

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE MEETING**

**MINUTES**

11:00 a.m. • May 1, 2012  
Louisiana Bar Center, New Orleans

**Participants**

Adrejia L. Boutté (phone)  
Jeremy M. Bolton  
Chauntis T. Jenkins  
Richard K. Leefe  
Kelly McNeil Legier

Luis A. Leitzelar (phone)  
Barbara Bourgeois Ormsby (phone)  
Hon. Max N. Tobias  
Angela White-Bazile (phone)  
Sharonda R. Williams (phone)

The meeting was called to order at 11:07 a.m., with Co-Chair Chauntis Jenkins presiding over the meeting. Co-Chairs Judge Max Tobias and Jeremy Bolton were present.

**I. HOUSEKEEPING**

- A. Minutes.** Luis Leitzelar moved and Angela White-Bazile seconded to adopt the minutes of the March 20th meeting. The vote was tabled pending a quorum.
- B. Diversity Video.** The diversity video clips are being taped at the Louisiana Bar Center May 1<sup>st</sup> and 2<sup>nd</sup>.
- C. House Resolution.** LSBA House of Delegates resolutions are due May 1<sup>st</sup>.

**II. OLD BUSINESS**

There was no old business to address.

**III. DIVERSITY SUBCOMMITTEE REPORTS**

- A. Conclave.** Ms. Ormsby reported for the subcommittee. The Conclave is scheduled March 1, 2013, at the Renaissance Hotel in Baton Rouge. The subcommittee is exploring a theme for the 2013 year.

Diversity Workshops and Alternatives to Mini Conclaves. Ms. Legier reported on the CLEs and workshops designed to substitute the mini conclaves.

1. Since the last meeting, the Committee arranged for a presenter to facilitate one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations:
  - LSBA Solo and Small Firm Conference, Anthony Butler presented Cross Cultural Marketing (2/24/2012, over 323 attendees);
  - Southwest Louisiana Bar Association Bench Bar conference (3/16/2012, 60 attendees); and
  - A presentation to Chuck Plattsmier's office (3/30/2012, 15 attendees).A presentation is scheduled during the Alexandria Bench Bar Conference and the Florida Parishes Inns of Court. Additionally, email invitations have been sent to local and specialty bar officers regarding including diversity/inclusion presentations in 2012-13 already-existing programs and proposing half-day

diversity/inclusion workshops. Email also will be sent to 2012-13 LSBA CLE Program Chairs once they are selected.

2. LSBA Institute of Inclusion Roundtable Discussions. Future roundtable discussions are being planned for May and August. Lacreia G. Cade will present one on May 18, 2012. Others will be scheduled.

**B. Disability Summit.** Jeremy Bolton reported on the Disabilities Summit, which is scheduled for October 11, 2012, in Baton Rouge at the Crowne Plaza Hotel. The first planning meeting occurred April 17, 2012. Planning is underway. The theme will remain the same as the 2011 program.

**C. Awards.** Ms. Jenkins reported for the subcommittee. The LSBA Board of Governors approved Kean Miller as the 2012 Human Rights Award recipient. The Committee discussed the deadlines and guidelines. The Committee also discussed concerns regarding disparity in the individual and firm applications. The Committee discussed ideas for the name of the proposed recognition for local and specialty bar associations that continued hosting diversity/inclusion presentations after the discontinuation of the mini diversity conclaves. The subcommittee suggests a name that will include “guardian”, such as “Guardian of the Committee on Diversity in the Profession.” The Subcommittee also is exploring the development of a trailblazer/champion award to honor a person from a group underrepresented within the legal profession who has demonstrated excellence or accomplished greatness in the face of great adversity. The subcommittee’s next meeting is July 12<sup>th</sup>.

- **ACTION ITEMS:** Ms. Legier will send an email to the entire Diversity Committee to get the members to vote to approve the 2013 deadlines, form, and guidelines. (2) Ms. Legier will send an email regarding the proposed name and incentives for proposed recognition for the local and specialty bar associations.

