

Bar Briefs

March 2013

Louisiana State Bar Association

Vol. 28, No. 2

Great rates still available for combined Annual Meeting/Joint Summer School

Louisiana State Bar Association (LSBA) members can still take advantage of great rates for the *combined* LSBA 72nd Annual Meeting and LSBA/Louisiana Judicial College Joint Summer School, set for June 2-7 at Sandestin Golf and Beach Resort in Destin, Fla. The two events have merged for 2013 under the theme “Strengthening Our Profession,” allowing participants to enjoy six days of substantive programming, social events and fascinating speakers for one great price.

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Investiture ceremony of the 25th Chief Justice of the Louisiana Supreme Court



Chief Justice Bernette Joshua Johnson at her public investiture on February 28, 2013. Photo by Matthew Hinton Photography.

CHIEF JUSTICE INVESTITURE CEREMONY CONTINUED ON PAGE 3



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The current registration pricing level will run through March 15. Special pricing is available for judges, lawyers employed full-time by local, state or federal government, and lawyers employed full-time by legal aid agencies or indigent defense agencies.

Among the activities scheduled are:

▶ engaging CLE programming on issues involving criminal, civil, family and other specialty courts (drug courts, reentry courts, sobriety courts and mental health courts);

▶ in association with Evangeline Entertainment & The Bayou Playhouse, a presentation of the Halifax Theatre Company's production of *The Kingfish* by Larry L. King and Ben Z. Grant, starring John McConnell and directed by Perry Martin;

▶ nationally recognized speakers;

▶ highly knowledgeable CLE presenters from Louisiana (bench and Bar);

▶ track programming;

▶ business meetings, networking and entertaining social events with colleagues;

▶ Great Debates;

▶ award presentations; and

▶ installation of the 2013-14 officers.

The Sandestin resort offers several housing options. Housing Request Forms must be mailed or faxed directly to Sandestin Golf and Beach Resort by Tuesday, April 30. The LSBA does not accept housing forms.

To review housing options, to access the Housing Request Form and to register for the events, go to: www.lsba.org/annualmeeting. 📄

LSBA lists Legislation Committee contacts, calendars pertinent 2013 dates

In preparation for the 2013 Louisiana legislative session, the Louisiana State Bar Association (LSBA) is reminding members that timely input will be accepted on proposed legislation which falls within the LSBA's purview.

For information on the process — as well as contact links for Legislation Committee Chair Michael W. McKay, members of the Legislation Committee, LSBA Legislation Committee liaison Shawn L. Holahan, the LSBA Board of Governors and LSBA Executive Director Loretta Larsen — go to: www.lsba.org/GoTo/legislation.

The LSBA also wants to inform members of several important dates in relation to the 2013 Louisiana legislative session and the LSBA Legislation Committee:

▶ Friday, March 29: Bill prefilings deadline for Louisiana legislators.

▶ Saturday, April 6: LSBA Legislation Committee's first meeting, Baton Rouge.

▶ Monday, April 8: 2013 Louisiana legislative session convenes.

▶ Wednesday, April 17: "Five Bill" Deadline for Louisiana legislators.

▶ Saturday, April 20: LSBA Legislation Committee's second meeting, Renaissance Hotel, Baton Rouge (open meeting).

▶ Saturday, April 20: LSBA's Board of Governors meeting (immediately following Legislation Committee's second meeting).

▶ Thursday, June 6: 2013 Louisiana legislative session adjourns.

Runoff election results certified

David W. Leefe, a shareholder in the New Orleans office of Liskow & Lewis, P.L.C., has been certified elected for the Louisiana State Bar Association (LSBA) Board of Governors First District seat. Jennifer Z. Rosenbach, an attorney in the Jefferson Parish District Attorney's Office in Gretna, has been certified elected for the LSBA Young Lawyers Division Council Second District seat. The runoff election results were certified following the close of voting on Feb. 18. 📄

House approves 4 resolutions, seats committee members at Jan. 19 meeting

The Louisiana State Bar Association's (LSBA) House of Delegates unanimously approved four resolutions and seated three members to committees at its Jan. 19 meeting in New Orleans.

