

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE
MINUTES

11:00 a.m. Thursday, October 30, 2008
Louisiana Bar Center, New Orleans

EX/10.14

The meeting was called to order at approximately 11:05 a.m. with Co-Chairs Wayne Lee and Non. Fredericka Wicker presiding. The following committee members were present:

In Person:

LaWanda Gibson
Wayne Lee
Claudreidra Minor
Hon. Fredericka Wicker
Kelly McNeil Legier

By Phone:

Jim Boren
Franchesca Hamilton-Acker
Angela Leonard
Hon. Max Tobias
Karelia Stewart
Angela White-Bazile

I. CONCLAVE ON DIVERSITY

Kelly Legier gave a report regarding Conclave planning. The Committee members agreed that the Conclave should be a dual track program with one track for attorneys and a second track in the afternoon for business owners and representatives. However, the main purpose of the Conclave should benefit lawyers. The Committee brainstormed marketing strategies for the diversity forum. The Committee also discussed potential costs of the Conclave and expressed an interest in defraying the costs with sponsorships. The Committee also discussed potential titles and themes for the Conclave.

ACTION ITEMS:

- (1) Ms. Legier will call the Chamber of Commerce entities.
- (2) Ms. Legier will contact the ABA Young Lawyers Division regarding details on how they collected and refined the scenarios for its diversity workshop.
- (3) Angela Leonard will determine whether Kean Miller is interested in sponsoring or coordinating the diversity forum for the business track.

II. COMMITMENT STATEMENT AND DIVERSITY SEAL

Wayne Lee discussed the feedback he received. The firms had concerns about some language in the statement. For example, they expressed concern regarding “to increase” as opposed to “to try to increase” hiring needs and “to participate in programs to measure the progress.” Additionally, there were questions from firms as to whether the LSBA is going to offer programming and resources needed for “awareness training.” Committee members discussed the concerns and ways to address them. They also discussed which firms to approach with the statement.

ACTION ITEM:

- (1) Mr. Lee will edit the statement and circulate it to the committee to review. He would like to get this out to firms for the new year.

The Diversity Seal of Approval is on hold. Committee members wish to focus on the Diversity Statement first. Ms. Minor volunteered to serve on this committee.

III. LAW STUDENT OUTREACH

Ms. Legier reported on the networking workshops that occurred in New Orleans and Baton Rouge. Both were well attended by lawyers, judges and students. An article will appear in the Bar Journal and on the diversity Web page. Ms. Legier explained the supplemental bar review writing program that Marta-Ann Schnabel suggested. Committee members discussed ideas and people to implementing the program.

ACTION ITEMS:

- (1) Judge Wicker will call Jack White and Chaney Joseph about a program at LSU and determine the interfacing they are doing with the community.
- (2) Ms. Legier will contact the Committee on Bar Admissions to get information regarding the people who wrote exceptional bar exam answers.

IV. DIVERSITY STRATEGIC PLAN

Ms. Hamilton-Acker asked about whether the LSBA has a formal diversity strategic plan. Ms. Legier explained that there is no plan and detailed the previous efforts by her department to include it in the budget. The consensus of the Committee was that diversity is a commitment, a diversity plan is needed, and a request for the plan to be budgeted should come from the Diversity Committee.

ACTION ITEMS:

- (1) Ms. Legier will get an estimate on costs.
- (2) Ms. Legier will find out how other bar associations set up their diversity plans.

V. OUTREACH TO CHILDREN

Ms. Legier gave a report on the Edutainment pipeline outreach initiative. The program was implemented at the Algiers Technology School in New Orleans and the Istrouma High School in Baton Rouge. Committee members received a copy of the Baton Rouge Advocate covering the assembly at Istrouma. Ms. Legier explained that Hurricanes Gustav and Ike prevented scheduling of all of the schools in September and October as planned. Accordingly, plans are underway to schedule the schools in February. The money previously allocated has not been exhausted.

ACTION ITEMS:

- (1) Ms. Legier will schedule assemblies in the major cities as originally planned.
- (2) Ms. Legier will confirm whether the LSBA incurs any additional liabilities by bussing children to an assembly rather than having the assemblies at each school.

VI. BAR JOURNAL DIVERSITY ISSUE ARTICLES MEETING

Committee members concluded that a separate meeting is needed to plan the diversity issue of the Bar Journal. However, additional information is needed from the Bar Journal editorial board before the Committee can solicit volunteer writers.

ACTION ITEM:

- (1) Ms. Legier will get guidelines on articles for the Bar Journal, theme, etc. and schedule a telephone conference for committee members to discuss and recruit volunteers.

VII. WEB PAGE

Ms. Legier gave a report on the items proposed for the Web page. Committee members recommended that, in addition to Ms. Legier's recommendations, the diversity Web page include job possibilities and job postings for diverse attorneys.

VIII. NORTH LOUISIANA OUTREACH

Ms. Legier gave a report on the proposed "Tour de Kim" outreach initiative, in which President-Elect Kim Boyle will visit the en banc court meetings of the state appellate courts and attempt to meet with bar leaders of the local and specialty bars of each area. Committee members discussed possible issues that Ms. Boyle should include in her talking points on her tour, such as the legal internship issue, changes to the annual meeting and summer school, and the diversity commitment statement. Committee members also suggested that Ms. Boyle and Ms. Foote have a discussion with Justice Kimball regarding the Diversity Statement and calling a special en banc court.

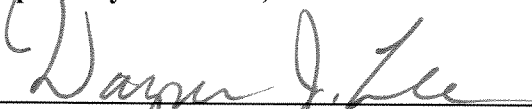
IX. MISSION STATEMENT

Judge Wicker said that this will be the first agenda item for the next meeting.

X. ADJOURNMENT

The next Diversity Committee meeting will take place the first week in January. There being no further business to discuss, the meeting was adjourned at 1:16 p.m.

Respectfully Submitted,



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER