

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE**

*FX/W:LL*

**MINUTES**

**11:00 a.m. August 18, 2009**  
**Louisiana Bar Center, New Orleans**

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

Paul Adkins (ph)	Lawanda B. Gibson	Jennifer M. Medley
Jeremy M. Bolton	Franchesca L. Hamilton-Acker	Claudeidra M. Minor
Kim M. Boyle (ph)	Bernette J. Johnson (ph)	Ranie T. Thompson (ph)
Jesse C. Brown	Wayne J. Lee	Hon. Max N. Tobias, Jr.
Ariel A. Campos	Kelly M. Legier (LSBA)	Hon. Ralph E. Tyson (ph)
Carlos Davila-Cabellero (ph)	Ben L. Mayeaux (ph)	Angela White-Bazile
Isidro "Rene" Derojas (ph)	Claire H. McDaniel	Hon. Fredericka H. Wicker (ph)

**I. HOUSEKEEPING**

**A. Minutes**

Chauntis Jenkins moved and Claudeidra Minor seconded to approve the minutes. The motion passed without objection.

**B. Resolutions to the LSBA House of Delegates**

Co-Chair Wayne Lee reported on the status of the resolution to make the mission consistent with the LSBA's diversity statement. He will present it during the mid-year meeting. Mr. Lee explained the request from LSBA leadership to consider increasing the size of the committee in light of the Committee's many projects and the interest from members regarding committee appointments. It was moved and seconded to increase the size of the Committee to 20 members.

**C. Subcommittees**

Mr. Lee reported on the subcommittees currently in existence and encouraged members to sign up for subcommittees if they had not already done so.

**D. Mileage**

Mr. Lee encouraged committee members to advise that they are interested in attending diversity committee events for which they have no direct responsibilities so that we can monitor budgetary issues concerning the reimbursement of mileage.

**II. CONCLAVE ON DIVERSITY IN THE LEGAL PROFESSION**

Ms. Jenkins reported on the conclave subcommittee meeting that was held August 17, 2009. The Conclave is scheduled for March 5, 2010. The subcommittee decided to keep an interactive component within the program, expand the topics beyond race and gender, and shorten the program to 3:00 p.m. with a brief reception immediately following. Everything would conclude by 4:30 p.m. to 5:00 p.m. She relayed some of the proposed discussions and speakers that surfaced during the meeting. The subcommittee wanted to ensure that the program was not repetitive of the past two years. Ms. Jenkins raised the concern expressed that the term "diversity" excludes segments of the Bar community. Committee members discussed the pros and cons of changing the conclave name and concluded that it's a marketing issue rather than a content issue. They also expressed concerns regarding disability being accepted into the larger community as a diversity concern. **ACTION ITEMS:** (1) Committee members should mark their calendars

for March 5, 2010, New Orleans Marriott Convention Hotel; and (2) Committee members with suggestions on the title, topics, or speakers should contact Kelly Legier or Chauntis Jenkins.

### **III. DIVERSITY OUTREACH ACTION ITEMS**

#### **A. Sponsorship Request**

Hon. Max Tobias requested that the Diversity Committee serve as a sponsor for National Consortium on Racial and Ethnic Fairness in the Courts, which is hosting a meeting in New Orleans in 2011 near the first week of Jazz Fest or in connection with the French Quarter Festival. He discussed the organization, the money needed for the event, and the benefits of co-sponsoring. Two hundred registrants participated this year, and the record is 400 registrants. The Committee would be responsible for soliciting \$80,000 to host the event in New Orleans. Two years ago the meeting in Seattle ran a surplus of \$10,000. Judge Tobias moved that the Committee host the meeting in 2011. Ariel Campos seconded the motion. Committee members discussed the details of the sponsorship. Judge Tobias responded to questions, explaining that the Consortium will do the programming, that Louisiana Supreme Court justices are supportive of the event, and that the Consortium signs the contract with the hotel rather than the LSBA. Members noted possible sponsorship contacts. The motion passed without objection. Committee members created a subcommittee to begin investigating this event. **ACTION ITEMS:** (1) Ms. Legier will send a rough draft of the minutes to Loretta Larsen before the LSBA's Executive Committee meeting scheduled for Friday, August 21, 2009. (2) Interested committee members will join the subcommittee.

#### **B. Diversity Commitment Statement**

Mr. Lee reported on the status of the signatories to the Statement of Diversity Principles. He noted that the plan is to expand this list. Committee members discussed strategies to encourage additional signatories: one-on-one meetings with firm management, publishing the current list in the Bar Journal, including copies of the statement at all LSBA CLEs. **ACTION ITEMS:** (1) Committee members should encourage their employers to execute the statement if they have not already done so. (2) Committee members should provide suggestions on strategies to the Statement of Diversity Principles subcommittee members.

#### **C. Diversity Facilitation Plan**

Mr. Lee, Ms. Legier and Veronica Lewis reported on the finalists considered to develop a facilitation plan for the LSBA. They recommended that the Committee select Prism to do the program and develop the plan. They discussed the factors that went into the recommendation, including the prior experience Prism had with entities similar to bar associations and its years of experience. Ms. Jenkins asked whether this would be a one-time program or one that would occur on a perpetual basis. Mr. Lee explained that this is a one-time program. Ms. Jenkins moved that the Committee retain Prism to present a one-time diversity program for the Diversity Committee members and to help the Committee develop a facilitation plan. Lisa seconded. The motion passed without objection. **ACTION ITEMS:** (1) The Committee will request execution of the Prism contract. (2) Ms. Legier will send a request for dates to Committee members.

### **IV. DIVERSITY OUTREACH INFORMATION ITEMS**

#### **A. Diversity Awards**

Mr. Lee and Mr. Campos reported on the status of the awards. Ms. Minor volunteered to chair this committee.

#### **B. Diversity Resources**

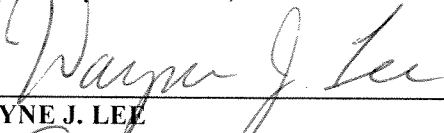
Ms. Legier reported on the resources available on the LSBA Diversity webpage. She also reported that she will attend a diversity facilitator training August 19-21. After attending she hopes to provide diversity training for firms and courts upon request. Ms. Legier also discussed resources available currently on the website.

**C. Bar Journal Diversity Articles**

Ms. Legier encouraged Committee members to volunteer to draft substantive diversity articles or recommend others in their offices who can.

The meeting was adjourned at 1:00 p.m.

Respectfully Submitted,

  
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WAYNE J. LEE

  
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HON. FREDRICKA HOMBERG WICKER