The House unanimously approved:

▶ a resolution establishing the John Ashby Hernandez III Memorial Award for Francophone Leadership, to be presented annually to the person whose activities in the prior year most contributed to the perpetuation and enhancement of the Francophone legal tradition;

▶ two resolutions from the Louisiana Board of Legal Specialization amending its rules and regulations to impose penalties for the late payment of its annual dues and to create a mechanism for an exemption from specialization CLE in the event of hardship related to illness, disability or other mitigating circumstance; and

▶ a resolution from the Young Lawyers Division amending the LSBA's bylaws to change the Law Student Membership dues from \$40 per year to a one-time fee of \$40 and to provide for electronic distribution only of the *Louisiana Bar Journal* to law student members.

In other business, the House elected Jeffrey A. Riggs (15th Judicial District) to chair the House of Delegates Liaison Committee for the 2013-14 term. The committee chair is a voting member of the Board of Governors.

Also, Tricia R. Pierre (15th Judicial District) was elected as a member of the House of Delegates Liaison Committee for the 2013-16 term. Thomas C. Cerullo (24th Judicial District) was elected to the Budget Committee for the 2013-15 term.

To review all resolutions, go to: www.lsba.org/InsideLSBA/HOD.asp. 📄

Bar Briefs

LSBA President

John H. Musser IV

Executive Director

Loretta Larsen, CAE

Communications Director

Kelly Wells Ponder

Editor/Publications

Darlene M. LaBranche

Communications Coordinator

Barbara D. Baldwin

Communications Assistant

Krystal L. Bellanger Rodriguez

Advertising

Krystal L. Bellanger Rodriguez

(504)619-0131

"Bar Briefs" is published online, in January, March, May, July, September and November, by the Louisiana State Bar Association.

Announcements and news contributions are welcome and should be mailed, faxed or e-mailed by the first of the month before publication to Darlene M. LaBranche.

601 St. Charles Ave.
New Orleans, La. 70130-3404
(504)566-1600 • (800)421-LSBA

Fax: (504)566-0930
dlabranche@lsba.org
Web site: LSBA.org

Justice Bernette Joshua Johnson becomes 25th Chief Justice of the Louisiana Supreme Court

Louisiana Supreme Court Justice Bernette Joshua Johnson celebrated her investiture as Chief Justice in a public ceremony Feb. 28 on the steps of the Louisiana Supreme Court. She is the 25th chief justice of the Louisiana Supreme Court and the first African-American chief justice of the court since its establishment in 1813.

Marc H. Morial, president and chief executive officer of the National Urban League, noted the historical significance of the occasion. "This is a great day in Louisiana that has been long in coming. I am excited to take part in this event where the highest court in the state of Louisiana, on the eve of its 200th birthday, turns another important page in history," Morial said. "We gather to honor the achievements of Bernette Johnson and to also bear witness to the once unimaginable becoming the order of the day . . . the investiture of the first African-American Chief Justice of the Louisiana Supreme Court."

Chief Justice Johnson's judicial career began in 1984 when she was elected to the Orleans Parish Civil District Court and was the first woman to hold that office. She was re-elected, without opposition, in 1990 and was elected chief judge by her colleagues



Chief Justice Bernette Joshua Johnson received an engraved commemorative shell from the canon that was shot during her investiture on Feb. 28, 2013. Photo by Matthew Hinton Photography.

in 1994. Chief Justice Johnson was elected to serve on the Louisiana Supreme Court in 1994 and was re-elected, without opposition, in 2000 and 2010. She represents the Seventh Supreme Court District which includes Orleans and Jefferson parishes.


U.S. 5th Circuit Court of Appeals Chief Judge Carl E. Stewart administered the ceremonial oath of office which was followed by a 17-gun salute presented by

the 1-141st Field Artillery Battalion of the Washington Artillery of New Orleans.

Chief Justice Johnson took her official oath of office on Feb. 1 in a courtroom ceremony. Administering the oath of office was her daughter, Rachael D. Johnson.

Several public officials took part in honoring Chief Justice Johnson on Feb. 28, including Louisiana Attorney General James D. (Buddy) Caldwell, State Sen. Edwin Murray, State Rep. Katrina Jackson and State Rep. Walter Leger.

Also participating in the ceremony were representatives from several professional organizations, including John H. Musser IV, Louisiana State Bar Association president; John Page, National Bar Association president; Judge Joan V. Churchill, National Association of Women Judges president; and R. Patrick Vance, New Orleans Bar Association past president. Judge Ivan L.R. Lemelle, U.S. District Court for the Eastern District of Louisiana, and Judge Edwin A. Lombard, Louisiana 4th Circuit Court of Appeal, represented the judiciary.

On Jan. 31, Chief Justice Catherine D. (Kitty) Kimball officially retired, after 20 years of service on the Louisiana Supreme Court bench. Kimball served as an associate justice representing the Fifth Supreme Court District from 1992-2008. Succeeding Chief Justice Kimball in representing the Fifth Supreme Court District is 1st Circuit Court of Appeal Judge Jefferson D. Hughes III. 



The current Louisiana Supreme Court justices during the Chief Justice Johnson's investiture on Feb. 28, 2013. Photo by Matthew Hinton Photography.

Legal Specialization Board accepting applications in 5 areas

The Louisiana Board of Legal Specialization (LBLS) is currently accepting requests for applications for 2014 certification in five areas — business bankruptcy law, consumer bankruptcy law, estate planning and administration, family law and tax law. The deadline to submit applications for consideration for estate planning and administration, family law and tax law certification is April 15, 2013. Applications for business bankruptcy law and consumer bankruptcy law certification will be accepted through Sept. 30, 2013.

The LBLS earlier announced that the application and exam fees for 2013 applicants seeking certification will be waived. This translates to a \$400 savings.

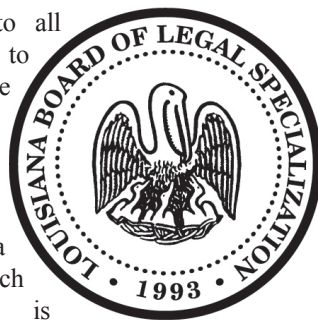
The minimum requirements for certification are:

- ▶ A minimum of five years in the practice of law on a full-time basis.
- ▶ Satisfactory showing of substantial involvement in the particular field of law for which certification is sought.
- ▶ Passing a written examination applied

uniformly to all applicants to demonstrate sufficient knowledge, skills and proficiency in the area for which certification is sought.

▶ Five favorable references. Peer review shall be used to determine that an applicant has achieved recognition as having a level of competence indicating proficient performance handling the usual matters in the specialty field.

In accordance with the requirements of the LBLS, as set forth in the individual standards for each field of legal specialization, board-certified attorneys in a specific field of law must meet a minimum CLE requirement for the calendar year ending Dec. 31, 2013. The requirement for each area of specialty is:



- ▶ Estate Planning and Administration Law — 18 hours of estate planning law.
- ▶ Family Law — 18 hours of family law.
- ▶ Tax Law — 20 hours of tax law.
- ▶ Bankruptcy Law — CLE is regulated by the American Board of Certification.

CLE credits are computed on a calendar-year basis and all attendance information should be delivered to the Mandatory Continuing Legal Education (MCLE) Department. Deadline for filing annual CLE is Jan. 31 of the following year. Failure to timely report specialization CLE hours will result in a penalty assessment.

Anyone interested in applying for certification should contact LBLS Executive Director Barbara M. Shafranski, email barbara.shafranski@lsba.org or call (504)619-0128. For more information, go to the LBLS's website at www.lascmcle.org/specialization.

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LSBA pairing CLE program with Danube River cruise in December 2013

The Louisiana State Bar Association (LSBA) is offering a CLE opportunity paired with a cruise on the Danube River. Partnering with Vacations At Sea Travel, the LSBA program will be held Sunday, Dec. 8, through Sunday, Dec. 15, 2013, aboard the Viking Longship Skadi. The eight-day itinerary will take passengers through four of Europe's most enchanting countries — Austria, Germany, Hungary and Slovakia — along the storied Danube River.


Special LSBA pricing, available only

through Vacations At Sea, represents a savings of \$125 per person off of the lowest available rates. (This CLE program is being offered at no cost to the LSBA; all costs will be covered by those who choose to participate.) More information on the CLE programming will be provided once the schedule is finalized.

Space is extremely limited and cruise categories may sell out. A deposit of \$500 per person plus the passport names and dates of birth of all passengers are required to hold a cabin. Final payments must be

paid by June 20, 2013.

Travel insurance is available through the cruise line, Viking River Cruises, or an independent company. The cruise line also offers airfare and transfers, and pre-and post-cruise hotel stays. Information is available through Vacations At Sea. For more information or to book, contact Jill Wall at (504)482-1572, (800)749-4950, or email jwall@seavacations.com.

To review more information on pricing and the cruise itinerary, go to: www.lsba.org/GoTo/DanubeCruise. 


Supreme Court celebrates 200th anniversary

The justices of the Louisiana Supreme Court presided over Bicentennial Ceremonies on March 1, commemorating the court's legal heritage and years of service dating back to 1813. The ceremonies, conducted in the Louisiana Supreme Court courtroom in New Orleans, were the culmination of a year of court events highlighting the bicentennial.

"The bicentennial of the Louisiana Supreme Court is a celebration of the

rule of law, our history and our state," said Chief Justice Bernette J. Johnson. "Accordingly this event will look at how the court, guided by law, has taken shape over the past century and since the centennial celebration in 1913."

Justice Greg G. Guidry chaired the Court Bicentennial Committee which selected topics for the ceremonies, including: *A Walk Through the Streets of New Orleans at the Time of the Court's*

Foundation; The Civilian Aspects of Louisiana Law; The Role of the Louisiana Supreme Court in the Early Civil Rights Movement; and The History of the Louisiana Supreme Court. Additionally, there will be a short play presented by the International High School of New Orleans, titled *An Uncommon Birth: Shaping Louisiana's Legal Tradition for Statehood*. 

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LSBA offering new member benefit: Clio

The Louisiana State Bar Association (LSBA) has joined 25 other bar associations in offering Clio, a cloud-based practice management tool, at a discount to all members.¹ The Clio membership benefit was launched formally at the sixth annual Solo and Small Firm Conference in February. This year, Clio representatives will present CLE programs statewide to introduce LSBA members to its product. This Q&A with Jack Newton, Clio co-founder and president, is a basic introduction to the product.

Journal: What is Clio?

Newton: Clio is a leading cloud-based practice management,² time and billing, and client collaboration platform for lawyers. Clio helps manage nearly every aspect of running an efficient, effective law office, including matter management, contact management, to-do/task management, calendaring, time tracking, billing, secure client collaboration, online invoicing, document management, reporting and trust accounting. The best way to familiarize yourself with Clio is to take an online full feature tour: www.goclio.com/tour/. Or, take our video tour: <http://vimeo.com/56707833>.

Journal: What does a lawyer need to start using Clio?

Newton: A lawyer needs a device with an Internet connection. Because Clio is cloud-based, no software has to be installed or configured — simply access the service through a secure web browser connection. Best of all, there are no upfront costs to start with Clio: you get your first 30 days free. Clio's cost structure is simple: \$49/attorney and \$25/support staff on a month-to-month subscription. Better yet, because Clio is an LSBA member benefit, LSBA members are able to receive a lifetime 10 percent discount on Clio subscriptions. To sign up for a Clio account with the member discount, go to: www.goclio.com/landing/labar.

Journal: Are there any costs or upfront costs to use Clio?

Newton: No. Clio offers a simple month-to-month subscription, meaning there are no upfront licensing or hardware purchase costs. Additionally, Clio handles all upgrades at no extra costs.

Journal: Is Clio cheaper to have than traditional desktop solutions?

Newton: With no upfront costs, Clio will cost less over the long term. "Total Cost of

Ownership" (TCO) analyses show cloud-computing solutions offer a 50-75 percent cost advantage over traditional desktop-based solutions. With full implementation of a desktop solution, you've likely ended with a "sunk cost" of \$5,000-\$25,000. With Clio, there is no upfront investment. Cloud-based systems provide flexibility on a month-to-month basis; without a sunk capital investment in hardware and software, you're free to switch at any time.

Journal: Where can a lawyer use Clio?

Newton: Clio is accessible on any device with an Internet connection. You can access your practice's data from your law office, from home, from court or even on vacation if the need arises. Cloud computing offers an unparalleled level of freedom to get your work done where and when you choose because your software and data are available on any device with an Internet connection.

Journal: Can I access Clio and my data from a tablet like an iPad or a smartphone?

Newton: Cloud computing offers "live" access to your cloud-computing software and data via any Internet-enabled device, allowing you to access your key practice data anytime, anywhere.

Journal: How fast can I learn to use Clio?

Newton: Clio is very easy to learn and can be implemented in just a few minutes. This contrasts with traditional client/server software which usually requires long implementation times and a long learning curve.

Journal: Where does Clio store my data?

Newton: All data for Clio's U.S.-based customers is stored and processed in the United States. In the event Clio opens additional data centers internationally, Clio would continue to provide U.S.-based data storage and processing for our U.S.-based customers. Clio's primary data center is in Chicago, Ill., and redundant data centers are located throughout the continental United States. Clio's data centers all adhere to the strict SSAE 16 Attestation Standard and are subject to round-the-clock security and fire and theft protection with redundancy for virtually every point of failure.

Journal: Is my data secure with Clio?

Newton: Clio uses military-grade, end-to-end 256-bit SSL encryption. 256-bit SSL represents the highest level of data

encryption available. Clio provides a level of security and data protection superior to on-premise solutions. Additionally, Clio performs routine and intensive server penetration testing which, when coupled with high levels of physical security at the data center level, offers an unprecedented level of data protection. All critical systems at Clio have full redundant failovers, including servers, power, network and HVAC systems. Feel free to visit the Clio website for more information about how Clio safeguards data.

Journal: Does Clio back up data?

Newton: For key systems involving client data, backups are performed continually in real-time. Off-site backups of Clio's operating systems are performed multiple times per day.

Journal: How and where are backups stored?

Newton: Backups are stored on-site at Clio's primary data center and replicated to other geographically redundant data centers to protect against disaster scenarios.

Journal: Have you ever had an information breach?

Newton: No.

Journal: Who owns my data and can Clio staff access it?

Newton: Clio's privacy policy has been reviewed and granted the TRUSTe certified privacy seal. In our privacy statement and end user license agreement, we make it clear that the data stored in Clio belongs to the account owner or a named administrator of the Clio account. *It is not Clio's property* and can be retrieved into open-source data formats at any time via a user-facing export. We also offer a unique data escrow service, which automates a backup of user data into an Amazon S3 account. In addition, Clio staff cannot access user data without expressed written permission and would do so only to provision our application. The data cannot be used for any other purpose.

Journal: What happens if a lawyer wants to terminate the relationship with Clio? What happens to the lawyer's data?

Newton: Again, the data remains the property of the customer. Should the Clio relationship be terminated for any reason, database information is returned, via the Data Escrow facility, in Excel compatible formats and documents are returned, organized by matter.

Journal: Is it possible to maintain a copy of data locally?

Newton: Yes. Via the Data Escrow facility, you can keep an up-to-date copy of the firm information locally. Users also can perform an any-time data export to a local device on demand.

Journal: Can a Clio account holder get usage reports to see who is using the account? Can a Clio account holder terminate a user?

Newton: Clio account holders can review which users are currently logged into their account, and, if needed, terminate a connection.

Journal: What happens if Clio is served with a subpoena or a demand for data?

Newton: As per our terms of service and privacy policy, we maintain that our primary duty is to protect client information to the extent the law allows. Clio's policy is to notify the user of any data demand made by law enforcement agencies, allowing them to intervene and/or object should they choose to, before disclosing any data. Additionally, given that we are a Canadian company, subpoenas would need to be enforceable under Canadian law in order to require our compliance.

Journal: Can I selectively share documents with clients or other relevant parties?

Newton: Putting your practice in the cloud means it's easy to selectively share data with clients and other parties. A secure collaboration feature named "Clio Connect" provides the ability to securely share files and messages with your clients. Cloud-based collaboration is more efficient, more secure, and can be a value-add service that gives you a competitive advantage.

Journal: What about tech support?

Newton: Clio offers unlimited access to customer support via live agent or email. There is no extra fee for the support. Clio's tech support is offered 8 a.m. to 8 p.m. (Eastern Time) Monday through Friday.

Journal: Where are Clio's offices?

Newton: Clio's headquarters are located at Suite 404, 999 Canada Place, Vancouver, BC. Most of Clio's staff is headquartered in Vancouver, British Columbia. We also have several branch offices across the country to provide comprehensive support hours.

Journal: Where do I start? How hard is it to move my data to Clio?

Newton: You can start with your next case or all your files. Clio provides tailored and free-of-charge data migration services to make the switch to the cloud painless. You may move all your existing contacts, documents, matters and other data in an automated fashion. So, get started at: www.goclio.com/landing/labar.

FOOTNOTES

1. Clio is a member benefit for several state bar associations, including Alabama, Arizona, California, Colorado, Connecticut, Hawaii, Illinois, Indiana, Iowa, Maryland, Michigan, Missouri, Nevada, New Jersey, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Texas, Vermont and Wisconsin.

2. For more information about cloud computing, see "Year of the Solo: Silver Lining in That Cloud" in the December 2012/January 2013 *Louisiana Bar Journal*.

Jack Newton is co-founder and president of Clio, a leading provider of cloud-based practice management software. He holds an M.Sc. in computer science from the University of Alberta and holds three software-related patents in the United States and the European Union. He has written and spoken extensively on cloud computing in general, and specifically on the ethics, privacy and security issues relating to the use of cloud computing in the legal market.



Louisiana State Bar Association's Practice Management Counsel Shawn L. Holahan is a member of the Publications Board of the American Bar Association's Law Practice Management Section and secretary of the ABA's Practice Management Group of North America. She can be contacted via email at shawn.holahan@lsba.org.



SOLACE: Support of Lawyers/Legal Personnel — All Concern Encouraged

The Louisiana State Bar Association/Louisiana Bar Foundation's Community Action Committee supports the SOLACE program. Through the program, the state's legal community is able to reach out in small, but meaningful and compassionate ways to judges, lawyers, court personnel, paralegals, legal secretaries and their families who experience a death or catastrophic illness, sickness or injury, or other catastrophic event. For assistance, contact a coordinator.

Area	Coordinator	Contact Info	Area	Coordinator	Contact Info
Alexandria Area	Richard J. Arsenault rsarsenault@nbawfirm.com	(318)487-9874 Cell (318)452-5700	Monroe Area	John C. Roa roa@hhsclaw.com	(318)387-2422
Baton Rouge Area	Ann G. Scarle ann@brba.org	(225)214-5563	Natchitoches Area	Peyton Cunningham, Jr. peytonc1@suddenlink.net	(318)352-6314 Cell (318)332-7294
Covington/ Mandeville Area	Suzanne E. Bayle sebayle@bellsouth.net	(504)524-3781	New Orleans Area	Helena N. Henderson hhenderson@neworleansbar.org	(504)525-7453
Denham Springs Area	Mary E. Heck Barrios mary@barrioslaw.com	(225)664-9508	Opelousas/Ville Platte/ Sunset Area	John L. Olivier johnolivier@centurytel.net	(337)662-5242 (337)942-9836 (337)232-0874
Houma/Thibodaux Area	Danna Schwab dschwab@theschwablawfirm.com	(985)868-1342	River Parishes Area	Judge Jude G. Gravois judegravois@bellsouth.net	(225)265-3923 (225)265-9828 Cell (225)270-7705
Jefferson Parish Area	Pat M. Franz patfranz@bellsouth.net	(504)455-1986	Shreveport Area	Bridget Verret bverret@shreveportbar.com	(318)222-3643
Lafayette Area	Susan Holliday susan@lafayettebar.org	(337)237-4700			
Lake Charles Area	Chantell Marie Smith cmsmith5@ldol.state.la.us	(337)475-4882			

For more information, go to: www.lsba.org/solace.

Committee Preferences: Get Involved in Your Bar!

Committee assignment requests are now being accepted for the 2013-14 Bar year. Louisiana State Bar Association (LSBA) President-Elect Richard K. Leefe will make all committee appointments. Widespread participation is encouraged in all Bar programs and activities. Appointments to committees are not guaranteed, but every effort will be made to accommodate members' interests. When making selections, members should consider the time commitment associated with committee assignments and their availability to participate. Also, members are asked to list experience relevant to service on the chosen committees. The deadline for committee assignment requests is Monday, April 15. The current committees are listed below.

