

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE MEETING

MINUTES

11:30 a.m. • March 1, 2011

Louisiana Bar Center, New Orleans

Participants

Jeremy M. Bolton	Wayne J. Lee
Jesse C. Brown (phone)	Luis A. Leitzelar (phone)
Laura Hart Bryan (phone) (Leadership LSBA)	Kelly McNeil Legier
Ariel A. Campos (phone)	Yolanda D. Montgomery (phone)
LaWanda Batiste Gibson	Hon. Max N. Tobias
Franchesca L. Hamilton-Acker	Michael R. Robinson (phone)
Chauntis T. Jenkins	Hon. Fredericka Homberg Wicker

The meeting was called to order at 11:38 a.m. Co-chair Wayne J. Lee presided over the meeting.

I. HOUSEKEEPING

- A. Minutes.** Lawanda Gibson moved and Yolanda Montgomery seconded to approve the minutes from the January 13, 2011 meeting. The motion passed without objection.
- B. Spring Meeting.** The next meeting will take place on May 4, 2011, which will allow a meeting to occur before the annual meeting.

II. OLD BUSINESS

- A. National Consortium on Racial & Ethnic Diversity Annual Convention 2011.** Judge Tobias reported on the status of the convention, which is scheduled April 27th-30th in New Orleans at the Omni Royal Orleans Hotel. The program is final and the brochure is being distributed. The Committee was sent a copy by email. The Jazz Fest CLE is titled "Diversity and All that Jazz: A Multi-Edged Sword." Scholarships are available for those with need. Judge Tobias noted that 60% of the focus during a national judges conference he attended recently was on diversity and access to justice and noted the relationship between the two issues.
- **ACTION ITEM:** Committee members interested in scholarships to the conference should contact Judge Tobias.
- B. Diversity Facilitation Workshop.** Ms. Legier reported on the status of the draft Facilitation Plan and proposed work by Dr. Hubbard (Hubbard & Hubbard) to help the Committee develop metrics that establish accountability between the action items and the diversity mission and goals. The subcommittee previously approved retaining Hubbard & Hubbard for \$1,300 for two days of consulting work to help the Committee develop some of the metrics for the Plan. Ms. Legier explained that she

has had difficulty receiving information from the Hubbards. Ms. Legier requested authority to retain a different consultant if she is unable to secure the Hubbards. Judge Tobias moved and Franchesca Hamilton-Acker seconded to give Ms. Legier authority to retain a different consultant for \$1,300 if she cannot secure the Hubbards to develop the diversity metrics. The motion passed.

- C. **Diversity Survey.** Ms. Legier reported on the status of the subcommittee meeting to refine the scope of the proposed survey that Prof. Do Kyun Kim is going to conduct. The subcommittee has unsuccessfully attempted to meet. Ms. Legier will schedule a meeting with Prof. Kim and invite subcommittee members to participate if they are available.

III. LSBA OUTREACH REPORT

Ms. Legier gave the report regarding various outreach efforts.

- A. **New Admittee Receptions.** The LSBA is scheduling new admittee receptions in the areas previously hosted: New Orleans, Baton Rouge, Shreveport, Lafayette, and Alexandria.
- B. **Geographic Outreach.** President Patterson met with managing partners in Shreveport on February 3rd for a breakfast meeting. About 13 partners attended. It was a good meeting that allowed discussions regarding activities of the LSBA, proposed changes to the Bar exam, and the LSBA Legislative Committee.
- C. **Diversity Conversation Requested.** The LSBA has been asked to help coordinate a discussion between the bench and bar in Alexandria where tensions have arisen between the some judges and minority lawyers. Ms. Legier will assist with developing the program and identifying speakers. The Committee suggested contacting Hon. Elizabeth Erny Foote, Hon. W. Ross Foote (ret.), and Hon. Dee D. Drell to assist with the conversation.

IV. DIVERSITY SUBCOMMITTEE 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 lunch speaker (Marc Morial), confirmed panel topics, and the interactive workshop to be conducted by Hon. Wendell Griffen and Manny Brandt. Dinisa Folmer (Coca-Cola representative) was asked to serve on the business case panel when Gary Armstead developed a conflict. The title is "The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere." Ms. Legier reported on the mini conclave planned in Lake Charles on April 8th.
- B. **Awards.** Ms. Hamilton-Acker reported on the Award Subcommittee's recommendation for diversity award: Brace Godfrey. Judge Wicker moved and Ms. Gibson seconded to recommend Brace Godfrey as the award recipient of the first LSBA Human Rights Award.
- **ACTION ITEM:** Ms. Legier will forward the recommended recipient to the LSBA Board of Governors for consideration and approval.

C. Diversity Communications. Ms. Legier reported on the subcommittee efforts.

1. Lapel Pins: Ms. Legier distributed the pins to those in attendance, and noted that others will receive theirs by mail if they do not attend the Conclave on March 17th or 18th.
2. Diversity Video: Ms. Legier reported on the status video contest. No submissions were received by the deadline, and the subcommittee has revised the dates.

March 1 – Publicity Disseminated
March 1-31 – Telephone Campaign
April 18 - Letter of intent due
April 30 – September 30 - Submission period
October 1-30 - Judging period
November 18- Notification of winner
January 19-21 – Presentation of winner

3. Brochures/Bookmarks: Ms. Legier reported that the “Creating a Culture of Inclusion” and “Commitment to Diversity” diversity bookmarks are designed and being prepared for printing. Other topics for future bookmarks include the following: (1) disabilities that are not obvious, (2) the stereotypes/misconceptions, (3) how it impacts the person and organization, (4) strategies for creating a more inclusive environment, and (5) how the person adds value to the organization if given an environment to succeed.
4. Newsletter: The second “Focus on Diversity” newsletter appeared within the January Bar Briefs. The next newsletter will appear in the May Bar Briefs.
5. Topics for One Hour Diversity Presentation Packages. Ms. Legier reported that she has initiated communications with Dottie Reese to explore the cost having Ms. Reese and Margaret Richard help the LSBA develop canned presentations. The subcommittee is exploring the following topics for future canned presentations: (1) What is diversity and what is the LSBA doing; (2) Generational differences; (3) Micro inequities; (4) Developing a successful diversity initiative in my organization (big firm); and (5) Cultural competency basics.

D. Diversity Commitment Statement. Ms. Legier reported for the subcommittee. The subcommittee is working with LSBA President Mike Patterson to develop correspondence that he, Judy Perry Martinez (Northrop Grunman), and Rod West (Entergy) will jointly execute to disseminate to corporate counsel within Louisiana encouraging them to execute the Statement of Diversity Principles. The committee requested a table at the Conclave to have Diversity Committee members to actively solicit additional signatories. The committee is developing information for a future Bar Journal article highlighting key law firms that have executed the Statement. Ms. Legier reported that the Louisiana Supreme Court has not acted on Judge Tobias’ letter asking for three hours of diversity to be required of all attorneys and judges over a five year period.

- **ACTION ITEM:** (1) Mr. Cranner will draft a letter for LSBA President Mike Patterson’s signature that will go to Ms. Martinez and Mr. West to

ask for their assistance in encouraging Louisiana corporate counsel to execute the Statement. (2) Ms. Legier will email the proposed firms to be highlighted and obtain their testimonial information. (3) Michael Robinson (who volunteered by email) will craft the testimonials into an article or ad for the Bar Journal.

E. Diversity Integration. Ms. Legier reported that about 37 members attended a three-hour diversity CLE was presented during the LSBA midyear meeting on January 20th. Walter Manley, of The Next Level, presented the program, titled “DO Sweat the Small Stuff and Enhance Professionalism in the Process.”

- **ACTION ITEM:** Ms. Legier will speak with Loretta Larsen about making this CLE a standard diversity presentation so that it can be properly budgeted from year to year.

F. Diversity Pipeline. Ms. Legier reported on the subcommittee’s efforts.

1. “Suit Up For the Future” High School Legal Internship Program: The LSBA received confirmation that it was selected for the grant from the Law School Admissions Council. The LSBA will receive \$9150.00 to conduct the program and provide modest \$250 stipend to the student participants. The application for the program has been developed, and the mailer is being designed for distribution. Ms. Legier will ask Peggy Cotogno with the Louisiana Center for Law and Civic Education to disseminate the information to her school contacts listserv. Some information will also be mailed to the New Orleans area high schools.
2. Student Ambassador Outreach Database: Ms. Legier explained phone calling to new admittees will be conducted beginning in late April to encourage new admittees to consider participation on the database as well as with the pipeline subcommittee.
3. College Outreach: Exploration of the program will continue with possible implementation in the Spring of 2012.

G. Diversity Outreach to Firms and Courts. Ms. Legier reported that Ms. Medley is developing a presentation, which will allow any professionalism presenters or members of the Diversity Committee to convey for firms and courts: why diversity is important for the legal profession, what the LSBA is doing to advance diversity and inclusion awareness and resources, and what they can do to improve diversity and inclusion. Once a consultant is selected to assist with the canned diversity presentations, Ms. Legier will ask the consultant to polish the presentation.

H. Job Fair. Mr. Leitzelar reported for the subcommittee on the Minority Involvement Section Internship Fair, which was scheduled for March 26, 2011, at Louisiana State University Paul M. Hebert Law Center. The Fair is being converted to a “virtual” fair. Mr. Leitzelar and Ms. Legier explained that the students’ resumes will be distributed to the registered employers and that employers that registered to conduct interviews at the Fair will receive customized assistance upon request.

V. ANNOUNCEMENTS

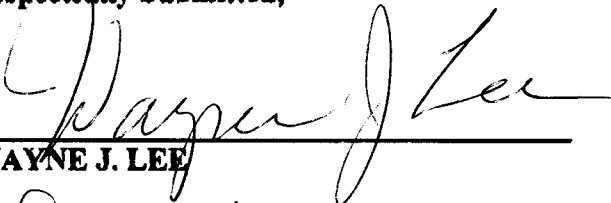
Mr. Lee directed the committee members' attention to the announcements listed on the agenda.

VI. ADJOURNMENT

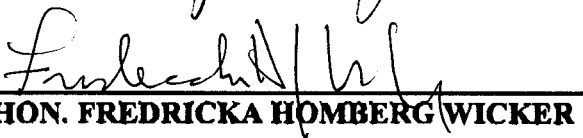
Ms. Hamilton-Acker moved and Ms. Jenkins seconded to adjourn the meeting.

The meeting adjourned at approximately 1:00 p.m.

Respectfully Submitted,



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER