

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE**

11:30 a.m. • Tuesday, March 25, 2014  
Louisiana Bar Center • New Orleans

MINUTES

AGENDA

**CALL TO ORDER**

Luis A. Leitzelar called to order the meeting of the Diversity Committee of the Louisiana State Bar Association and business was conducted in accordance with the agenda below.

**ROLL CALL**

Committee Chair(s) present: Luis A. Leitzelar

Committee Chair(s) absent: Chauntis T. Jenkins

Committee members present:

Paul D. Hesse

Barbara B. Ormsby (subcommittee member)

Michael R. Robinson

Honorable Max N. Tobias, Jr.

Committee members present by phone/video conference:

Travis Broussard

Derrick Edwards

LSBA staff present:

Tricia R. Pierre, Director, Staff Liaison

Michelle Neal, Outreach Coordinator

Committee members absent:

Paul S.T. Balanon

Andrejia L. A. Boutte

James D. Caldwell, Ex-Officio

Ariel A. Campos, Sr., Ad Hoc

Christina L. Carroll

Marcus E. Edwards

Honorable Elizabeth E. Foote, Ex-Officio

Lawanda B. Gibson

Lauren E. Godshall

Franchesca L. Hamilton-Acker

Christopher B. Hebert

Honorable Karen K. Herman

Paul D. Hesse

Honorable Quintillis K. Lawrence

Wayne J. Lee, Ex-Officio

Maria Pabon Lopez, Ex-Officio

David D. Meyer, Ex-Officio

Yolanda D. Montgomery, Ex-Officio

V. Elaine Boyle Patin, Ad Hoc

Freddie Pitcher, Jr., Ex-Officio

Ronald J. Scalise, Jr., LSBA Board Liaison

Chantell M. Smith

Shirley A. Synder

Scott J. Spivey

Jack M. Weiss, III, Ex-Officio

Ruth B. Wesley, Ad Hoc

Angela White Bazile, Ad Hoc

Sheila M. Wilkinson

## **I. HOUSEKEEPING**

### **A. Introduce new Director of Member Outreach & Diversity, Tricia R. Pierre**

Luis A. Leitzelar welcomed Tricia R. Pierre. Ms. Pierre briefly shared some information about herself with the committee and expressed that she is excited for the opportunity to work with the committee.

### **B. Approval of the minutes from the January 21, 2014 meeting**

Minutes were unanimously approved.

### **C. Resolution Deadline in May 7<sup>th</sup> for the June House of Delegates Meeting**

No discussion. This was an informational item.

### **D. Reappointment to Diversity Committee**

Mr. Leitzelar reported that the due date for submitting committee preference forms is April 15, 2014. Mr. Leitzelar provided an overview of the Diversity Committee bylaws requirement for committee composition.

### **E. Remaining Committee Meeting: May 20, 2014**

No discussion. This is an informational item.

### **F. Webcam/Microphone reservations**

Mr. Leitzelar advised that a few webcams were still available to Diversity Committee members to utilize for video conferencing.

## **II. OLD BUSINESS**

### **A. Updating Diversity Facilitation Plan**

Mr. Leitzelar reported that Dianne Mouton-Allen has drafted a workable strategic plan (provided in the meeting materials) based upon the feedback she received from Diversity Committee members at the diversity committee training and strategic planning workshop. The current strategic plan was adopted in 2011.

### **B. NOBA Barristers for Brunch -- Honoring first 100 women lawyers**

Mr. Leitzelar reported that the LSBA was a sponsor. Ms. Pierre and LSBA Executive Director, Loretta Larsen, attended on behalf of the LSBA.

## **III. COMMITTEE REPORTS**

### **A. Conclave and Diversity Workshops**

Mr. Leitzelar reported that the Diversity Conclave occurred on March 21, 2014 and that it was successful. Mr. Leitzelar provided details regarding the number of registrants, and the assistance that Southern University Law

Center provided by hosting the live video feed. Diversity Committee members provided feedback on the Conclave program. Mr. Leitzelar solicited the Diversity Committee's input regarding an inquiry related to the sale of the conclave video. The Diversity Committee came to the conclusion that the current video release executed by the speakers likely prohibits the sale of the video. This was tabled for consideration and further discussion at a later date. Mr. Leitzelar also reported on past and upcoming diversity integrated CLE programs.