**D. Diversity Communications.** Ms. Boutté reported on the subcommittee’s efforts.

1. Brochures/Bookmarks: The subcommittee is developing disabilities bookmarks. A working draft was disseminated to the Committee.
2. Newsletter: The March newsletter was disseminated within the *Bar Briefs*, and the next newsletter will appear in May.
3. Diversity Facilitator Training. The Train the LSBA Diversity Facilitator Training Workshop is scheduled for May 8, 2012, at the Bar Center. About 15 people are registered. The program has been approved for 7.08 CLE hours.
4. Diversity Videos. A videographer came to the Bar Center to videotape May 1<sup>st</sup> and 2<sup>nd</sup> short testimonials and interviews for incorporation into a diversity video that can be shown before some LSBA event and included on the LSBA website.
5. Communications Strategic Planning Meeting. The Communications Subcommittee held a strategic planning meeting to evaluate past programs and to set future goals. Tabitha L. George and Lauren E. Godshall agreed to serve as co-chairs with Ms. Boutté for next year.

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

1. Report on signatories. Ms. Legier gave the report. Volunteers actively solicited new signatories during the Conclave. We received a few signatories at the Conclave and shortly after. We now have approximately 243 signatories across the state. This figure reflects 110 law firms/offices; 22 courts; 88 individual judges; 19 individual attorneys; 2 corporate counsel; and 3 bar associations. We have not experienced a large influx in a significant period of time.
2. Outreach to Corporate Counsel. We have contacted incoming president John H. Musser, IV regarding his willingness to jointly execute a letter with Charles L. Rice, Jr. (Entergy N.O. CEO), Judy Perry Martinez (Northrup Grunman) and Jade Brown-Russell (Harrah's). We are awaiting a response regarding how he would like us to incorporate his support regarding the Statement.
3. Article. Michael Robinson is writing an article about the statement and signatories. It is being developed for incorporation in the October Bar Journal. The plan is to encourage signatories by the end of December with the incentive that they will be recognized at signage during the LSBA midyear meeting.
4. President's Message. We are awaiting a response from President Elect John Musser regarding the president's message.

**F. Diversity Integration.** Ms. Jenkins reported for the subcommittee. The subcommittee is asking leaders of the Bar to ask for liaisons from the Diversity Committee to serve on the other Bar committees; is exploring co-hosting opportunities with LSBA Sections; and is researching the feasibility of developing a diverse speaker's bureau.

**G. Diversity Pipeline.** Ms. Legier reported on the subcommittee's efforts.

1. "Suit Up For the Future" High School Legal Internship Program. The program is scheduled June 11-29, 2012. The student application deadline was extended to May 1, 2012. There are 15 applicants thus far. She reiterated that no funding source has been identified to provide the student participants with a \$250 stipend like last year. If a funding source is secured, the students will be surprised with this information.
2. College Outreach. Ms. Legier is awaiting information from the Black Law Student Association at Loyola regarding the workshop and the needs of the organization regarding the program.
3. Edutainment Assemblies. Ms. Legier reported that we are awaiting additional details from Karen Chatman and the Urban Youth Academy regarding future assemblies in area schools and in four other major cities.

**H. Job Fair.** Mr. Litzelar reported for the subcommittee on the Minority Involvement Section Internship Fair and Job Fair. Resume books, containing resumes of about 60 students, were disseminated electronically to registered employers as well as judges,

government agencies, and public defenders offices. Plans have not begun for the Fall job fair, which will occur at LSU in Baton Rouge. The Fair will either occur August 3<sup>rd</sup> or August 18<sup>th</sup>.

- I. **Community Outreach.** Ms. Jenkins reported on the research from Scott J. Spivey regarding the diversity walk/run. Mr. Spivey conducted preliminary research regarding the run. Mr. Spivey was unable to secure Chuck George's attendance for the Diversity Committee meeting. However, he communicated that there probably is insufficient time to plan a walk/run for the Fall.

#### IV. NEW BUSINESS

Judge Tobias raised the issue of creating a task force to explore the coordination of more joint activities between the LSBA Minority Involvement Section and the Diversity Committee and to investigate whether the two entities should be merged. The group discussed the issues and how to generate more activity and participation in both entities. The issue was tabled. The consensus was to invite the Minority Involvement Section officers and/or members to the first meeting of the 2012-13 bar year.

#### V. LSBA OUTREACH REPORT

Ms. Legier gave the report regarding various outreach efforts.

- A. **New Admittee Receptions.** The LSBA has had and is having new admittee receptions throughout the State: New Orleans (11/9), Baton Rouge (11/17), Shreveport (1/5), Lafayette (1/6), Lake Charles (1/31), and Alexandria (4/27).
- B. **Geographic Outreach.** Ms. Legier reported that LSBA President James "Jimmy" H. Davidson, III has traveled and is traveling to several cities to host local bar leader lunches: Shreveport (1/5); Baton Rouge (1/26); Lafayette (2/15); Lake Charles (2/16); New Orleans (3/13); and Alexandria (4/27). During the meetings, he highlights programs and benefits of the LSBA, Access to Justice and indigent issues, diversity initiatives and programs, changes to the Bar Exam, and the legislation committee. Attendees have been able to present their concerns to Mr. Davidson during the lunches.

#### VI. ANNOUNCEMENTS

Ms. Jenkins called the Committee members' attention to the announcements that were disseminated before the meeting in the agenda.

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

*Suit Up for the Future High School Legal Institute and Internship Program* (6/11-29/2012) Application Deadline is May 1, 2012.

*Train the LSBA Diversity Facilitator Workshop*, May 8, 2012, Louisiana Bar Center, New Orleans

*Disabilities Summit*, October 11, 2012, Crowne Plaza Hotel, Baton Rouge

*Superwomen CLE*, November 16, 2012, Baton Rouge

2. **MCCA 11th Annual CLE Expo is HERE! 3/20/2012 - 3/22/2012.** The goal of MCCA's CLE Expo has always been to deliver the most up to date continuing legal education by a diverse panel of speakers to help you meet the challenges in your department on a daily basis. The conference provides opportunities to sharpen your practice skills and fine tune your abilities to keep pace in an increasingly demanding workplace. And you can learn in an environment committed to inclusiveness for all. To view the brochure, go to <http://www.lsba.org/lbsadocuments/565.pdf>.

