

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE MEETING

MINUTES

8:30 a.m. April 27, 2010

Louisiana Bar Center, New Orleans

Participants

Jeremy L. Bolton

Adrejia L. Boutte

Lisa Brener

Jesse C. Brown

Ariel A. Campos (ph)

Scott Creighton (ph)

Dana M. Douglas (ph)

Katherine G. Eckert (ph)

(Leadership LSBA)

Ashley M. Foret (ph)

LaWanda B. Gibson (ph)

Christine A. Guillory (proxy)

For Bruce Cranner)

Wayne J. Lee

Kelly McNeil Legier

Veronica Lewis

Ben L. Mayeaux (ph)

Claire H. McDaniel

Jennifer M. Medley

Scott J. Spivey (ph)

Raine T. Thompson

Judge Max N. Tobias

Judge Fredericka H. Wicker

Sheila M. Wilkinson

Bart R. Yakupzack (ph)

(Leadership LSBA)

The meeting was called to order at 8:41 a.m. with Co-chair Wayne Lee presiding. Lee welcomed everyone and thanked them for their participation.

I. HOUSEKEEPING

A. Minutes. Co-chair Hon. Fredericka “Ricky” Wicker moved and Judge Tobias seconded to approve minutes for the December 17, 2009 minutes. The motion passed without objection.

B. Reappointment Process. Chair Lee explained the reappointment process. He asked those committee members who are interested in being reappointed to send an email to Kelly Legier no later than Friday, April 30th.

II. DIVERSITY OLD BUSINESS

A. Resolutions Submitted to LSBA House of Delegates. Co-chair Lee reported that the resolutions to revise the Committee’s mission statement to mirror the LSBA diversity statement and to increase the size of the house were approved by the House at the LSBA mid-year meeting.

- B. National Consortium on Racial & Ethnic Diversity Annual Convention 2011.** Judge Tobias reported on the convention, including confirmation of the LSBA executive committee's non-financial support of the convention, the National Consortium's commitment to execute contracts for the hotel, and the proposed diversity CLE program to occur in place of the LSBA's annually scheduled Jazz Fest CLE. He explained the support needed from the Diversity Committee: fundraising and the CLE planning. The Committee engaged in discussion regarding CLE topics. **ACTION ITEM:** Committee members interested in volunteering for either the solicitation or education planning subcommittees should contact Judge Tobias directly.
- C. Diversity Survey.** Ms. Legier reported on the Global Org Solutions, LLC diversity survey proposal and the draft informal law firm survey. She explained the need for a means of assessing the status of diversity within the Louisiana legal profession. The Committee engaged in a lengthy discussion regarding pros and cons of hiring a paid professional to conduct the survey. The Committee also discussed alternatives, such as searching for a business student who could adopt this as a master's thesis, as well as a prior survey conducted by a Louisiana Task Force on Race and Ethnic Fairness in the Courts in 1995. Consensus was to define the objective regarding the information needed before selecting a process for gathering the data. **ACTION ITEMS:** (1) Judge Tobias will locate the Task Force on Race and Ethnic Fairness in the Courts survey. (2) LSBA staff will obtain a copy of the NALP survey to identify what diversity information the law schools have. (3) LSBA staff will investigate details regarding hiring a student to possibly conduct the survey.
- D. ABA Disability Pledge.** Co-chair Lee reported that the ABA Disability Committee reviewed the LSBA Diversity Statement and concluded that the tenets of the pledge are already covered by the LSBA's Diversity Statement. Because the substance and spirit of the Disability Pledge is incorporated in the LSBA Statement, the ABA will add the LSBA to its honor roll.
- E. Diversity Facilitation Follow up Workshop.** Ms. Legier reported on the draft facilitation plan and articulated the decisions and information needed to complete it. The consensus was that a subcommittee should be appointed to work on the steps to implement the facilitation plan. **ACTION ITEM:** Ms. Legier will solicit people to serve on a subcommittee and will determine whether July 14 or 15 is best for a half-day, morning workshop.

III. LSBA PRESIDENT'S REPORT

Ms. Legier summarized outreach efforts by President Kim M. Boyle and President-Elect Michael A. Patterson. The efforts have included meetings with managing partners in major cities throughout the state, media meetings, as well as keynote addresses and attendance at local and specialty bar functions. Outreach efforts also have included new admittee receptions in major cities throughout the state to welcome the newest members of the bar to make them feel welcome and to encourage their early involvement.

Additionally, the LSBA has committed \$10,000 to sponsor the National Bar Association convention.

