

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE MEETING**

**MINUTES**

11:30 a.m. • May 20, 2013  
Louisiana Bar Center, New Orleans

**Participants:**

Paul A. Balanon (phone)	Chauntis T. Jenkins	Dean David D. Meyer
Erin Guruli (phone)	Kelly McNeil Legier	Hon. Max N. Tobias
Hon. Karen K. Herman (phone)	Luis A. Leitzelar (phone)	(phone)
Paul D. Hesse	Dean María Pabón López (phone)	Sharonda R. Williams (phone)

The meeting was called to order at 11:35 a.m., with Co-Chair Chauntis Jenkins presiding over the meeting. Co-Chair Judge Karen Herman was present.

**I. HOUSEKEEPING**

- A. Minutes.** Judge Karen Herman moved and Dean David Meyer seconded to adopt the minutes of the February 20, 2013 meeting. The motion passed without objection.
- B. Reappointment.** Ms. Jenkins reminded people to submit a Committee Preference form if interested in serving next year. Committee members were encouraged to consider serving as a liaison for the Diversity Committee for at least one of the following LSBA Committees: Access to Justice; Committee on the Profession; Continuing Legal Education Program; Criminal Justice Committee; Legal Services for Persons with Disabilities; and Summer School/Annual Meeting.
- C. Diversity Orientation/Training.** Ms. Jenkins explained that the Diversity Committee has not had an individualized training of its members in a few years. The group discussed tentative dates for the 2013-14 orientation and training. The consensus was to explore scheduling an orientation and training for July 25, August 14, or August 15.

**II. OLD BUSINESS**

- A. Task Force to explore Diversity Committee and Minority Involvement Section relationship.**  
Ms. Williams reported that the task force met by phone a few times. The plan is to get more input from the current Minority Involvement Section members on the issue by hosting a town hall style meeting, which is scheduled for June 6<sup>th</sup> at 9:25 a.m. during the LSBA Annual Meeting. The program is titled “PERTINENT OR POINTLESS: Has the Era of the Minority Involvement Section and Minority-Related Bar Activities Passed?” The panel will discuss the relevance and continued need for the Minority Involvement Section and similar professional associations. The Task Force will report more information after this discussion.
- B. MCCA Diversity Academy.** The Diversity Committee voted in the last meeting to co-host the Academy. The matter has been placed on the LSBA Board of Governors’ agenda for the June meeting.

C. ***SUPERWOMEN...Female Attorneys CLE in Shreveport and New Orleans; April 2<sup>nd</sup> and May 2<sup>nd</sup>***. The LSBA hosted for approximately 45 women a female attorneys CLE on April 2, 2013, in Shreveport, Louisiana, titled: "SUPERWOMEN...Female Attorneys Mastering the Game and the Strategies that Rule." The program replicated the one presented previously in Baton Rouge and New Orleans. The Women's Section of the Shreveport Bar Association co-hosted the event. The feedback has been very positive. The LSBA hosted for nearly 100 women a female attorneys CLE on May 2, 2013, in New Orleans, Louisiana. The co-hosts included the New Orleans Chapter of the Association for Women Attorneys, the Louisiana Association of Black Women Attorneys, and the New Orleans Bar Association Women's Committee. This seminar addressed the unique challenges women face obtaining leadership positions in a male-dominated legal profession. A networking reception with complimentary hand and neck massages followed both programs, and attendees had the opportunity to participate in a drawing to win several door prizes, including Jazz Fest tickets, spa treatments, and gift certificates. During the New Orleans program, LSBA President-Elect Richard Leefe awarded the LSBA Lifetime Achievement Award to 100-year-old member Marian Mayer Berkett. The LSBA Board of Governors voted to give this award instead of the LSBA Trailblazer Award.

