

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE**

**MINUTES**

11:00 a.m. Wednesday, January 14, 2009  
Louisiana Bar Center, New Orleans

*EXHIBIT*

**In Person:**

LaWanda B. Gibson  
Wayne J. Lee  
Hon. Fredericka H. Wicker  
Kelly McNeil Legier  
Jesse C. Brown  
Ariel A. Campos, Sr.  
Cherrilynne W. Thomas

**By Phone:**

Franchesca Hamilton-Acker  
Kim M. Boyle  
Dean Lawrence Ponoroff  
Jennifer M. Medley  
Chauntis T. Jenkins

The meeting was called to order at 11:10 a.m. with Wayne Lee and Hon. Fredericka H. Wicker presiding.

**I. MINUTES**

Mr. Campos moved and Ms. Hamilton-Acker seconded to approve the minutes from the October 30, 2008 meeting.

**II. HOUSEKEEPING**

**A. Mission Statement**

Mr. Lee explained the inconsistency between the mission statement and the LSBA diversity statement. The committee members discussed the options for resolving the inconsistency. Mr. Campos moved that the Committee amend the Mission Statement to include the language in the LSBA diversity statement. Ms. Medley seconded the motion, and it was passed without opposition.

**B. Future Meetings**

The following dates were chosen for future Diversity Committee meetings: February 19, April 16, and tentatively May 7. All of the meetings will begin at 11:00 a.m.

**III. CONCLAVE**

Ms. Legier gave a report on the status of the Conclave planning. She disseminated the program agenda by email to the members. She reported that some of the non-lawyer speakers have requested honoraria. It was moved and seconded that Ms. Legier receive authority to pay Dr. Grenell's and DMM & Associates' requested honoraria up to \$1,500 and \$750 respectively. Committee also discussed the need for law student involvement in the Conclave. Ms. Legier explained that law students were invited to the Conclave last year and that each law school authority was permitted to send five students for free. The consensus was to do this again for the 2009 Conclave.

**ACTION ITEMS:** (1) Ms. Legier will disseminate the biographies for the Conclave and Diversity Forum speakers when they are obtained. (2) Committee members will publicize the Conclave and try to send office managers or a judge representative or more. (3) Ms. Legier will draft a letter for Mr. Lee and Judge Wicker promoting the Conclave.

#### **IV. DIVERSITY AWARDS**

Ms. Legier asked whether the Committee wanted to consider giving a monetary award for individuals honored for their diversity efforts. The committee members discussed the idea of the diversity awards, criteria for awards, proposed categories of awards, and the purpose of the awards. Franchesca Hamilton-Acker, Jesse Brown, Jennifer Medley, and Ariel Campos (chair) volunteered to serve on a subcommittee to investigate the awards and propose criteria. The group decided to meet on January 26 *via* conference call.

**ACTION ITEM:** The subcommittee will propose criteria for the diversity awards.

#### **V. BAR JOURNAL- DIVERSITY ISSUE**

Ms. Legier reported on the information she received from the LSBA Bar Journal editorial board concerning the guidelines and deadline for articles. Committee members engaged in a lengthy discussion regarding possible topics for articles and proposed authors. The committee members also discussed inviting a guest editor to serve on the issue and posed questions regarding the guest editor's responsibilities. Ariel Campos and Hon. Fredericka Wicker volunteered to serve on the Diversity Journal Subcommittee. The subcommittee was charged with planning the scope of articles, inviting speakers, and determining a theme. The subcommittee planned to meet on January 15.

**ACTION ITEM:** The subcommittee will determine the articles, invite speakers to submit articles for the February 13 deadline, and determine a theme for the April/May issue of the Bar Journal.

#### **VI. DIVERSITY COMMITMENT STATEMENT**

Mr. Lee discussed the status of the statement. He circulated a draft incorporating revisions based upon the feedback.

**ACTION ITEM:** Ms. Legier will circulate the revised version by email to request comments from all committee members before the next meeting.

#### **VII. STRATEGIC PLAN**

Ms. Legier reported on the strategic plan proposal she received as well as information she received from the ABA regarding the Young Lawyers Division diversity plan. Committee members held a lengthy discussion regarding the need for a diversity strategic plan and whether a consultant is needed to assist in developing a plan. Committee members decided to table discussion on the consulting firms until the next meeting. The Committee will continue to explore how to proceed and how to fund the action.

**ACTION ITEM:** Judge Wicker will send an email to committee members for information regarding other consultants who can be approached for proposals on strategic plans.

### **VIII. WEB SITE**

Ms. Legier explained the status of the diversity webpage and demonstrated its contents on the computer. Ms. Legier explained the need for a Minority Speakers Bureau. The committee members agreed that Ms. Legier should add a speakers bureau registration to the website. Judge Wicker explained that the Committee should continue to explore ways to increase participation in the Speakers Bureau.

Ms. Legier also discussed the diversity newsletter she received from a law firm and asked whether the Diversity Committee would consider a diversity newsletter that could be disseminated quarterly or semiannually from the website. Committee members liked the idea but decided to place the idea on hold until next year.

### **IX. SUPPLEMENTAL BAR REVIEW COURSE**

Ms. Legier discussed a summary of a preliminary meeting she conducted in December with law school representatives and the presidents of several minority bar associations in the state. Those groups are in favor of developing a supplemental bar review course for minority law students and are willing to work with the LSBA if the Committee would implement the program. The Committee decided that it would not be possible to implement a supplemental bar review course this year and that additional study would be needed to evaluate the feasibility of such a program. Judge Wicker recommended that the LSBA approach the law schools about allowing the Bar Association to do remedial writing classes for all students, not just minorities.

**ACTION ITEM:** Ms. Legier will speak to Annette Buras and Cheri Grodsky regarding the classes.

### **X. SPONSORSHIPS AND REQUESTS**

Sponsorship requests. Ms. Legier explained that she received a request from the National Bar Association Labor and Employment Section to sponsor a reception following its conference on March 27, 2009 in New Orleans. Judge Wicker moved that the Committee allocate up to \$500.00 for the reception. The motion was seconded and passed. The Committee was not interested in sponsoring the SRBLSA Conference in Tennessee.

Louisiana Black Legislative Caucus Request for Participation. Ms. Legier reported that she received a request from the Louisiana Black Legislative Caucus for organizations to send representatives to the State of Blacks in Louisiana Program scheduled for March 21, 2009. **ACTION ITEM:** Ms. Legier will get details from Ms. Medley and disseminate them to the Committee and request RSVPs from committee members who can attend.

### **XI. LAW FIRM OUTREACH SUBCOMMITTEE**

**ACTION ITEM:** The Committee charged Ms. Legier with the task of identifying people for the subcommittee who have not volunteered for other committees.

## **XII. JUDICIAL OUTREACH**

Ms. Legier and Judge Wicker reported about the diversity presentations incorporated in the New Judges Orientation and LSBA Summer School. Ms. Thomas asked if anything is being done to encourage minority participation in the Annual Meeting. It was confirmed that nothing specific is being done. Kim Boyle has encouraged participation when meeting with minority bar leaders on her outreach tour. Committee members discussed ideas to get minority members and young attorneys to participate.

## **XIII. LOCAL BAR OUTREACH**

Ms. Legier reported on Ms. Boyle's outreach tour to areas of the state outside of New Orleans. Ms. Boyle has attended en banc meetings of the state appellate courts in Baton Rouge and Shreveport. She has plans to travel to the Third Circuit in Lake Charles in late January and the Fifth Circuit in Jefferson Parish in March.

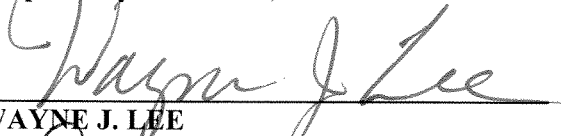
Ms. Legier reported on local bar outreach efforts, including the newly launched multi-bar calendar and information received from various bar listservs. She also explained that the Outreach Coordinator position in her department has been filled by Veronica Lewis.

Ms. Legier reported on the status of Justice Ortique's portrait. She has a meeting scheduled in February to receive information from Photographer Jim Thorns and the Ortique family to plan the portrait unveiling of Hon. Revius Ortique (deceased).

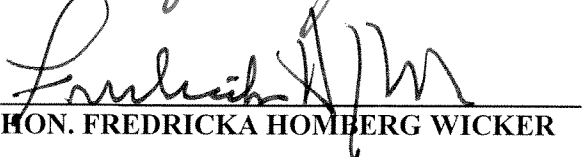
## **XIV. ADJOURNMENT**

The meeting was adjourned at 1:45 p.m.

**Respectfully Submitted,**



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER