

LOUISIANA STATE BAR ASSOCIATION
DIVERSITY COMMITTEE MEETING

MINUTES

11:30 a.m. • October 20, 2010
Louisiana Bar Center, New Orleans

Participants

Brad J. Axelrod (phone)	Keenan Matthews (Leadership LSBA Class)
Jeremy L. Bolton	(phone)
Adreja L. Boutté (phone)	Jennifer M. Medley
Michelle T. Butler (phone)	Dean David Meyers (Tulane)
Quintillis K. Lawrence (phone)	Yolanda D. Montgomery (phone)
Wayne J. Lee	Scott J. Spivey (phone)
Kelly McNeil Legier	Hon. Max N. Tobias (phone)
Dean Kathryn Venturatos Lorio (Loyola)	Hon. Fredericka H. Wicker (phone)
	Sheila M. Wilkinson

The meeting was called to order at 11:38 a.m. with co-chairs Wayne J. Lee and Hon. Fredericka H. Wicker presiding.

I. HOUSEKEEPING

- A. Minutes.** Mr. Spivey moved and Judge Tobias seconded to approve the minutes from the July 29, 2010 meeting. The motion passed without objection.
- B. Subcommittees.** Co-chair Lee reported on the status of subcommittee compositions. The committee chairs will appoint to subcommittees any members who have not already volunteered to serve on one.
- C. January Meeting.** The meeting will take place on January 13, 2011.

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 27-30 in New Orleans at the Omni Hotel. He is still working on the program and on obtaining funding. The National Consortium will send a save-the-date soon.
- **ACTION ITEM:** Co-chair Lee will contact Judge Tobias regarding the solicitation letters.
- B. Diversity Facilitation Workshop.** Co-Chair Lee reported on the draft Facilitation Plan that was revised after input from the subcommittees. The group discussed comments sent from members, including the need for mentoring of attorneys not practicing in a traditional firm.

- **ACTION ITEM:** Co-chair Lee will convene a meeting with the chairs of the subcommittees to establish measurements within the Plan and address the mentoring suggestion.

C. Diversity Survey. Ms. Legier reported on the survey proposals received from Prof. Do Kyun Kim and Global Solutions. The group discussed the proposals and the goals of the survey as well as the categories covered by the survey. Mr. Axelrod shared information regarding the survey being conducted by the Leadership Council for Legal Diversity (www.lcldnet.com). The consensus was to pursue communications with Prof. Kim. Ms. Wilkinson and Ms. Montgomery volunteered to help with the survey project, and Mr. Axelrod agreed to chair the committee. Judge Wicker moved and Dean Lorio seconded to authorize Prof. Kim to develop and conduct the survey. The motion passed without objection.

III. LSBA PRESIDENT'S REPORT

President Michael A. Patterson was unable to attend the meeting. He did not forward any report.

IV. DIVERSITY SUBCOMMITTEE REPORTS

A. Conclave. Ms. Legier reported on the 2011 Diversity Conclave, scheduled for March 18, 2011, at the New Orleans Marriott at the Convention Center, including the status of facilitator invitations, proposed panel topics, breakout sessions (to occur the day before), and confirmed speakers. The title is "The Professional Workplace: Implementing Solutions and Cultivating an Inclusive Atmosphere." The group discussed some of the proposed lunch speakers. It was suggested that Judge Wendell Griffen adjust the Conclave workshop to address solo/small firm participants.

Ms. Legier reported on the mini conclaves that have occurred and those planned. The group discussed strategies for co-sponsoring a mini conclave in Alexandria, including seeking the assistance of Judge Dee Dodson Drell (U.S. District Judge, Western District of Louisiana) or past LSBA presidents Charlie Weems or Beth Foote to coordinate a local or specialty bar co-host.

- **ACTION ITEM:** Ms. Legier will work with Keenan Matthews and Scott Spivey to get either the Inn of Court or the Alexandria Bar to co-host the mini conclave in Alexandria.