### III. DIVERSITY SUBCOMMITTEE REPORTS

A. ***Conclave***. Luis Leitzelar reported for the subcommittee. The Conclave, which occurred March 8, 2013, at the Renaissance Hotel in Baton Rouge and was themed "Leveraging Diversity Through Inclusion: Insights for Action" attracted 244 attendees. The feedback from attendees has been very good. For the first time, a live video stream of the Conclave discussion was accomplished with the help of the IT Department at the Southern University Law Center. At least 113 people viewed the live video stream based upon the report from the Southern Law Center. The subcommittee has begun planning the 2014 Conclave. The subcommittee has contacted Vernā Myers about returning to build upon her discussion, and she appears receptive. The group is exploring venues in New Orleans for February 21<sup>st</sup> and March 21<sup>st</sup>. The format of the 2013 program worked well and generated participation from people, especially criminal lawyers, who had never attended the Conclave. The subcommittee also will creatively explore ways to bring mini conclaves to north Louisiana by collaborating with local and specialty bar associations. Few people from these areas came to the Conclave although it was in Baton Rouge.

***Diversity Workshops and Alternatives to Mini Conclaves***. Ms. Legier reported on the CLEs and workshops designed to substitute the mini conclaves. Since the last meeting, the Committee arranged for a presenter to facilitate at least a one-hour diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations and LSBA CLE Committees:

- Southwest LA Bar Association Bench Bar Conference (3/15, Kelly Legier);
- LSBA "Immigration Law" CLE (4/12, Kelly Legier);
- LSBA Federal Law CLE 95/3, Deborah Love);

- LSBA Free CLE seminars (5/10 Covington, Adreja Boutté, 5/17 Lake Charles, Kelly Legier); and
- LSBA Annual Meeting panel discussion (6/7, San Destin, Kelly Legier, Sharonda Williams, Lynn Luker, Larry Centola, and Claude Devall).

Soliciting will begin shortly to offer diversity/inclusion presentations for programs for the 2013-14 year.

***Conclave Breakout: Diversity Training for LSBA Facilitators.*** Cathy Harris will conduct another facilitator training breakout session, which is scheduled for May 22, 2013, at the Red Cross Building. The event was heavily promoted during the Conclave and Superwomen programs, and a telephone campaign was made to people who have attended regular LSBA professionalism trainings.

***B. Disabilities Summit and Outreach.*** Chauntis Jenkins reported on the planning for the disabilities summit scheduled in New Orleans on October 24, 2013. The subcommittee is exploring topic and speaker ideas. The next planning meeting is scheduled for May 24<sup>th</sup>. The subcommittee also will continue to investigate outreach efforts regarding the Summit for children with disabilities.

***C. Awards.*** Chauntis Jenkins provided an update regarding the Human Rights Award recommendations sent to the LSBA Board of Governors. The Board approved the Diversity Committee's recommendations and is awarding the Human Rights Award to J. Dalton Courson and the Baton Rouge Louis A. Martinet Legal Society. The Board also approved the LSBA Trailblazer Award. Paul Hesse moved and Dean Meyer seconded to approve the Human Rights and Trailblazer deadlines for 2013-14. The motion passed without objection. The group discussed the Trailblazer nomination form and its content. Mr. Hesse moved and Lauren Godshall seconded to remove the ancillary paragraphs from the Trailblazer Award proposed nomination form and to replace them with a simple restatement to reflect the purpose of the award. The motion passed without objection.

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

- Diversity Video.*** The Subcommittee's main project this year has been the development of the diversity video. Members of the subcommittee are continuing their review of the clips to select the ones for inclusion into the video. However, the project has stalled. Renewed energy and additional volunteers are needed. Mr. Hesse volunteered to assist. The subcommittee was encouraged to investigate whether law student volunteers are available to assist with the project.
- Diversity Brochures/Bookmarks.*** The disabilities bookmarks are being developed. They should be available for the Disabilities Summit.

