

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE MEETING**

**MINUTES**

12:30 p.m. • February 20, 2013  
Louisiana Bar Center, New Orleans

**Participants:**

Paul S. Balanon (phone)	Paul D. Hesse (phone)	Hon. Max N. Tobias
Adreja L. Boutté	Chauntis T. Jenkins	(phone)
Tabatha L. George (phone)	Kelly McNeil Legier	Sharonda R. Williams
Erin Guruli (phone)	Luis A. Leitzelar (phone)	(phone)
Hon. Karen K. Herman		

The meeting was called to order at 12:37 p.m., with Co-Chair Chauntis Jenkins presiding over the meeting.

**I. HOUSEKEEPING**

- A. Minutes.** Prof. Mitch Crusto moved and Lawanda Gibson seconded to adopt the minutes of the November 29, 2012 meeting without reading them. The motion passed without objection.
- B. Future Meetings.** Ms. Jenkins announced that the last meeting of the Committee is scheduled for May 30, 2013, at 12:30 p.m.

**II. OLD BUSINESS**

- A. Task Force to explore Diversity Committee and Minority Involvement Section relationship.**

Ms. Jenkins reported that a task force was formed during the last meeting. The following people are on the task force: Judge Tobias, Sharonda Williams, Luis Leitzelar, Judge Herman, Chauntis Jenkins, and Kelly Legier. The Task Force met on January 14, 2013, 2:00 p.m. The consensus was to get more input from the current Minority Involvement Section members on the issue by hosting a town hall style meeting. A program is being planned that will have a panel discuss the continued relevance of the Minority Involvement Section and minority-related bar activities.
- B. LGBT Subcommittee Exploratory Committee.** Paul Hesse gave the report. He explained the substance and rationale of the LGBT mission statement proposed by the subcommittee. The draft had been circulated before the meeting. Judge Herman moved and Prof. Crusto seconded to approve the proposed mission statement. The motion passed without objection.

**III. DIVERSITY SUBCOMMITTEE REPORTS**

- A. Conclave.** Luis Leitzelar reported for the subcommittee. The Conclave, which is scheduled for March 8, 2013, at the Renaissance Hotel in Baton Rouge, has as its theme “Leveraging Diversity Through Inclusion: Insights for Action.” Mr. Leitzelar summarized the facilitator, speakers, program format, and topics. Details regarding the program were available in the materials disseminated before the meeting. Mr.

Leitzelar described the new breakout sessions: a managing partners breakfast and a criminal breakout session. He noted that the lunch keynote speaker is Morris Dees (Southern Poverty Law Center) and that the workshop facilitator is Vernā Myers. So far, 158 people are registered, not counting staff, speakers, and volunteers.

**B. *Diversity Workshops and Alternatives to Mini Conclaves.*** Ms. Legier reported on the CLEs and workshops designed to substitute the mini conclaves. Since the last meeting, the Committee arranged for a presenter to facilitate at least a one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations:

- i. Alternatives to Mini Conclaves
  - Southwest Louisiana Bar Association Law Day (10/26, Lynn Luker) and End of Year (12/6, Lynn Luker);
  - Louisiana Criminal Defense Lawyers, 12/6 (Kelly Legier);
  - New Orleans Bar Association Workshop 11/1 (Kelly Legier, 2 hours);
  - Greater New Orleans Louis A. Martinet Legal Society (December, 2012);
  - Lafayette Bar Association End of Year CLE;
  - Southwest LA Bar Association Bench Bar Conference (3/15, Kelly Legier and possibly Chauntis Jenkins); and
  - Southern University Law Center Journal of Race, Gender and Poverty Symposium Conference (3/15, Shirley Snyder).
- ii. North LA CLE. The Fourth Judicial Bar Association and the Central LA Martinet Society are considering co-hosting with the LSBA diversity programs for their members in Monroe in May. The Louisiana Third Circuit has agreed to co-host with the LSBA its new attorney CLE in the Fall. We will be able to provide a diversity presentation as well as other topics.
- iii. LSBA CLE Integration. The following LSBA CLE Committee responded to the presentation invitation:
  - LSBA "Immigration Law" CLE (4/12, Kelly Legier);
  - LSBA Free seminars (5/10 Covington, 5/17 Lake Charles);
  - LSBA Annual Meeting panel discussion (6/7, San Destin, Kelly Legier, Sharonda Williams, and Lynn Luker).
- iv. LSBA Midyear Meeting CLE. Dominic Gianna and Lisa Marcy presented for nearly 50 people an "Advocacy for the Ages" CLE during the LSBA Midyear Meeting. The focus was how to tailor trial strategies, voir dire, openings, closings, and questioning for the various generations. The session was free and received extremely high ratings.
- v. LSBA Institute of Inclusion Roundtable Discussions. The Committee initiated an LSBA Institute of Inclusion Lunch and Learn series. Buddy Stockwell is doing a discussion titled UNMASKING THE TRUTH ABOUT DEPRESSION, on Feb. 21<sup>st</sup> at the Bar Center. Others will be planned.