3. **Louisiana Diversity Council is hosting its 2012 Louisiana Diversity and Leadership Conference on the campus of Delgado Community College in New Orleans, LA on March 23, 2012.** The Louisiana Diversity Council is hosting its 2012 Louisiana Diversity and Leadership Conference on the campus of Delgado Community College in New Orleans, LA on March 23, 2012. The theme this year is "Deconstructing the Louisiana Glass Ceiling," and will touch on topics ranging from building leadership skills for minorities and women professionals, to diversity best practices and building cultural awareness and sensitivity. Please visit the conference website for more details on session topics or sponsorship information: [www.nationaldiversityconference.com/conferences/Louisiana/](http://www.nationaldiversityconference.com/conferences/Louisiana/).
4. **National Association for Ethnic Studies Conference Invitation 4/5/2012 - 4/7/2012.** The National Association for Ethnic Studies will celebrate its 40th Anniversary at the Annual Conference to be held April 5-7, 2012, in New Orleans, Louisiana at the Astor Crowne Plaza Hotel. All program participants must pay full conference registration and 2012 NAES membership dues. A limited number of travel scholarships are available for students. Additionally, prizes are awarded for best graduate and undergraduate paper. Full details will be available on the NAES website soon. For more information, visit [www.ethnicstudies.org](http://www.ethnicstudies.org).
5. **Inaugural Screening of Miss Representation, a powerful film that exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America 4/11/2012 6:00 PM.** On April 11, 2012, please join the Association for Women Attorneys, International Women's Insolvency and Restructuring Confederation-Louisiana Network, Tulane University Law Women's Association and Loyola University Association of Women Law Students for the first New Orleans screening of Miss Representation, a powerful film that exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. The film challenges the media's limited and often disparaging portrayals of women and girls, which make it difficult for women to achieve leadership positions. The screening will take place in the Moot Court Room at Tulane Law School on Wednesday, April 11, 2012. Doors open at 6:00pm; Screening to start promptly at 6:30 p.m. Discussion and light refreshments to follow. Attendance is free for IWIRC members, AWA members and students. \$10 for everyone else. For more information on the film Miss Representation, go to [www.missrepresentation.org](http://www.missrepresentation.org).
6. **Southern University Law Center Corporate Diversity Symposium 4/12/2012 9:00 AM.** The Southern University Law Center is hosting a Diversity Summit on April 12, 2012, featuring several influential Southern alums, including our own Co-Chair Chauntis Jenkins. The brochure is available at <http://www.lsba.org/lbadocuments/598.pdf>.
7. **BLACK WOMEN LAWYER'S NATIONAL SUMMIT - CHICAGO, ILLINOIS - 4/12/2012 - 4/14/2012.** Black Women Lawyer's Association of Greater Chicago, Inc. ("BWLA"), an association of primarily African-American woman attorneys, judges, law professors and law students from the Midwest area, is celebrating its 25th Anniversary by hosting a National Summit of Black Women Lawyers. The summit will be held in Chicago, IL from April 12-14, 2012. All black women lawyers from across the country are invited to participate in the two-day conference, which will feature community-building, networking, and educational sessions on law, health, wellness and the state of diversity in the legal profession. To register and for more information, go to [www.bwla.org](http://www.bwla.org).
8. **Nominations for 2012 ABA Paul G. Hearne Award Open 4/15/2012.** ABA Commission on Disability Rights is now accepting nominations for its Paul G. Hearne Award for Disability Rights. The award is presented to an individual who, or an organization that, has performed exemplary services in furthering access to justice for persons with disabilities or their full participation in society. Access the form at <http://apps.americanbar.org/members/forms/HearneAward.html>. For questions, please contact Michael J. Stratton at 202-662-1571 (phone) or [cdr@americanbar.org](mailto:cdr@americanbar.org). The deadline for nominations is April 15, 2012.
9. **GREATER NEW ORLEANS LOUIS A. MARTINET LEGAL SOCIETY, INC.'S 2012 ANNUAL SCHOLARSHIP GALA 4/21/2012 6:00 PM.** The Greater New Orleans Louis A. Martinet Society, Inc. and The New Orleans Martinet Legal Foundation, Inc. will host the 2012 Annual Scholarship Gala on Saturday, April 21, 2012 at 6 p.m. The Gala will be held at the Historic Gallier Hall located at 545 St. Charles Avenue in New Orleans. For more information, please contact Halima Narcisse Smith at [halimansmith@hotmail.com](mailto:halimansmith@hotmail.com).
10. **Call for Papers: Twelfth Annual Multiple Perspectives on Access, Inclusion & Disability 4/24/2012 - 4/25/2012.** The theme for the Twelfth Annual Multiple Perspectives, "experience Understood in Image, Poetry, Narrative and Research" reaches across disciplines, professions and modes of knowing for a fuller understanding of disability. The theme facilitates our twelve year exploration of disability as a reflection