Past: LSBA Midyear Meeting, January 23, 2014, Baton Rouge, LA; LSBA Solo-Small Firm Conference, March 6-7, 2014, New Orleans, LA

Future: NLRB, April 2, 2014, New Orleans, LA; Judge Albert Tate Jr. American Inn of Court, April 9, 2014, Lake Charles April 9; American Inn of Court of Acadiana, April 10, 2014, Lafayette, LA

Train the Diversity Facilitator, April 7, 2014, Shreveport, LA – cancelled; and May 7, 2014, New Orleans, LA

The Fourth Judicial Bar Association and the Central LA Martinet Society-potential programming in Monroe, LA

Next meeting: April 15, 2014 at 12:00 p.m.

#### **B. Disabilities Summit and Outreach**

Mr. Leitzelar reported that the Disabilities Summit is scheduled for October 23, 2014 in New Orleans, LA. Mr. Leitzelar advised that a survey was disseminated to the 2013 participants to identify the characteristics/topics that attracted them to the Summit and that this information would be used to begin planning the next Summit. The first planning meeting should be scheduled in May and the survey results were provided in the meeting materials. Mr. Leitzelar also reported that the subcommittee may host a webinar in the Spring and that the subcommittee should identify ways to expose children with disabilities to the legal profession.

Next meeting: Not yet scheduled

#### **C. Diversity Awards**

Mr. Leitzelar advised that the Diversity Committee that it has to take action on the recommendations for the Diversity Committee Awards and that the recommendations must be provided by memo to the LSBA Board of Governors for its meeting in April. Mr. Leitzelar informed the Diversity Committee that the recommended award recipients for the Human Rights Award were: Organization – Adams & Reese; Orleans Public Defenders

Office; Entergy; Individual – Lynn Luker. The Diversity Committee considered and approved the recommendation.

Mr. Leitzelar reported that the submission received for the Trailblazer Award did not survive the vetting process and that the award would not be given this year.

Mr. Leitzelar further reported that the Southwest Louisiana Bar Association was awarded the Guardian Award at the Diversity Conclave. That recognition was designed to recognize bar associations for their commitment to diversity and inclusion by continuing diversity and inclusion programming after the statewide diversity mini conclaves were discontinued in 2011. (The Southwest Louisiana Bar Association was provided two free registrations and reimbursement for mileage for one vehicle).

Mr. Leitzelar reported that Kelly McNeil Leger was recognized at the Diversity Conclave for her hard work and dedication to the Diversity Committee. Ms. Legier accepted a position as an Administrative Law Judge in Baton Rouge, LA.

Next meeting: Not yet scheduled

**D. Diversity Communications**

Mr. Leitzelar encouraged the Diversity Committee to submit articles or recommend articles of diversity related content that permission can be requested for republishing for the Bar Briefs' section titled "Diversity in Focus" and the LA Bar Journal.

Mr. Leitzelar reported that there are two disabilities bookmarks in the design stage with the LSBA Communications Department.

Mr. Leitzelar also reported on the subcommittee's project to produce one minute videos for placement on the Member Outreach and Diversity Department webpage of Louisiana attorneys committed to diversity. Mr. Leitzelar advised that Scott Spivey uploaded the diversity video clips to the site to allow for an organized, simultaneous viewing and commenting. Diversity Communications subcommittee members have begun viewing the clips to select the clips to be utilized for the video. The Diversity Communications subcommittee has the raw video footage for all the

videotaped interviews. Estimates from videographers are being solicited to edit and produce the video.

Mr. Leitzelar reported that another Co-chair, Tabby George resigned and another co-chair is needed for this subcommittee.

Next meeting: Not yet scheduled

**E. Diversity Outreach to Law Firms and Courts**

Michael R. Robinson reported on the number of signatories to date. Mr. Robinson requested that Ms. Pierre provide him with the number of new signatories that executed the Statement of Diversity Principles at or after attending the Diversity Conclave. Mr. Robinson also reported that the LSBA staff has developed a mailing list of corporate counsel and that a letter will be disseminated to all on the mailing list to encourage execution of the Statement of Diversity Principles. The letter was drafted and executed by LSBA President Richard Leefe, Marcus Brown (Entergy N.O. CEO), Judy Perry Martinez (Northrup Grumman) and Jade Brown-Russell (Harrah's).

Mr. Robinson also reported that the subcommittee would like to send an email to incoming LSBA President Larry Shea to request that he consider including in a future President's message information about diversity and the importance of executing the Statement of Diversity Principles. A draft excerpt has been developed for dissemination.

Mr. Robinson reported that the subcommittee would like to develop a Diversity Toolkit modeled after the toolkit on the website of the Association of Legal Administrators (ALA).

Mr. Robinson advised that the LA Judicial College will allow for information on the Statement of Diversity Principles or for future presentations at LA Judicial College meetings. Judge Fredericka Homberg Wicker will remarks on the Statement of Diversity Principles at the Fall LA Judicial College Conference in New Orleans, LA on October 4, 2014.

Paul D. Hesse reported that Dennis Kelly, Secretary, Haiti New Orleans Heritage Task Force, requested that the Diversity Committee urge the LSBA Board of Governors to consider encouraging Louisiana attorneys to volunteer to work with Haitian attorneys on legal initiatives related to the improvement and growth of Haiti. Paul D. Hesse requested that the Diversity Committee

take action on the memo prepared by Paul S. T. Balanon to the LSBA Board of Governors which outlines the type of assistance requested by the Haiti New Orleans Heritage Task Force. The Diversity Committee considered and approved the memo in its current form that was included in the meeting materials and the recommended course of action to provide it to the LSBA Board of Governors.

Next Meeting: Not yet scheduled

**F. Diversity Integration**

Mr. Leitzelar reported that the subcommittee is developing a diversity accountability form for the CLE Chairs to complete (to certify the diversity of the presenters and programming at CLE presentations) to be sent to LSBA President and President-elect. This item was tabled for consideration and further discussion at a later date.

Mr. Leitzelar advised that a committee chair is needed.

Next Meeting: Not yet scheduled

**G. Diversity Pipeline**

Mr. Leitzelar reported that the Suit Up program is scheduled on June 9-24, 2014. The Louisiana Bar Foundation awarded the LSBA a \$6250 grant that will cover the student stipends. The subcommittee is hard at work developing the summer program.

Mr. Leitzelar reported that the subcommittee would like to renew its efforts to have a diversity/inclusion scenario included in the workshops for the law students that are hosted by the LSBA Committee on Professionalism. Judge Max N. Tobias, Jr. volunteered to spearhead this effort and proposed revision.

Judge Tobias reported that he contacted Barry Grodsky, Chair of Committee on the Profession, and is working on this.

Next Meeting: March 26, 2014 at 1:30 p.m.

**H. LGBT Diversity**

Paul D. Hesse reported that a Law Student Reception is scheduled on April 10, 2014 at 5:00 p.m. – 6:30 p.m. at the LA Bar Center. Robein, Urann, Spencer, Picard & Cangemi APLC is sponsoring the reception.

Next meeting: April 16, 2014 at 3:00 p.m.

**I. Minority Job Fairs**

Mr. Leitzelar reported that the LSBA Minority Involvement Section's Professional Development Diversity Symposium is scheduled on August 8, 2014 at the Southern University Law Center. The section is scheduling a planning meeting in May. Mr. Leitzelar advised that resumes received for the Virtual Internship fair will be disseminated to all employers in the LSBA Symplicity database by April 4, 2014.

Next Meeting: Not yet scheduled

**J. Diverse Community Outreach**

Mr. Leitzelar reported on the following efforts of the subcommittee: a proposed walk/run is being explored and researched by Erin Guruli; an effort to have Attorney General Caldwell do a PSA is being explored by Christopher Hebert; and ideas for collaboration with other professions is being explored by Erin Guruli.

Next Meeting: Not yet scheduled

**IV. LSBA Report on Outreach Efforts**

The New Admittees reception is scheduled for November 12, 2014, LA Bar Center, at 5:00 p.m. - 6:30 p.m.

**V. NEW BUSINESS**

**VI. ANNOUNCEMENTS**

Mr. Leitzelar advised of upcoming diversity related events.

**VII. ADJOURNMENT**


There being no further business and upon motion of Mr. Leitzelar and a second, the meeting was adjourned.

LOUISIANA STATE BAR ASSOCIATION  
**DIVERSITY COMMITTEE**

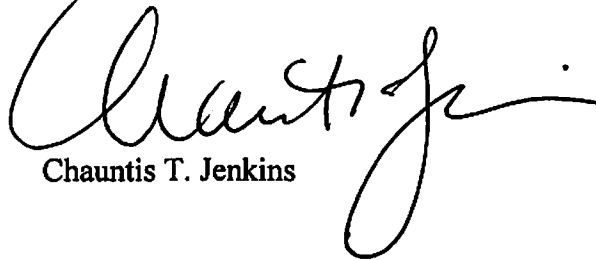
11:30 a.m. • Tuesday, March 25, 2014  
Louisiana Bar Center • New Orleans

MINUTES

Respectfully submitted,



Luis A. Leitzelar



Chauntis T. Jenkins