

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE

MINUTES

11:00 a.m. Thursday, April 16, 2009
Louisiana Bar Center, New Orleans

APR 16 2009

The meeting was called to order at approximately 11:07 a.m. with Co-chair Wayne Lee presiding. The following committee members were present:

In Person:

Jesse C. Brown
Ariel A. Campos, Sr.
Chauntis T. Jenkins
Wayne J. Lee
Kelly McNeil Legier
Veronica Lewis
Jennifer Medley
Claudeidra M. Minor

On the Phone:

Kim M. Boyle
Dana M. Douglas
LaWanda B. Gibson
Franchesca L. Hamilton-Acker
Tricia R. Pierre
Ranie Thompson

I. HOUSEKEEPING

A. Minutes

Ariel Campos moved to adopt the minutes. Jennifer Medley seconded. The motion passed without objection.

B. Resolution

Mr. Lee reported that he will work with Kelly Legier to draft the resolution for the House of Delegates for making the mission statement consistent with the LSBA Diversity Statement.

C. Committee Reappointments

Committee members discussed a suggestion to extend the diversity committee term beyond one year. The group discussed potential problems with an extension as well as safeguards already established in the LSBA bylaws, which ensure continued participation by some existing members while encouraging new members and new perspectives. Committee members also discussed a suggestion to increase the size of the committee. The consensus was to encourage non-members interested in the diversity committee to participate on subcommittees of the diversity committee.

II. CONCLAVE

Ms. Legier presented an oral and written report on the 2009 Conclave. Committee members discussed ways to increase participation by hiring and managing partners, such as sending out personal emails and phone calling earlier and getting on firm leaders' calendars earlier. The emails and calls improved the registration numbers. Mr. Lee commended the LSBA staff and Ms. Legier for their hard work. For next year's Conclave, Ms. Jenkins suggested securing a national, well-known speaker who may attract a larger crowd as well as cross-marketing to encourage other people in the community to come. Committee members discussed potential speakers such as Eric Holder, the general counsel for Wal-Mart, and national journalists. Committee members agreed on March 5 as the tentative 2010 Conclave date. **ACTION ITEMS:** (1) Ms. Legier will check on the ABA Bar Leaders Institute dates and the NOBA Bench Bar Conference, (2) Ms. Legier will email local and specialty bars to make sure March 5 does not conflict; and (3) Ms. Legier will secure a facility for March 5.

III. DIVERSITY OUTREACH ACTION ITEMS

A. LSBA Statement of Diversity Principles (Commitment Statement)

Mr. Lee reported that the LSBA Board of Governors approved the dissemination of the statement. Committee members agreed to include information about the Statement with a brief introduction in the Bar Journal's diversity issue as well as the Bar Today electronic newsletter. Ms. Jenkins moved that the committee authorize the leaders and Ms. Legier to create a certificate to issue to LSBA members when they execute the diversity statement. Mr. Campos seconded. The motion passed without opposition. **ACTION ITEMS:** Co-Chairs and Ms. Legier (1) will create a certificate, (2) draft information for the Bar Journal, and (3) develop signage for the annual meeting to acknowledge initial signatories.

B. Mini Conclaves

Ms. Legier suggested that the Committee duplicate the workshop part of the Conclave in mini conclaves around the state. Committee members discussed costs and local bar co-sponsorship options. The group decided to focus planning efforts on the following areas: Shreveport or Monroe; Lafayette or Lake Charles; Baton Rouge. **ACTION ITEM:** Committee members and Ms. Legier will email and call people in other parts of the state to identify people interested in helping facilitate the mini conclaves.

C. Diversity Facilitation Plan

Mr. Lee explained that the Board of Governors already has a strategic plan and that this Committee only needs an implementation plan. Mr. Lee asked that the staff seek revised bids. Veronica Lewis summarized the revised bids received at the time of the meeting. The Committee decided to table the issue. **ACTION ITEM:** Mr. Lee, Judge Wicker, Ms. Lewis, and Ms. Legier will have a meeting once the revised bids are received and then provide a recommendation to the Committee.

D. Diversity Survey

Mr. Lee discussed the diversity survey disseminated by mail to the entire membership in 2006 or 2007. The survey results were not statistically valid. The group agreed to investigate sending the survey to the entire membership on *surveymonkey.com*. Mr. Campos moved that the Committee conduct the same survey to update the data. Jesse Brown seconded. The motion passed without objection.

E. Diversity Awards

Mr. Brown reported that the subcommittee would solicit possible names for the awards. There would be one award for each category state-wide. He emphasized that the Committee would not be obligated to give an award if no one qualified was nominated. The consensus was that because the subcommittee would not complete its work before the May 7 meeting, this project would roll over to next year's committee work. **ACTION ITEM:** The subcommittee will revise the documents to reflect the subcommittee's recommendation as well as the composition of the awards nomination committee.

IV. DIVERSITY OUTREACH INFORMATION ITEMS

Kim Boyle Outreach. President Boyle gave a report regarding her outreach tours. She talked about her meeting with the New Orleans Martinet organization. She will schedule a similar meeting with the Baton Rouge Martinet.

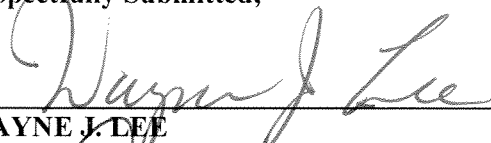
Informational Items and Announcements. Ms. Legier reported on the informational items. The group briefly discussed diversity facilitator trainings. The issue was tabled to the next meeting.

V. NEXT MEETING

Mr. Lee cancelled the May 7 meeting. He also commended the committee on its efforts.

The meeting was adjourned at 1:05 p.m.

Respectfully Submitted,



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER