

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE MEETING

MINUTES

11:30 a.m. July 29, 2010

Louisiana Bar Center, New Orleans

Participants

Brad J. Axelrod

Jeremy L. Bolton

Adrejia L. Boutte

LaWanda B. Gibson

Franchesca L. Hamilton-Acker

Chauntis T. Jenkins

Wayne J. Lee

Kelly McNeil Legier

Yolanda D. Montgomery

Michael Robinson

Paige F. Rosato (Judge Tobias' law clerk)

Scott J. Spivey (phone)

Hon. Max N. Tobias, Jr.

Hon. Fredericka H. Wicker

Sheila M. Wilkinson

The meeting was called to order at 11:34 a.m. with Co-chair Wayne Lee presiding. Lee welcomed everyone and thanked them for their participation.

I. HOUSEKEEPING

A. Minutes. Scott Spivey moved and Ms. Montgomery seconded to approve the minutes for the April 27, 2010 minutes. The motion passed without objection.

B. Subcommittees. Chair Lee encouraged members to select subcommittees to join. Those who do not will be drafted to subcommittees.

C. Next Meeting. October 20, 2010, 11:30 a.m.

II. DIVERSITY OLD BUSINESS

A. National Consortium on Racial & Ethnic Diversity Annual Convention 2011. Judge Tobias reported on the status of the convention. The contract for the hotel has been executed (Omni Royal Orleans), and he has received a letter of support from the LSBA. Current activities include deciding on topics to be addressed at the conference and soliciting sponsors. Judge Tobias provided other details regarding the proposed receptions, the CLE programs, and registration fee. Judge Tobias requested recommendations for a keynote lunch speaker. Chair Lee volunteered to sign sponsorship solicitation letters, and Judge Wicker volunteered to send emails to the Louisiana judges encouraging their participation in the conference. **ACTION ITEMS:** (1) Committee members interested in volunteering for either the solicitation or education planning subcommittees should contact Judge Tobias or Ms. Legier. (2) Judge Tobias will forward to the committee copies of the programs of the last two conferences to trigger ideas for CLE programs for the 2011 CLE program.

- B. Diversity Survey.** Ms. Legier reported on the status of the survey. She explained that efforts to identify a college graduate student who might be willing to adopt this survey as a master's thesis are still ongoing. In addition, attempts are still underway to locate the 1995 survey conducted by a Louisiana Task Force on Race and Ethnic Fairness in the Courts. **ACTION ITEMS:** (1) Judge Tobias will contact Tony Gagliano regarding the 1995 Task Force on Race and Ethnic Fairness in the Courts survey. (2) LSBA staff will obtain a copy of the National Association of Law Placement survey to determine the types of diversity data the law schools maintain. (3) LSBA staff will continue efforts to identify and investigate details a student to possibly conduct the survey.
- C. Diversity Facilitation Workshop.** Chair Lee reported on the draft facilitation plan. He charged the subcommittees with the task of reviewing the proposed plan and recommending benchmark measurements and additional actions for the various elements of the plan. **ACTION ITEMS:** (1) Committee and subcommittee members will review the draft facilitation plan and recommend changes before the next meeting in October. (2) Subcommittee chairs will report on measurements concerning activities addressed by their respective subcommittees.

III. LSBA PRESIDENT'S REPORT

President Michael A. Patterson was unable to attend the meeting. Ms. Legier conveyed an oral report of his concerns that a single standard format for the mini-conclaves may not be effective in all regions. Accordingly, he suggested that the Committee consider ways to modify elements of this program in ways that would encourage the greatest levels of participation in the respective locales.

IV. DIVERSITY COMMITTEE REPORTS

- A. Conclave.** Ms. Jenkins reported on the 2011 Diversity Conclave, scheduled for March 18, 2011, at the New Orleans Marriott at the Convention Center, including the status of facilitator invitations, proposed panel topics, breakout sessions (to occur the day before), and confirmed speakers. The title selected is "The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere." Ms. Jenkins asked members to suggest in house counsel and corporate representatives for the business panel. Judge Wicker recommended that the conclave subcommittee contact Leah Guerry, the executive directors of the courts, and the judicial college about speaking at their internal CLE programs to market the conclave. Ms. Legier reported on the dates of the mini diversity conclaves. She also conveyed LSBA President Mike Patterson's concerns regarding communications from the Alexandria Bar President that the Alexandria Bar is not interested in co-hosting a mini diversity conclave in 2011. The group discussed ideas to advance the diversity discussion, such as repackaging the program, partnering with other organizations or the court, and asking current and former LSBA leaders to assist with promoting the programs. **ACTION ITEMS:** Ms. Jenkins will contact the suggested entities regarding conclave presentations.
- B. Awards Subcommittee.** Ms. Hamilton-Acker reported on the status of the diversity award. The subcommittee will meet soon to discuss the details concerning the nominations. Co-Chair Lee added the history of the award and the efforts made last year to refine the procedures. **ACTION ITEM:** The diversity award subcommittee will establish the nominations committee, finalize the schedule for the nomination process, and publicize the award.

- C. **Diversity Communications.** Ms. Boutté reported on the subcommittee efforts. **Lapel Pins.** She reported that the pins will be ordered and distributed at the mini conclaves. **Diversity Video.** Ms. Boutté reported on the results of the subcommittee's research of schools regarding their students' interest in participating in a video contest, the need for a monetary prize as incentive, and that course credit would not be possible. Ms. Boutté described the deadlines and the contest. Ms. Boutté moved that the committee approve the video contest proposal. Judge Wicker seconded the motion. The motion passed. **Brochures.** Ms. Boutté reported that the diversity brochure is being repackaged. She moved that the diversity brochure be approved for publication. Judge Wicker seconded the motion. The motion passed. **Newsletter.** The inaugural newsletter is being developed and will be available for dissemination in early August. She moved that the committee authorize the dissemination of the newsletter in the manner that would be most effective. Ms. Jenkins seconded the motion. The motion passed. **CLEs.** The committee is exploring proposals to offer diversity CLEs from which the revenues could be used to help defray the costs of other diversity initiatives. **Diversity Website.** Ms. Legier demonstrated how to access the diversity webpage on www.lsba.org/diversity. She also explained the contents and information available on the site. **ACTION ITEM:** The subcommittee will move forward with the actions approved by the Committee.
- D. **Diversity Commitment Statement Committee.** Judge Wicker and Chair Lee reported for the subcommittee. Judge Tobias noted that he sent personal letters to every judge within the state encouraging them to execute the Statement. While many judges executed the Statement, some sought more information. Judge Wicker suggested making presentations at the various court association meetings to educate judges and lawyers about the Diversity Program and goals. The committee discussed other ideas to follow up with firms that have already executed the Statement and discuss ways to encourage firms to get attorneys to get involved with diversity efforts. **ACTION ITEMS:** (1) LSBA staff will create a PowerPoint for Judge Wicker to use during the presentations. (2) Judge Wicker will contact the court associations to schedule appearances for diversity presentations.
- E. **Diversity Integration**
Judge Wicker reported for the subcommittee. She reported that diversity presentations were incorporated within the Summer School and Annual Meeting. The Committee discussed suggestions to have a member of the diversity committee to attend the CLE Committee meetings, to having a diversity committee member attend the LSBA Section Council meeting, and to speak with LSBA President Patterson about the feasibility of appointing a diversity liaison for most LSBA committees. Co-Chair Lee noted the idea of creating basic canned diversity program materials that would be available for incorporation into other LSBA CLEs. **ACTION ITEMS:** (1) LSBA staff will identify the chair of the LSBA CLE committee and forward the information to Co-Chairs Lee and Wicker. ~~(2) Co-Chairs Lee and Wicker will approach LSBA President Patterson regarding diversity committee presence on other LSBA committees.~~ (3) LSBA Staff will obtain details regarding the next Section Council meeting and forward to Co-Chairs Lee and Wicker for further action.
- F. **Diversity Pipeline.** Ms. Wilkinson and Ms. Douglas reported in the subcommittees' proposals. **National Bar Association (NBA") One-Day Shadowing High School Internship.** Ms. Wilkinson reported that the youth program is set for August 9th. Dana

Douglas contacted the NBA. We have been providing support as requested by the NBA. Twenty-three students are registered. **High School Legal Internship Program.** Ms. Wilkinson described the five-week program and reported on the status. The details are being developed. She described the current ideas for the program syllabus and a marketing postcard. **Student Outreach Ambassador Database.** Ms. Wilkinson reported on the purpose and status of the database, which currently consists of approximately 20 volunteers. Ms. Wilkinson moved for approval to expand the database use to identify moot court and trial advocacy. Judge Wicker seconded. The motion passed. **Proposed College Pipeline Activities.** Ms. Wilkinson and Ms. Legier detailed proposed activities for college students. Ms. Wilkinson moved for authority to explore (1) implementing workshops proposed by Loyola Law Student Bonnie DeSalle (founder of Change the Odds NOLA) for college students regarding tips for applying to law school and taking the LSAT; and (2) researching motivational telecasts for law students and to return to the diversity co-chairs for permission to implement if a decision is needed. Judge Wicker seconded the motion. The motion passed. **ACTION ITEM:** The subcommittee will move forward with the actions approved by the Committee.

V. ANNOUNCEMENTS

Chair Lee gave the announcements.

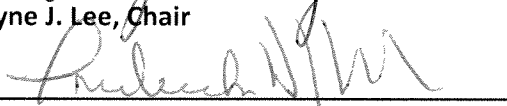
VI. ADJOURNMENT

The meeting adjourned at approximately 1:40 p.m.

Respectfully Submitted,



Wayne J. Lee, Chair



Hon. Fredericka H. Wicker, Chair