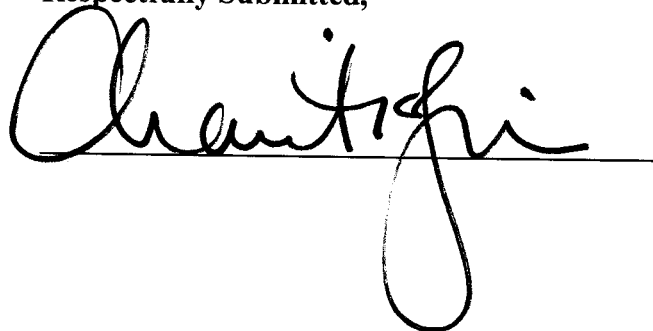
of the human condition as seen through the lenses of environmental, theoretical and social constructs as well as personal experience. Preference will be given to presentations that encourage conversations across the typical divisions (medical and social, education and employment, research and practice, business and government, rights and charity...) or focus on the parallels, distinctions and intersections with race, gender and ethnicity. For submission details: <http://ada.osu.edu/conferences/2012Conf/2012callforpapers.html>. Proposals are due December 5th, 2011. For more information, contact L. Scott Lissner, University ADA Coordinator, Office of Diversity and Inclusion at (614) 292-6207.

11. **BATON ROUGE MARTINET SOCIETY ANNUAL GALA AND SCHOLARSHIP FUNDRAISER 4/26/2012 6:00 PM.** The Baton Rouge Martinet Society's Annual Gala is set for April 26, 2012 at 6:00 and will be held this year in Town Square (in downtown Baton Rouge behind the library). Ticket prices and dress attire will be announced shortly. Anyone interested in joining the gala committee, please contact the Chair, Eboni Townsend, at [ebonit@hotmail.com](mailto:ebonit@hotmail.com).
12. **DRI Scholarship Award 4/27/2012.** DRI announces its annual Law Student Diversity Scholarship program open to incoming second and third-year African American, Hispanic, Asian, and Native American students. Incoming second and third-year female law students are also eligible, regardless of race or ethnicity. All applications, essays and required materials must be submitted in hard copy format to: Tyler Howes, Deputy Executive Director, DRI - The Voice of the Defense Bar, 55 West Monroe Street, Suite 2000, Chicago, IL 60603. Applications and all other requested materials must be received by April 27, 2012. Scholarship winners will be notified in advance and officially announced at the DRI Diversity for Success Seminar, June 7-8, 2012 in Chicago, Illinois.
13. **3rd National Conference on the Employment of Lawyers with Disabilities 5/8/2012.** The American Bar Association Commission on Disability Rights presents its 3rd National Conference on the Employment of Lawyers with Disabilities. Registration is now open! The Conference is scheduled to occur on Tuesday, May 8, 2012, at the Washington Marriott Wardman Park Hotel in Washington, D.C. Conference. The conference will be hosted by ABA President Wm. T. (Bill) Robinson III Place. For more information or to register, contact: <http://amabar.org/EmploymentConference> or Michael J. Stratton [cdr@americanbar.org](mailto:cdr@americanbar.org) or (202) 662-1571.
14. **Women Legal 2012 6/7/2012.** On June 7, 2012 the Ark Group's 5th annual Women Legal conference will be held in New York, New York. It will provide a unique platform for women to view their own power differently. This year's forum will illustrate how women in the profession are building their sphere of influence and navigating their careers in a profession that currently does not support their advancement. Cultural interpretations of gender create tension for women who must reconcile the pursuit of power in the workplace with long-established definitions of femininity - in many instances, creating a scenario of having to choose between being liked and being respected. Of course, women shouldn't have to choose - and without gender bias women. To register at a 15% discount visit <http://wilmington.msgfocus.com/c/182IPNekSUG4mcXuaqt6rNG>.
15. **DRI - Diversity for Success Seminar and Corporate Expo 6/7/2012 - 6/8/2012.** The DRI - Voice of the Defensive Bar is holding its Diversity for Success Seminar June 7-8, 2012, at the Swissotel in Chicago, Illinois. The brochure at the following link has registration and program details: <http://www.lsba.org/lbadocuments/600.pdf>.

## VII. ADJOURNMENT

The meeting was adjourned by acclimation at approximately 12:34 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Chantel", written over a horizontal line.