was not able to commit to dates. Exploration of the program will continue with possible implementation in the Fall of 2011 or Spring of 2012.

**G. Diversity Outreach to Firms and Courts.** Ms. Legier reported that the PowerPoint being developed is not complete. Ms. Medley is developing the presentation, which will allow any professionalism presenters or members of the Diversity Committee to convey for firms and courts: why diversity is important for the legal profession, what the LSBA is doing to advance diversity and inclusion awareness and resources, and what they can do to improve diversity and inclusion.

**H. Job Fair.** Mr. Hudson reported for the subcommittee on the Minority Involvement Section Internship Fair, which is scheduled for March 26, 2011, at Louisiana State University Paul M. Hebert Law Center. The group discussed organizations that

should be contacted to participate in the Fair, such as federal agencies, United States attorneys, and particular non-profit organizations.

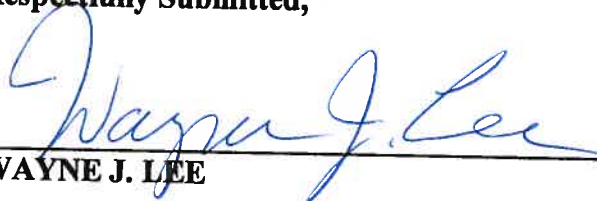
**V. ANNOUNCEMENTS**

Ms. Legier gave the announcements.

**VI. ADJOURNMENT**

Judge Tobias moved and Mr. Cranner seconded to adjourn the meeting. The meeting adjourned at approximately 1:09 p.m.

**Respectfully Submitted,**

  
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**WAYNE J. LEE**

  
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**HON. FREDRICKA HOMBERG WICKER**