

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE MEETING**

**MINUTES**

11:00 a.m. • January 17, 2012  
Louisiana Bar Center, New Orleans

**Participants**

Paul S.T. Balanon	Dean María Pabón López (phone)
Jeremy M. Bolton	Dean David Meyer
Lauren E. Godshall (phone)	Scott J. Spivey
Chauntis T. Jenkins	Bradley J. Tate (phone)
Richard K. Leefe (LSBA pres.-elect designee)	Hon. Max N. Tobias
Kelly McNeil Legier	Angela White-Bazile (phone)
Luis A. Leitzelar (phone)	

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

**I. HOUSEKEEPING**

**A. Minutes.** Judge Max Tobias moved and Chauntis Jenkins seconded to adopt the minutes of the October 18, 2011 meeting. The motion passed without objection.

**B. Remaining Meetings for the 2011-2012 Year.** Mr. Bolton reminded the Committee about the future meetings: March 20th and May 1st.

**II. OLD BUSINESS**

**Diversity Survey.** Mr. Bolton reported on the survey that Prof. Do Kyun Kim prepared for the LSBA. The survey was disseminated on October 3rd to about 16,000 members. After receiving communications regarding problems with the survey, LSBA Executive Director Loretta Larsen requested that the committee close the survey and evaluate the responses received. Prof. Kim sent a report, and it was disseminated to the Committee before the meeting. Mr. Bolton reported that the Committee Co-Chairs met with Ms. Larsen regarding the survey and other issues. The group noted that it will probably be two years before another survey is disseminated to the membership.

**III. DIVERSITY SUBCOMMITTEE REPORTS**

**A. Conclave.** Ms. Legier reported for the subcommittee regarding the status of the Fifth Annual Conclave on Diversity on the Legal profession, which is scheduled for March 2, 2012, at the New Orleans Marriott (on Canal Street). She discussed the marketing and telephone efforts and reported on the sponsors committed. Judge Wendell Griffen and Manny Brandt will facilitate the workshop this year. Mr. Spivey suggested that the LSBA reach out to corporate counsel regarding participating and to reach out to other professions about attending.

Diversity Workshops and Alternatives to Mini Conclaves. Ms. Legier reported on the CLEs and workshops.

- i. The Committee arranged for a presenter to facilitate one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations:
  - Baton Rouge Bar Association (12/9/2011, 150 attendees);
  - Fred Fudicker Inns of Court (11/14/2011, 35 attendees);
  - Lafourche Parish Bar Association (12/14/2011, 30 attendees);
  - New Orleans Bar Association (11/2/2011, 25 attendees);
  - Terrebonne Parish Bar Association (11/4/2011, 85 attendees);
  - Federal Practice and Procedure's "Practical Tips for Handling your First (and Next) Federal Civil Case" (10/14/2011, 37 attendees);
  - Ethics and Professionalism's "Watch Your Ps and Qs" CLE (12/2/2011, 208 attendees); and
  - LSBA Solo and Small Firm Conference, Anthony Butler will present Cross Cultural Marketing (2/24/2012, over 300 attendees anticipated).
- ii. The Committee provided PowerPoint material for a presentation to the Twenty-Third Judicial District Bar Association in Lafayette (12/9/2011, 20 attendees) and to the Acadiana Inns of Court (Lafayette, 1/19/2012).
- ii. The Committee also partnered with the Alexandria Bar Association and Louis A. Martinet Legal Society of Central Louisiana to host a free, half-day diversity and inclusion workshop in connection with its court renaming on October 21, 2011. Approximately 30 attorneys and judges attended the CLE at the Alexandria Museum of Art.
- iii. The Fourth Judicial Bar Association is considering a diversity program in the Fall of 2012 for its members.
- iv. LSBA Midyear Meeting Diversity CLE. The Diversity Committee is hosting a free diversity workshop during the LSBA midyear meeting on January 19, 2012, at the New Orleans Marriott by the Convention Center. Ms. Shawn Judge (of the Speaker's Edge) and her partner, Steven Marchese (of Authentic Strategies, [www.authenticstrategis.net](http://www.authenticstrategis.net)), will present an interactive workshop, titled "Professionalism and Communication: How to Have Difficult Conversations," which focused on communicating across differences.

**B. Disability Summit.** Mr. Bolton reported on the Disabilities Summit, which occurred October 20, 2011, from 8:00 a.m. to 1:30 p.m. in the United States federal building. About 60 attorneys and judges attended the program, which identified challenges and solutions for attorneys and judges with disabilities. The group discussed whether another Summit should be planned for 2012, whether it should occur in New Orleans or Baton Rouge, and what the focus should be. The group discussed the success of the 2011 program, the great speakers and topics, and the need for the program focus to be different than the 2011 program. The group discussed the impact disability entities in the Baton Rouge area enhancing the program if it is scheduled in Baton Rouge and the disability offices (at the universities) that have been created because

disability accommodation issues are considered civil rights issues. The consensus was to plan the Summit in October 2012 in Baton Rouge.