**C. *Disabilities Summit and Outreach.*** Chauntis Jenkins reported on the details on the Unmasking the Truth about Depression CLE. The Roundtable Discussion CLE is planned for February 21, 2013, from 10:00 a.m. to 11:30 a.m. at the Louisiana Bar

Center. Buddy Stockwell (Executive Director, Lawyers Assistance Program, Inc.) will provide general facts/statistics about depression in the legal profession. He will then facilitate an interactive discussion regarding the impact of depression and what to do to safeguard ourselves from depression. The program is approved for 1.5 CLE hours. The group discussed whether to continue the disabilities summit in 2013 and, if so, where to host it. The consensus was to plan another Summit in New Orleans and to plan it on October 24, 2013, if possible.

- D. Awards.** Paul Balanon, Chauntis Jenkins, and Kelly Legier reported for the subcommittee. The group discussed the nominees recommended by the Human Rights Award Nominations Committee: Dalton Courson, Lynn Luker, and Baton Rouge Martinet. The group discussed significant problems with comparing the accomplishments of individuals and organizations. The group discussed the nominees' accomplishments and the Nominations Committee's comments and concerns. The consensus was that there should be two recipients of the Human Rights Award if approved by the LSBA Board and that the LSBA should recognize the Baton Rouge Martinet as the LSBA's Human Rights organization recipient. Adrejia Boutté moved and Prof. Crusto seconded to recommend J. Dalton Courson as the 2013 Human Rights Award recipient. Prof. Crusto moved and Judge Herman seconded to ask the LSBA Board of Governors to amend the Human Rights Award criteria to allow the LSBA to award the Human Rights Award in an individual category as well as an organization category and to make the amendment effective immediately in order to award the Human Rights Award to the Baton Rouge Martinet Society in 2013. The motion passed without objection.

Mr. Balanon explained that the purpose of the award is to recognize the bar associations that continued diversity programming after the mini conclaves were discontinued. The group discussed whether to limit the number of recipients. The consensus was to leave the number of recipients open. The group discussed the incentives and purpose for the award as well as the proposed names for the award in light of its purpose. Prof. Crusto moved and Mr. Hesse seconded to approve the award to recognize the bar associations that continued diversity programming after the mini conclaves were discontinued. Mr. Balanon moved and Mr. Leitzelar seconded to accept the amended name of *Guardian of Diversity Award*. The motions passed without objection.

Mr. Balanon explained the purpose of the trailblazer award, which would honor a person from a group underrepresented within the legal profession who has demonstrated excellence or accomplished greatness in the face of great adversity. Ms. Gibson moved and Mr. Balanon seconded to approve the LSBA Trailblazer award. The motion passed without objection.

- E. Diversity Communications.** Ms. George and Ms. Legier reported on the subcommittee's efforts.

- a. Diversity Video. The Subcommittee's main project this year is the development of the diversity video. Members of the subcommittee are viewing the clips to select the ones for inclusion into the video. If anyone has time to assist with the video project, additional help is needed.
- b. Diversity Training for LSBA Facilitators. Another facilitator training is being scheduled for May 22, 2013. Cathy Harris will conduct the training. We will have an ad about the training in the Conclave program, signage, and registration forms.
- c. Diversity Brochures/Bookmarks. The disabilities bookmarks are being developed. The LSBA had several law students conducting research during the winter break for future bookmarks, articles, and presentations. The research will be incorporated into future presentations and bookmarks.
- d. Next Meeting. Will be scheduled.

**F. Diversity Outreach to Law Firms and Courts.** Ms. Legier reported for the subcommittee.

- a. Report on signatories. The LSBA has not received any new signatories since the last meeting. There are approximately 267 signatories across the state. The signatories executing by March 4<sup>th</sup> will be included on signage during the Diversity Conclave.
- b. Outreach to Corporate Counsel  
We contacted LSBA President John Musser regarding his willingness to execute the letter with Charles Rice (Entergy N.O. CEO), Judy Perry Martinez (Northrup Grunman) and Jade Brown-Russell (Harrah's). Because Mr. Musser's term will end soon, the subcommittee will initiate communications with incoming president Richard Leefe regarding this initiative.
- c. Article. Michael Robinson wrote an article about the statement and signatories. It was included in the most recent *Bar Journal*. It highlighted the benefits of being a signatory.
- d. President's Message. LSBA President John Musser agreed to include information in a president's message regarding diversity/inclusion. A draft excerpt was sent in October to him to consider and edit. The subcommittee will initiate communications with President-Elect Richard Leefe since the bar year will end shortly.
- e. Letter to the Judges and Louisiana Supreme Court. Judge Tobias volunteered to re-send by March to the Louisiana Supreme Court and judges who have not signed the Statement of Diversity Principles a personal letter encouraging them to execute the Statement.
- f. Next Meeting. The next meeting is scheduled for March 13, 2013, 10:00 a.m.

**G. Diversity Integration.** Ms. Jenkins reported for the subcommittee. A meeting with LSBA President John Musser, President Elect Richard Leefe, and President Elect Designee was scheduled for February 21<sup>st</sup>; however, it had to be cancelled when an emergency arose. The meeting should be re-scheduled before the next Diversity Committee meeting.

**H. Diversity Pipeline.** Sheila Wilkinson reported on the subcommittee's efforts.

- a. Setting the Bar: LSBA Pre-Law Conference. The LSBA co-hosted with Loyola's and Tulane's Black Law Student Associations a two-day workshop at the Loyola Law School on two Saturdays (February 16th and March 2nd) from 9:00 a.m. to 3:00 p.m. Day One of the conference was very well received with approximately 40 student participants, from a variety of schools (including Grambling, Xavier, Dillard, Tulane, and Loyola). The feedback has been very good; students indicated that they appreciated the information and really enjoyed the program. The program included an LSAT tips presentation, a mock law school class, and informational panels with law faculty and students. The second day of the program is March 2<sup>nd</sup>. It will consist of a timed LSAT under testing conditions. A tuition-waiver (valued at \$1600) to a Kaplan LSAT course will be raffled to attendees at the end of the program. Ms. Legier commended the law students for their efforts and praised the collaboration as a great example of the extraordinary work that can be accomplished when the LSBA works with other organizations that share its goals.
- b. Suit Up Program. The 2013 program will occur June 10 – 28, 2013. The professors have committed to teaching, several employers have committed to allowing shadowing, and many people are assisting with planning and preparations. Several field trips are also confirmed. The deadline for student applications will be April 15, 2013. Several grant applications remain outstanding.
- c. YLC PowerTies. The PowerTies schedule for the Spring is complete and volunteers are needed. The subcommittee will continue identifying attorney/judge volunteers for this program.
- d. Next Meeting. The next meeting will occur on March 26, 2013, 1:00 p.m.

**I. Job Fair.** Mr. Leitzelar and Ms. Legier reported for the subcommittee on the Minority Involvement Section Job Fair. The Minority Involvement Section decided during its last meeting to convert the Fair to a "virtual" fair because of low employer registrations in the past as well as finances. The students must upload their resumes by March 28<sup>th</sup> to have them included in the resume books that will be disseminated to registered employers by March 31<sup>st</sup>.