B. Awards. Ms. Hamilton-Acker reported on the status of the diversity award. The subcommittee will meet soon to discuss details concerning the nominations. Co-Chair Lee added the history of the award and the efforts made last year concerning the presentation of the award.

- **ACTION ITEMS:** Ms. Hamilton-Acker and Mr. Brown will draft the invitation letter for the proposed nomination committee members. Ms. Legier will disseminate the letter and publicize the award in the *Bar Today* and *Bar Journal*.

- C. Diversity Communications.** Ms. Boutté reported on the subcommittee efforts.
1. Lapel Pins: She reported that the pins will be ordered and distributed at the mini conclaves.
 2. Diversity Video: Ms. Boutté reported on the status video contest and the revised dates. A blurb soliciting attorney volunteers to assist with the videos will be disseminated in the *Bar Today*.
 3. Brochures: Ms. Boutté reported that the diversity brochures and bookmarks are being drafted.
 4. Newsletter: The inaugural newsletter appeared within the September Bar Briefs. The subcommittee will include a diversity newsletter in three of the six Bar Briefs throughout the year.
- D. Diversity Commitment Statement.** Mr. Lawrence reported for the subcommittee. He described proposed efforts to get more corporate counsel signatories as well as to gain a commitment from the Louisiana Supreme Court Justices. Co-chair Lee provided the current signatory statistics: 215 signatories, including 95 law firms/offices; 22 courts; 83 judges; 13 individuals; and 2 corporate counsels.
- E. Diversity Integration.** Ms. Butler reported for the subcommittee. She shared that the career services representatives of all four law schools have agreed to jointly write an article for the Journal, and a proposed letter to LSBA President Patterson about appointing a diversity liaison for most LSBA committees. Co-Chair Lee noted that it would be onerous for Diversity Committee members to have to commit to attending meetings of other LSBA committees. The consensus was to have a letter drafted for the chairs' signatures that would ask the president to include in his directive to the committees that their action plans include information on what it will do to foster diversity and inclusion.
- **ACTION ITEM:** The subcommittee will draft a letter for the chairs' signature to LSBA President Mike Patterson.
- F. Diversity Pipeline.** Ms. Wilkinson and Ms. Douglas reported in the subcommittees' proposals.
1. NBA One-Day Shadowing High School Internship: Ms. Wilkinson reported that the youth program occurred August 9th and was very successful.
 2. High School Legal Internship Program: Ms. Wilkinson gave an update on the internship program. They are gathering information for the syllabus and of the formats of other existing programs. The LSBA has been tentatively approved for a grant from the Law School Admissions Council that could be up to \$10,000. Ms. Wilkinson asked for volunteers to assist with teaching the sections during the internship program.
 3. Power Ties: Ms. Wilkinson reported on the program and the volunteer support that the LSBA has provided in the past. She encouraged others to volunteer.

4. College Outreach: Ms. Wilkinson provided an update on the workshops, which should occur in the spring in collaboration with the Loyola BLSA chapter. The program is still being explored.

G. Diversity Outreach to Firms and Courts. Ms. Medley reported for the subcommittee. She described the PowerPoint being developed, 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.

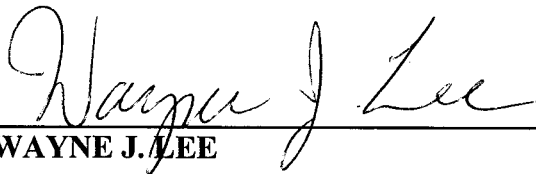
V. ANNOUNCEMENTS

Ms. Legier gave the announcements.

VI. ADJOURNMENT

Chair Lee thanked everyone for their participation. The meeting adjourned at approximately 1:26 p.m.

Respectfully Submitted,



WAYNE J. LEE



HON. FREDRICKA HOMBERG WICKER