IV. DIVERSITY COMMITTEE REPORTS

- A. Conclave.** Ms. Legier reported on the 2010 Diversity Conclave, including the 170-person attendance, sponsors, co-hosting organizations, and the future *Bar Journal* article. The Fourth Conclave is scheduled for March 18, 2011, at the New Orleans Marriott at the Convention Center. Ms. Legier explained a new feature planned for the next Conclave: small breakout sessions the day before the Conclave to address specific training or issues that are not manageable in a large group setting. **ACTION ITEM:** Committee members interested in assisting with planning or who have breakout session or speaker ideas should contact Ms. Legier.
- B. Awards Subcommittee.** Chair Lee reported on the status of the award selection process. Because the subcommittee did not receive any nominees, the subcommittee decided not to extend the deadline for nominations before the Annual Meeting. The committee will revise the submission criteria to make it easier to nominate. Chair Lee and Ms. Legier articulated some of the proposed changes, noted that a new date for presenting the award should be established, and asked whether self-nominations would be permitted. Judge Wicker moved that the LSBA present the award during the 2011 annual meeting, that self nominations are acceptable, and that the award subcommittee have the flexibility to adjust the guidelines and form and to vet the nominees as needed to identify qualified nominees. Mr. Brown seconded the motion. The motion passed without objection.
- C. Diversity Communications.** Ms. Boutté reported on the subcommittee efforts. **Lapel Pins.** She described the subcommittee's proposal to purchase diversity lapel pins to use in conjunction with diversity initiatives and programs. The subcommittee moved and Judge Wicker seconded for permission to order 700 lapel pins for distribution to the diversity committee, subcommittee members, as well as conclave and mini conclave participants. After the committee discussed the motion and related budgetary issues the motion passed. **Diversity Video.** Ms. Boutté presented the subcommittee's proposal to have a diversity video created through a contest by college student participants. Committee members discussed the proposal and additional information needed. Judge Wicker moved that the subcommittee contact college MBA and graduate programs statewide to investigate how the Diversity Committee can implement a diversity video contest, gauge the interest, and identify potential prizes Mr. Brown seconded the motion. The motion passed. **Brochures.** Ms. Boutté reported that the diversity brochure is in design stage within the Communications Department. **Newsletter.** The inaugural newsletter is being developed and will be disseminated in early June. **ACTION ITEMS:** (1) The subcommittee will design the lapel pin. (2) Ms. Legier will make sure to request money within the 2010-11 budget for the lapel pins. (3) The subcommittee will research the details regarding the proposed video contest as requested.

D. **Diversity Commitment Statement Committee.** Judge Wicker reported on the Statement of Diversity Principle outreach effort to the courts. Chair Lee reported on the current signatory list. Committee members discussed outreach suggestions. **ACTION ITEMS:** (1) LSBA staff will send to the diversity committee co-chairs the list of the firms that have not executed the Statement. (2) The co-chairs will evaluate whether a phone call or in person meetings would be most effective for the firms listed.

E. **Diversity Integration**

This committee had no developments to report.

F. **Diversity Pipeline.** Ms. Wilkinson and Ms. Douglas reported in the subcommittees' proposals. **NBA One-Day Shadowing High School Internship.** They detailed the program logistics. The proposal is to host 20 high school juniors and seniors one day during the NBA convention. Xavier pre-law students will chaperone the students. The only cost would be a registration fee for the students if the NBA does not waive it. The subcommittee moved and Ms. Thompson seconded to continue planning the program and to implement it during the NBA convention. The motion passed. **High School Legal Internship Program.** Ms. Wilkinson detailed a five-week program, that would span June 25 through July 25, 2011. The program would include lecture and also shadowing within participating firms. The program would be limited to ten students. The subcommittee estimates \$750 to \$1,000 costs, which will be needed to cover food and minimal copy expenses. The subcommittee moved for approval of the program. Judge Wicker seconded. The motion passed. **Student Outreach Ambassador Database.** Ms. Wilkinson reported on the purpose of the database and efforts to partner with the Louisiana Center for law and Civic Education to identify judges and attorneys willing to participate as ambassadors. Ms. Wilkinson also presented a proposed survey that would be disseminated to lawyers practicing five (5) years or less to assess whether and why they are involved in bar activities. The subcommittee moved to approve the dissemination of the survey to the entire committee for beta testing and then dissemination to lawyers. The motion passed.

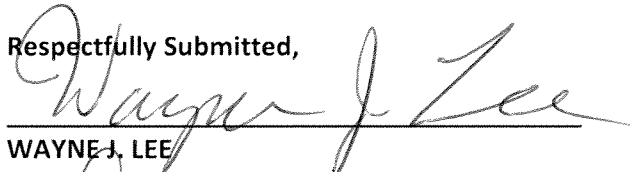
V. **ANNOUNCEMENTS**

Ms. Legier indicated that the announcements will be mailed because of time restrictions.

VI. **ADJOURNMENT**

The meeting adjourned at approximately 10:43 a.m.

Respectfully Submitted,



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER