LOUISIANA STATE BAR ASSOCIATION

DIVERSITY COMMITTEE MEETING

MINUTES
11:30 a.m. • September 18, 2012
Louisiana Bar Center, New Orleans

Participants
Kristin L. Beckman (Leadership LSBA)
Adrejia L. Bouillé (phone)
Franchesca L. Hamilton-Acker (phone)
Hon. Karen Kirshbom Herman
Paul D. Hesse
Chauntis T. Jenkins
Commissioner Quintillis K. Lawrence (phone)
Richard K. Leefe (phone)
Kelly McNeil Legier
Luis A. Leitzelar (phone)
Barbara Bourgeois Ormsby (phone)
V. Elaine Boyle Patin (phone)
Hon. Max N. Tobias
Angela White-Bazile (phone)
Sheila M. Wilkinson (phone)
Sharonda R. Williams (phone)

The meeting was called to order at 11:36 a.m., with Co-Chair Chauntis Jenkins presiding over the meeting. Co-Chair Judge Karen Herman was present.

I. ORIENTATION & INTRODUCTION
   A. Introduction of Committee Members. All of the Diversity Committee members introduced themselves.
   B. Purpose of Committee on Diversity. Ms. Jenkins explained the Diversity Committee's purpose.
   C. Purpose of Subcommittees and Their Work. Ms. Jenkins described the subcommittees and their purposes.

II. HOUSEKEEPING
   A. Minutes. Judge Max Tobias moved and Commissioner Quintillis Lawrence seconded to adopt the minutes of the May 1, 2012 meeting without reading them. The motion passed without objection.
   B. House Resolution. Ms. Jenkins announced that the LSBA House of Delegates resolutions are due December 14, 2012.

III. OLD BUSINESS
   There was no old business to address.

IV. 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. The proposed theme is "Embracing Inclusion: The New Status Quo." She summarized the pending facilitators and speakers being
considered. The next meeting is scheduled for September 19, 2012, at 2:00 p.m. Ms. Ormsby welcomed input from the Diversity Committee regarding possible speakers and the program. Judge Herman offered to help with providing ideas to generate more interest from criminal lawyers and judges.

**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 and LSBA committees:
   - Attorney General CLE, September 26;
   - Gilisbar/LSBA Joint Ethics & Professionalism seminars (9/11 Lafayette; 9/28, New Orleans; 11/2, Bossier City) (Adrejia Boute);
   - Baton Rouge End of Year CLEs December 6 (Deborah Love), 7 (Lacrecia Cade); 13 (Chauntis Jenkins and Todd Manuel)
   - New Orleans Bar Association Procrastinator’s Program (12/18, Kelly Legier);
   - John M. Duhe, Jr. American Inn of Court (Lafayette), 10/25 (Tiffany Smith and Ethel Graham);
   - St. Landry Parish Bar Association, 10/12 (Claire McDaniel and Adrejia Boute);
   - Southwest LA Law Day (10/26, Lynn Luker) and End of Year (12/6, Lynn Luker);
   - LA Criminal Defense Lawyers, 12/6 (Kelly Legier);
   - New Orleans Bar Association Workshop 11/1 (Kelly Legier);
   - Greater New Orleans Louis A. Martinet Legal Society (December, 2012);
   - Lafayette Bar Association End of Year CLE; and
   - LSBA Voodoo CLE (Elia Diaz-Yaeger and Brenda Breaux).

2. **LSBA Institute of Inclusion Roundtable Discussions.** Future roundtable discussions are being planned for November and December.

**B. Disability Summit.** Judge Max Tobias reported on the Disabilities Summit, which is scheduled for October 11, 2012, in Baton Rouge at the Crowne Plaza Hotel. The theme will remain the same as the 2011 program. The mailer has been disseminated to key groups and a blast email has been disseminated to the entire membership. About 15 people are registered thus far. The early registration deadline is September 27th.

**C. Awards.** Paul Balanon and Fran Hamilton-Acker reported for the subcommittee. Mr. Balanon discussed the 2013 Human Rights Award deadlines and explained that nominations can be submitted now. Mr. Balanon also described the Guardian award (i.e., recognition for local and specialty bar associations that continued hosting diversity/inclusion presentations after the discontinuation of the mini diversity conclaves) and Trailblazer awards (i.e., a recognition 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) that the subcommittee is developing. The subcommittee sought input from the Diversity Committee on incentives for the Guardian award. The Committee suggested that the bar association recipient should receive two registrations and mileage to the Diversity Conclave.


1. Brochures/Bookmarks: The subcommittee is developing disabilities bookmarks. A working draft was disseminated to the Committee a few months ago. We will recruit a new law student to research other issues for future bookmarks.

2. Newsletter: The next newsletter will appear in the September Bar Briefs issue. The next bar Journal will include the Suit Up for the Future article as well as an article by Monique Doucette on Unconscious Bias.

3. Diversity Facilitator Training. The facilitator training occurred May 8 from 8 am to 4:30 pm at the LA Bar Center. About 11 people were trained. The trained facilitators have been volunteered. We will plan another training for the Spring.

4. Diversity Video. J.R. Thomason videotaped testimonials and interviews for a professionally produced diversity and inclusion video at the Bar Center on May 1st and May 2nd. Brett Topoy videoed a few interviews in San Destin. Kelly Legier is meeting with JR tomorrow, September 19th at 10 am to discuss the process for editing the clips.

5. Next Meeting. The next meeting will occur either October 2 or 3.

E. Diversity Outreach to Law Firms and Courts. Mr. Quintillis Lawrence and Ms. Legier reported for the subcommittee.

1. Report on signatories. Ms. Jenkins reported on the current signatories. 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 LSBA 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 Grumman) 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 LSBA President John Musser regarding the president’s message.

5. Suggestions. Mr. Hesse suggested that we ask local and specialty bars to allow us to distribute the signatory forms during their end of the year CLEs and procrastinator programs. He also suggested asking LSBA President John
Musser to encourage within a future president’s message attorneys to execute the statement.

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 speakers’ bureau.

G. **Diversity Pipeline.** Sheila Wilkinson reported on the subcommittee’s efforts.

1. **“Suit Up For the Future” High School Legal Internship Program.** The program occurred June 11-29, 2012, with 14 high school juniors and seniors. The program received additional publicity from the *Baton Rouge Advocate* because one of the students was from Baton Rouge. An article about the Suit Up program will appear in a future *Bar Journal*. Several firms, attorneys, and LSBA sections donated funds along with the LSBA to pay the student participants $250 stipends.

2. **College Outreach.** Ms. Wilkinson explained that we are awaiting dates from the Loyola Black Law Student Association for the Spring college workshops. The Kaplan representative (Mark Reimonenq) has agreed to work with us to provide some of the presentations. Additionally, Kaplan is willing to donate a tuition (valued at $1600) for a Kaplan LSAT course for us to raffle to law students who attend the workshops.

3. **Student Ambassador Outreach Database.** The subcommittee is still working with the Young Leadership Council to provide attorney and judge volunteers to speak to middle school students in connection with its Power Ties program. People who are interested in Power Ties or in speaking to high school and middle school students for career day and civics programs should contact Kelly Legier to be added to the database. Kristin Beckman and Judge Herman volunteered to participate.

4. **New Co-Chair.** Tiffany Thomas Smith has agreed to co-chair the pipeline subcommittee for the 2012-13 year. Ms. Wilkinson welcomed her.

H. **Job Fair.** Mr. Leitzelar reported for the subcommittee on the Minority Involvement Section Job Fair. The Fall job fair occurred at the LSU Law Center in Baton Rouge on August 18th. About 20 employers and 40 students participated. Joseph K. West (President and CEO of the Minority Corporate Counsel Association), who was the lunch keynote speaker, gave participants advice on the benefits of networking. After his presentation, the students participated in a speed networking activity with six judges: Hon. Regina H. Bartholomew, Hon. Paul A. Bonin, Hon. Ivan L.R. Lemelle, Hon. Nannette Jolivette Brown, Hon. Trudy M. White, and Hon. Max N. Tobias, Jr. The Speed Networking activity helped the participating law students understand the importance of networking. Sharonda Williams added that the Section is going to evaluate the Fair to identify how to get more interest from students and employers involved in future fairs.
I. **Community Outreach.** Ms. Jenkins reported on the research from Scott Spivey regarding the diversity walk/run. Mr. Spivey conducted preliminary research regarding the run. The Diversity Committee voted to sponsor a walk/run in the future. The group discussed the walk/run sponsored by the Leadership LSBA class in April 2012 and the possibility of working with the Young Lawyers Division to continue that walk/run. Ms. Jenkins shared some of the other ideas that have been proposed, such as fairs, concerts, golf tournament.

V. **NEW BUSINESS**

The group discussed 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 task force will consist of Judge Tobias, Sharonda Williams, Luis Leitzelar, Judge Herman, Chauntis Jenkins, Kelly Legier and any others who are interested.

VI. **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 (11/7), Baton Rouge (1/30), Shreveport (1/9), Lafayette (1/11), Lake Charles (1/31), and Alexandria (TBA).

B. **Geographic Outreach.** Ms. Legier reported that LSBA President John Musser is still coordinating his outreach strategy.

VII. **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:**
   - *Disabilities Summit,* October 11, 2012, Crowne Plaza Hotel, Baton Rouge
   - *Superwomen CLE,* November 16, 2012, Hilton Baton Rouge
   - *Diversity Conclave,* March 1, 2013, Renaissance Hotel, Baton Rouge
   - *SUIT UP FOR THE FUTURE High School Summer Legal Institute and Internship Program,* June 10-28, 2013

2. **New Orleans Association for Women Attorneys hosting an ETHICS & PROFESSIONALISM CLE 9/27/2012 11:00 AM.** The New Orleans Chapter for the Association for Women Attorneys is hosting an ETHICS & PROFESSIONALISM CLE on September 27, 2012, from 11:00 a.m. to 1:30 p.m. in the executive conference room at Jones Walker (201 St. Charles Avenue, 52nd floor, NOLA). For more information, contact Dylan Tuggle Thriffley (dthurffiley@mcglinchey.com).

3. **Martinet Society and BLBA Lemelle Mixer 10/1/2012 5:30 PM.** Save the date for a Mixer and Social for the 1L law students, which will be hosted by the Greater New Orleans Louis A. Martinet Legal Society and the Loyola BLBA and Tulane BLSA Chapters. Details will follow.

4. **2012 Diversity Council Conference & Honors Award -- 10/4/2012.** In its fourth year, the 2012 Diversity Council Conference Enhancing Performance - Increasing Value and
Diversity Council Honors Award is moving to Washington, D.C. and expanding to include a one day Diversity Council Conference. Application and registration opening soon! For more information, visit http://www.diversitycouncil.com/inspire/diversity-council-honors-award.html.

5. **ABA WOMEN RAINMAKERS MID-CAREER WORKSHOP 10/19/2012 - 10/21/2012.** Every women deserves a wealth of opportunities and abundance of success. Please join the ABA at its Women Rainmakers Mid-Career Workshop at the Hyatt Regency Lake Tahoe in Lake Tahoe, Nevada, October 19-21, 2012. For more information and to register, visit http://www.americanbar.org/calendar/2012/10/aba_women_rainmakersmid-careerworkshop2012.html.

6. **HLAL Train the Diversity Facilitator Workshop CLE -- 10/24/2012 4:00 PM.** The LSBA is partnering with the Hispanic Lawyers Association of Louisiana to co-host a 1 1/2 hour Train the Diversity Facilitator Workshop CLE on October 24, 2012, from 4:30 p.m. to 6:00 p.m. at Lucy's Retired Surfers Bar & Restaurant (701 Tchoupitoulas Street, New Orleans, LA 70130). A brief networking reception will follow.


8. **LABWA Christmas Social -- 12/13/2012 6:00 PM.** The Louisiana Association of Black Women Attorneys is hosting its Christmas Social on December 13, 2012 from 6 p.m. to 8 p.m. at Fat Hen Restaurant located at 1821 Hickory Avenue in Harahan, LA 70123. For more information, contact Tara Mason at taramasonesq@gmail.com.

9. **LABWA’s WOMEN WHO CHANGE THE WORLD Brunch: Celebrating Women in Business (11 am - 2 pm) 1/19/2013.** The Louisiana Association of Black Women Attorneys will host its "Women Who Change the World" Brunch on January 19, 2013. Details will follow. For more information, contact Tara Mason at taramasonesq@gmail.com.

10. **Condolences to Judge Robin M. Giarrusso.** Committee members were encouraged to keep Judge Giarrusso and her family in their thoughts and prayers regarding the death of her husband, Joseph Giarrusso.

**VIII. ADJOURNMENT**
The meeting was adjourned by acclamation at approximately 12:54 p.m.

Respectfully Submitted,

[Signature]