- **ACTION ITEMS:** The planning subcommittee will be re-constituted to begin planning for a Baton Rouge program.

C. **Awards.** Mr. Bolton and Paul Balanon reported for the subcommittee. The deadline for the 2012 award is January 27, 2012. To date, four nominations from last year have been reactivated: Mayor Mitch Landrieu, Liskow and Lewis, Adams and Reese, and Baton Rouge Martinet Society. No new nominations have been submitted.

D. **Diversity Communications.** Ms. Jenkins reported on the subcommittee's efforts.

1. **Diversity Video:** Ms. Jenkins reported that because no submissions were received the subcommittee would like to consider alternative ways to develop a diversity video. The committee would like to have a one-hour diversity made that could be added to the website as an online CLE for a nominal fee as well as short clips. Ms. Jenkins moved and Judge Tobias seconded to convert the video contest to a professionally made video by a videographer willing to donate services for a video production.
  - **ACTION ITEM:** Committee members are asked to send potential videographers who are willing to donate all or part of their services for the video to Kelly Legier by January 25<sup>th</sup>.
2. **Brochures/Bookmarks:** Ms. Jenkins reported that the Generational Differences bookmark was produced.
3. **Newsletter:** The next newsletter will appear in the January *Bar Briefs*. Taylor Porter is the next firm to be highlighted in the "Spotlight" section.
4. **Diversity Facilitator Training.** The people trained to do LSBA diversity presentations have not been available as anticipated. The subcommittee proposes pushing the training to a date later than the Conclave to increase the likelihood of people registering. The group discussed the training and marketing issues.
5. **Article on the Conclave.** The subcommittee will draft the article for the 2012 Conclave.

E. **Diversity Commitment Statement.** Mr. Bolton reported for the subcommittee.

1. **Report on signatories.** To date, approximately 236 law offices and courts across the state have executed the Statement. That figure reflects 105 law firms/offices; 22 courts; 88 individual judges; 19 individual attorneys; and 2 corporate counsel.
2. **Outreach to Corporate Counsel**  
Former LSBA President Mike Patterson sent a letter to Rod West (Entergy) and Judy Perry Martinez (Northrop Grunman) to see if they would execute with him a joint letter to corporate counsel in Louisiana to encourage them to execute the Statement. Judy is seeking permission. We received no response from Rod. We will contact Charles Rice (Entergy N.O. CEO).

3. Michael Robinson volunteered to write an article about the statement and signatories. It is still being developed.
4. President's Message. LSBA President Jimmy Davidson has agreed to include information about the Statement in a future President's message.
5. City Attorneys/Parish Presidents. The group discussed actively soliciting city attorneys, parish attorneys, governor's executive counsel, and counsel to various departments within the legislature to execute the statement. Mr. Axelrod volunteered to solicit additional corporate counsel. Mr. Axelrod and Mr. Bolton will get information for the subcommittee regarding legislative contacts.

**F. Diversity Integration.** Mr. Axelrod reported for the subcommittee. He and the Diversity Committee Co-Chairs met with LSBA Executive Director Loretta Larsen regarding ideas for furthering integration efforts.

1. Liaisons. Mr. Axelrod is contacting LSBA committee chairs to encourage committee representatives to attend diversity committee meetings and to allow diversity committee members to attend their meetings.
2. Outreach to Other Professions. The committee is contacting representatives of other professions to explore future collaborations.

**G. Outreach to Firms and Courts.** Judge Tobias explained the status of his letter to the Louisiana Supreme Court asking the Court to execute the Statement of Diversity Principles.

**H. 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 group discussed options for grant money to cover the \$250 stipend. Dean Meyers will investigate a transportation system with Tulane.
2. College Outreach: Ms. Legier is awaiting information from the Black Law Student Association at Loyola regarding the workshop and the needs of the organizations regarding the program.

**I. Outreach to the Law Firms and Judiciary.** Judge Tobias moved and Mr. Axelrod seconded to merge this subcommittee with the Diversity Commitment Statement Subcommittee.

**J. Job Fair.** Mr. Leitzelar reported for the subcommittee on the Minority Involvement Section Internship Fair, which is scheduled March 31, 2012, at the Loyola University College of Law. He explained that the employers will be called to increase employer participation.

#### IV. NEW BUSINESS

##### A. Ideas for Next Year.

*Community Outreach to the Public.* Mr. Bolton asked the Committee for input regarding outreach to the public, such as fairs, concerts, and golf tournaments. Judge Pro Tempore Jenkins noted that the Committee is exploring the walk/run for the Fall. Mr. Spivey has sent preliminary research for this initiative.

#### 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 Jimmy Davidson 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). He highlights programs and benefits of the LSBA, changes to the Bar Exam, and member concerns during the meeting.

#### VI. ANNOUNCEMENT

Mr. Bolton read the announcements that were disseminated before the meeting.

1. **Federal Judges Investitures.** Hon. Nannette Jolivette Brown's investiture ceremony is scheduled for January 19th at 2:00 p.m. in the ceremonial courtroom of the United States District Court for the Eastern District of Louisiana. Additionally, the investitures for Judge Jane M. Triche-Milazzo (EDLA) and Judge Stephen Higginson (U.S. Fifth Circuit) are January 20th and March 9th respectively.
2. **Congratulations to Newly Appointed Judge Pro Tempore Chauntis Jenkins!** Attorney Chauntis T. Jenkins has been appointed by order of the Louisiana Supreme Court as judge pro tempore of Division "K-5" of Orleans Parish Civil District Court, according to Louisiana Supreme Court Justice Bernette J. Johnson. Jenkins will fill the vacancy created due to the election of Judge Herbert A. Cade to Orleans Parish Traffic Court. She will serve from January 1, 2012 through May 1, 2012, or until further order from the Court. The Investiture Ceremony of Chauntis T. Jenkins, Judge Pro Tempore of the Civil District Court for the Parish of Orleans, Division K will take place on Wednesday, January 18th at 3:00 p.m. at 421 Loyola Avenue, Room 303 in New Orleans, LA.
3. **2012 AAA A. Leon Higginbotham, Jr. Fellows Program - Application Deadline January 20, 2012**  
The AAA Higginbotham Fellows Program is a one-year program designed to offer the full breadth of the AAA resources to up and coming diverse alternative dispute resolution professionals and to allow the participants to immerse themselves in all aspects of alternative dispute resolution. The Program itself will be hosted at the AAA headquarters in New York City the

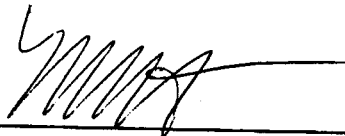
week of April 30th. Initial programming will consist of an intensive week of training, seminars and networking events. The AAA also provides Fellows with opportunities to participate in training and networking events throughout the year. Applications should be received no later than January 20, 2012. View the attached brochure for program information, eligibility, application guidelines, and materials.

4. **National Bar Association Mid-Winter Meeting 1/18/2012 - 1/22/2012**  
The National Bar Association's Annual Mid-Winter Meeting will be held Wednesday, January 18 through Sunday, January 22, 2012, at the Sonesta Maho Beach Resort and Casino in St. Maarten. For more information and to register online, visit [www.nationalbar.org](http://www.nationalbar.org)
5. **Greater New Orleans Louis A. Martinet Legal Society, Inc. General Body Meeting 1/24/2012 5:30 PM**  
Martinet's general body meeting is scheduled for Tuesday, January 24, 2012, from 5:30 p.m. to 6:30 p.m. at Lil Dizzy's Cafe located at 610 Poydras Street, New Orleans, Louisiana 70130. The Martinet Society will discuss revisions to bylaws, committees, the 2012 Annual Scholarship Gala, and Upcoming CLE's. For questions or concerns, please contact [gnomartinet@yahoo.com](mailto:gnomartinet@yahoo.com).
6. **AWA Annual Dinner Meeting - January 26, 2012 1/26/2012 6:30 PM**  
The AWA Annual Dinner Meeting is Thursday, January 26, 2012, at Bourbon House Restaurant 6:30 - cash bar 7:00 - dinner meeting begins. The AWA's speakers will be Dean David Meyer, Tulane Law School, and Dean Maria Lopez, Loyola Law School. They will speak on "Legal Education and Profession - Where Are We Headed?", and Wynne Professionalism Award recipient: Professor Cynthia Samuel, Tulane Law School. The AWA will also elect 2012 Officers.
7. **ABA Midyear Meeting in New Orleans February 2-9, 2012.** Several diversity programs are being offered.
8. **Pro Bono Training on Immigration.** The training will occur on February 1<sup>st</sup> from 8 a.m. to 5 p.m. at Baker Donelson.
9. **National Consortium Conference.** The conference is scheduled in Omaha, NE, May 9-12, 2012.

## VII. ADJOURNMENT

The meeting was adjourned by acclamation at approximately 12:55 p.m.

**Respectfully Submitted,**

A handwritten signature in black ink, appearing to be 'MMA', is written above a horizontal line.