**J. Community Outreach.** Ms. Jenkins reported for the subcommittee.

- i. Proposed Walk/Run. The Committee voted in the past to approve the Walk/Run during the May meeting. The Committee also voted 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. Mr. Spivey is inviting the walk/run coordinator to attend the next Diversity Committee meeting.

- ii. Other Ideas to Explore. Ms. Jenkins encouraged Committee members to send ideas that would allow the Committee to partner with non-legal organizations regarding diversity efforts that would allow for outreach to the community.

#### IV. LSBA OUTREACH REPORT

Ms. Legier reported on various LSBA outreach efforts.

- A. ***New Admittee Receptions***. The LSBA has had and is having new admittee receptions throughout the State: New Orleans (11/7), Baton Rouge (1/30), Lafayette (1/11), Lake Charles (1/31), and Alexandria (possibly 5/10). We had an informal social in Shreveport instead of the reception; the judges in Shreveport planned a reception for Judge Carl Stewart on the date that we had previously had set for the New Admittee reception.
- B. ***Geographic Outreach***. Ms. Legier reported that LSBA President John Musser is meeting with the officers of the local and specialty bar associations in the major cities. A meeting with the presidents and executive directors of the large local bar associations is scheduled for February 22<sup>nd</sup> in Lafayette. Another meeting for local bar leaders in the Baton Rouge area is scheduled for April 10<sup>th</sup>, and a meeting will be scheduled in Alexandria in the future.

#### V. NEW BUSINESS

- A. ***Superwomen CLEs***.

On November 16, 2012, the LSBA, the Baton Rouge Association for Women Attorneys, the Louisiana Association of Black Women Attorneys, and the Baton Rouge Bar Association hosted "SUPERWOMEN...Female Attorneys Mastering the Game and the Strategies that Rule." The successful half-day seminar drew 90 female participants and provided female attorneys many best practice tips for surviving the profession as well as professionalism, law practice management, and work/life strategies. Other SUPERWOMEN programs are scheduled for April 2, 2013, in Shreveport and for May 2, 2013, in New Orleans.

- B. ***MCCA Diversity Academy***. The LSBA has received a request to co-host the Minority Corporate Counsel Association's MCCA Diversity Academy November 12th or 13th. The MCCA has been hosting this Academy in various cities last year and this year (<http://www.mcca.com/index.cfm?fuseaction=Page.ViewPage&PageID=2278>). The Academy is an interactive training program designed to show participants how to define, create, and sustain a diverse and inclusive workplace. Participants learn inclusion principles that can be implemented immediately within their organization. The Academy is offered at no charge to MCCA members and the law firms participating in MCCA's Firm Affiliate Network (FAN). Joe West, the MCCA executive director (and LSBA member), would like the LSBA to co-host the event, which will occur on November 12th or 13th. Entergy Inc. is co-sponsoring and underwriting the hotel and food costs. The LSBA's responsibilities would consist of helping to market the event rather than to provide any financial support. Judge

Herman moved and Mr. Hesse seconded to recommend that the LSBA co-host the Diversity Academy with MCCA. The motion passed without objection.

## VI. ANNOUNCEMENTS

Ms. Jenkins called the Committee members' attention to the announcements, most of which were disseminated before the meeting in the agenda.

1. **SAVE THE DATE FOR FUTURE LSBA DIVERSITY EVENTS:**

*Setting the Bar: LSBA Pre-Law Conference*, February 16 and March 2<sup>nd</sup>, Loyola University College of Law

*Depression CLE*, February 21<sup>st</sup>, Louisiana Bar Center

*Diversity Conclave*, March 8, 2013, Renaissance Hotel, Baton Rouge

*LSBA Minority Involvement Section Hosting Virtual Internship Fair; Deadline March 28th SUPERWOMEN...Female Attorneys CLE* in Shreveport, April 2, 2013, Petroleum Club

*SUPERWOMEN...Female Attorneys CLE* in New Orleans, May 2, 2013, Hampton Inn and Suites

*SUIT UP FOR THE FUTURE High School Summer Legal Institute and Internship Program*, June 10-28, 2013

*Train the Diversity Facilitator*, May 22, 2013, Bar Center, New Orleans

2. **Justice Bernette Johnson's Investiture Activities**, February 28th.

3. **AWA seeking donations to create an honorarium.** The AWA is still seeking donations to create an honorarium in the name of one of its founding members, Dot Waldrup. The award will recognize the recipient's academic achievements in studying issues of gender in the workplace. AWA's goal is to fund a \$500 yearly monetary award in Dot's name. To donate, go to <http://us2.campaign-archive1.com/?u=5b9cc7077cbef1743ad91b6df&id=d6c5b330be&e=c5294a8239>.

4. **Women With Disabilities Web Cast Series.** Magee-Women's Hospital and the UPMC Disabilities Resource Center will be hosting the Women with Disabilities Web Cast Series. The purpose of this series is to promote sensitivity and awareness toward issues that women with disabilities face in dealing with the health care system; and to educate providers, women with disabilities, caregivers, and advocacy groups of available services and resources. TO REGISTER: Go to <http://classes.upmc.com>, in the keywords type disability.

5. **MCCA's 12th Annual CLE Expo March 5-7 2013.** The seminar will be March 5-7 at the Hard Rock Hotel in San Diego California. For more information, go to <http://www.mcca.com/index.cfm?fuseaction=Page.ViewPage&PageID=1610>.

6. **DRI's Women in the Law Seminar – March 13-15, 2013**, at Eden Roc Renaissance Miami Beach, Miami Beach, Florida. Advance registration is available through February 21, 2013! This seminar addresses the unique challenges women face in the practice of law and offers an alternative model

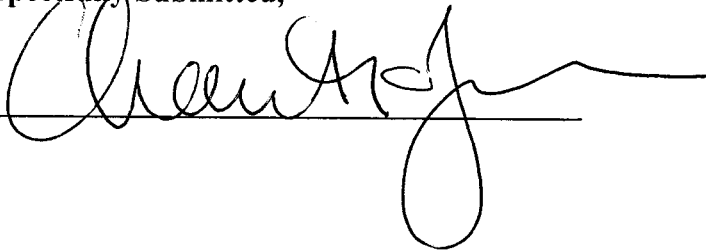
for success, based on a woman's distinctive communication style and personality.

7. **Institute of Inclusion in the Legal Profession Hosting a "Measure of Success" Diversity Survey; Deadline to Respond is March 15, 2013.** Institute of Inclusion in the Legal Profession (IILP) is hosting a "Measure of Success" diversity survey. In order to answer questions about the legal profession's diversity and inclusion goals, IILP is inviting everyone in the profession - lawyers, judges, law students, legal administrators, diversity professionals, bar association staff, law school faculty and administrators, etc. - to participate in the "Measure of Success" study. Access the study by clicking on this link: <https://www.surveymonkey.com/s/H9Z9TMR>.
8. **National Consortium on Racial and Ethnic Fairness in the Courts 25th Annual Conference** scheduled to take place in Washington DC from March 20th through March 23rd, 2013. For more information, go to [www.national-consortium.org](http://www.national-consortium.org).
9. **National Bar Association 88th Annual Convention in 2013.** The National Bar Association's 2013 88th Annual Convention is scheduled from July 27, 2013 to Thursday, August 01, 2013, at the Fountainebleau Miami Hotel in Miami, Florida. Stay tuned for more information at [http://www.nationalbar.org/meetings and events](http://www.nationalbar.org/meetings_and_events).
10. **Hon. Tracey Flemings Davillier's Investiture.** Judge Davillier's investiture is scheduled for February 23, 2013, at 4:00 p.m.

## VII. ADJOURNMENT

The meeting was adjourned by acclamation at approximately 2:15 p.m.

Respectfully Submitted,



A handwritten signature in black ink, appearing to read 'Tracey Davillier', is written over a horizontal line. The signature is fluid and cursive, with a long horizontal stroke extending to the right.