***E. Diversity Outreach to Law Firms and Courts.*** Commissioner Quintillis Lawrence reported for the subcommittee.

- a. Report on signatories. The LSBA has received a few new signatories since the last meeting. There are approximately 273 signatories across the state. That figure reflects 124 law firms/offices; 23 courts; 88 individual judges; 31 individual attorneys; 2 corporate counsel; and 5 bar associations.
- b. Diversity Toolkit. The subcommittee's next big project is the development of a diversity toolkit like the one on the Association of Legal Administrators' (ALA) website. ALA has given permission for the LSBA to use portions of its toolkit. Several law firms have agreed to contribute information for the Toolkit. The remaining content is being drafted.
- c. Modeling McGlinchey Stafford's Diversity Fellowship. The subcommittee is exploring the McGlinchey fellowship program to gain an understanding of whether it can be replicated by other law firms.

**F. Diversity Integration.** Ms. Jenkins reported for the subcommittee. Brad Axelrod and Kelly Legier met with LSBA President John Musser on April 10<sup>th</sup> regarding the diversity committee liaisons and accountability forms. Mr. Musser will share the information with incoming LSBA President Richard Leefe. Mr. Leefe has been contacted regarding the proposed initiatives and should respond in the near future.

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

- a. Suit Up Program. The 2013 program will occur June 10 – 28, 2013. The deadline for student applications was extended to May 1, 2013. The selection committee met on May 3rd and decided to extend offers to all 28 impressive applicants. Details are being finalized regarding guest speakers and handouts. Additional attorney/judge volunteers are needed; interested people should contact Ms. Legier. Ms. Jenkins commended Ms. Legier for securing two grants for the program (\$6,250 from the Louisiana Bar Foundation for the students' stipends) and (\$2,000 from the MCCA for supplies).
- b. Setting the Bar: LSBA Pre-Law Conference. The LSBA co-hosted with Loyola's and Tulane's Black Law Student Associations a two-day workshop at the Loyola Law School on two Saturdays (February 16th and March 2nd) from 9:00 a.m. to 3:00 p.m. Approximately 40 students attended the information sessions on Day One and about 12 students attended on Day Two to take the LSAT. The Committee discussed the value and need for the program as well as the feedback. Dean Meyer moved and Judge Herman seconded to co-host the *Setting the Bar* program with the BLSA organizations next year. The motion passed without objection.

**H. LGBT Outreach.** Paul Hesse reported for the subcommittee. The subcommittee has planned a roundtable discussion for July 18, 2013, at the Louisiana Bar Center, titled "I Thee Wed: The Constitutional Implications of *Hollingsworth v. Perry* and *United States v. Windsor*." The MCLE office has approved the program for 2.5 general CLE hours. A promotional flyer is being developed by the LSBA Communications Department. The speakers are coming from The Williams Institute at UCLA Law School, which is funding the expenses for the speakers and their travel. Judge Tobias

has reserved a courtroom at the Louisiana Fourth Circuit if the registrations exceed the capacity of the Louisiana Bar Center. The group discussed marketing ideas to promote the program, such as press releases, disseminating information to law students, and co-hosting. The New Orleans Chapter of the Federal Bar Association has been contacted about co-sponsoring a brief networking reception to immediately follow the CLE. Ms. Jenkins recommended contacting Mario Sullivan (incoming chair of the ABA Young Lawyers Division) and the national LGBT organization regarding co-sponsorship. The group also discussed videotaping the program.

- I. **Job Fair.** Mr. Leitzelar and Ms. Legier reported for the subcommittee on the Minority Involvement Section Job Fairs. The Minority Involvement Section (MIS) hosted the internship fair virtually as it has the last two years. Resumes of approximately 60 students were sent to over 569 employers in the LSBA Symplicity database. Loyola University College of Law, where the Fair is scheduled to rotate this year, has provided August 17<sup>th</sup> and September 7<sup>th</sup> as possible dates for the Fall Fair; however, the MIS has not taken any steps to begin planning the Fair. The Committee discussed the status of the Fall Fair, the importance of the Diversity Committee's continued support of the Fair, and whether the Committee is willing to take over the Fair in the event the MIS is not able to do so. The invoice for the LSBA Symplicity website that is used to coordinate the Job Fair registrations is due in June. Luis Leitzelar moved and Paul Hesse seconded to continue funding the Fair's website. The motion passed without objection.
  - **ACTION ITEMS:** Ms. Legier will renew the LSBA Symplicity website. She will explore later dates from Loyola to allow more
- J. **Community Outreach.** Ms. Jenkins charged the subcommittee to make community outreach efforts a priority for next bar year.

#### IV. LSBA OUTREACH REPORT

Ms. Jenkins reported on the various LSBA outreach efforts.

- A. **New Admittee Receptions.** The LSBA is scheduling new admittee receptions for the 2013-14 bar year.
- B. **Geographic Outreach.** LSBA President-Elect Richard Leefe is planning lunch and breakfast meetings with judges and local and specialty bar associations around the state for the 2013-14 bar year.

#### V. NEW BUSINESS

There was no new business to discuss.

#### VI. ANNOUNCEMENTS

Ms. Jenkins called the Committee members' attention to the announcements.

1. **SAVE THE DATE FOR FUTURE LSBA DIVERSITY EVENTS:**
  - Train the Diversity Facilitator, May 22, 2013, Bar Center, New Orleans
  - I THEE WED: The Constitutional Implications of Hollingsworth v. Perry and United States v. Windsor, July 18, 2013, Bar Center, New Orleans

2. **Martinet/Black Lawyers/MIS Joint Cocktails & Desserts Reception Honoring Chief Judge Carl Stewart**, June 6<sup>th</sup>, 1994 Crystal Lake, Sandestin Golf & Beach Resorts, Sandestin, FL.
3. **AWA seeking donations to create an honorarium.** The AWA is still seeking donations to create an honorarium in the name of one of its founding members, Dot Waldrup. The award will recognize the recipient's academic achievements in studying issues of gender in the workplace. AWA's goal is to fund a \$500 yearly monetary award in Dot's name. To donate, go to <http://us2.campaign-archive1.com/?u=5b9cc7077cbef1743ad91b6df&id=d6c5b330be&e=c5294a8239>.
4. **Women With Disabilities Web Cast Series.** Magee-Women's Hospital and the UPMC Disabilities Resource Center will be hosting the Women with Disabilities Web Cast Series. TO REGISTER: Go to <http://classes.upmc.com>, in the keywords type disability.
5. **Martinet Hosted Clark/Chisom v. Roemer—Then & Now CLE on February 27<sup>th</sup>.** The Greater New Orleans Louis A. Martinet Legal Society, Inc. celebrated the investiture of the first African-American Chief Justice of the Louisiana Supreme Court, Bernette Joshua Johnson, by hosting a CLE to discuss the road traveled to get to this moment in history. The CLE, entitled *Clark/Chisom v. Roemer—Then & Now*, occurred on February 27, 2013, in the United States District Court for the Eastern District of Louisiana. The program, approved for 2.5 CLE hours, was videotaped.
6. **National Bar Association 88th Annual Convention in 2013.** The National Bar Association's 2013 88th Annual Convention is scheduled from July 27, 2013 to Thursday, August 01, 2013, at the Fountainebleau Miami Hotel in Miami, Florida. Stay tuned for more information at [http://www.nationalbar.org/meetings and events](http://www.nationalbar.org/meetings_and_events).
7. **National Consortium on Racial and Ethnic Fairness in the Courts 26th Annual Conference** scheduled to take place in Wyoming from May 28th through May 31<sup>st</sup>, 2014. For more information, go to [www.national-consortium.org](http://www.national-consortium.org).

**VII. ADJOURNMENT**

The meeting was adjourned by acclamation at approximately 1:00 p.m.

**Respectfully Submitted,**