Access to Justice Committee

The committee works to assure that every Louisiana citizen has access to competent civil legal representation by promoting and supporting a broad-based and effective justice community through collaboration between the Louisiana State Bar Association, the Louisiana Bar Foundation, Louisiana law schools, private practitioners, local bar associations, pro bono programs and legal aid providers.

Access to Justice Policy Committee

The committee works to assure continuity of policy, purpose and programming in the collaboration between the private bar and the civil justice community so as to further the goal of assuring that Louisianians, regardless of their economic circumstance, have access to equal justice under the law.

Committee on Alcohol and Drug Abuse

The committee protects the public by assisting, on a confidential basis, lawyers and judges who have alcohol, drug, gambling and other addictions. The committee works with the Lawyers Assistance Program, Inc. to counsel, conduct interventions and locate treatment facilities for impaired lawyers, and to monitor recovering attorneys and attorneys referred by the Louisiana Attorney Disciplinary Board or Office of Disciplinary Counsel.

Bar Governance Committee

The committee ensures effective and equitable governance of the association by conducting an ongoing evaluation of relevant procedures and making recommendations to the House of Delegates regarding warranted amendments to the association's Articles of Incorporation and/or Bylaws.

Children's Law Committee

The committee provides a forum for attorneys and judges working with children to promote improvements and changes in the legal system to benefit children, parents and the professionals who serve these families.

Client Assistance Fund Committee

The committee protects the public and maintains the integrity of the legal profession by reimbursing, to the extent deemed appropriate, losses caused by the dishonest conduct of any licensed Louisiana lawyer practicing in the state.

Community Action Committee

The committee serves as a catalyst statewide for lawyer community involvement through charitable and other public service projects.

Continuing Legal Education Program Committee

The committee fulfills the Louisiana Supreme Court mandate of making quality and diverse continuing legal education opportunities available at an affordable price to LSBA members.

Criminal Justice Committee

The committee develops programs and methods which allow the Bar to work with the courts, other branches of government and the public to ensure that the constitutionally mandated right to counsel is afforded to all who appear before the courts.

Crystal Gavel Awards Committee

The committee solicits and reviews nominations for the Crystal Gavel Awards and offers recommendations of recipients.

Diversity Committee

The committee assesses the level of racial, ethnic, national origin, religion, gender, age, sexual orientation and disability diversity within all components of the legal profession in Louisiana, identifies barriers to the attainment of full and meaningful representation and participation in the legal profession by persons of diverse backgrounds, and proposes programs and methods to effectively remove barriers and achieve greater diversity.

Group Insurance Committee

The committee ensures the most favorable rates and benefits for LSBA members and their employees and dependents for Bar-endorsed health, life and disability insurance programs.

Lawyers in Transition Committee

The committee studies rules and practices regarding curatorships of lawyers' practices; studies methods for preserving the practice of lawyers and protecting clients for lawyers unable to temporarily practice, either voluntarily or involuntarily, as a result of disability due to health, or arising out of the disciplinary process; studies voluntary methods of designating a successor or other transitioning process for a lawyer's practice in advance of any disability or death; and provides a method of involuntary intervention for lawyers suffering a severe age-related impairment to protect the clients and to deliver assistance to the age-impaired attorney.

Legal Malpractice Insurance Committee

The committee ensures the most favorable rates, coverage and service for Louisiana lawyers insured under the Bar-endorsed legal malpractice plan by overseeing the relationship between the LSBA, its carrier and its third-party administrator, and considers on an ongoing basis the feasibility and advisability of forming a captive malpractice carrier.

COMMITTEES continued on page 9

Louisiana State Bar Association
2013-14 Committee
Preference Form

Indicate below your committee preference(s).
If you are interested in more than one committee, list in 1-2-3 preference order.
On this form or on a separate sheet, list experience relevant to service on your chosen committee(s).

Print or Type

- Access to Justice
- Access to Justice Policy
- Alcohol and Drug Abuse
- Bar Governance
- Children's Law
- Client Assistance Fund
- Community Action
- Continuing Legal Education Program
- Criminal Justice
- Crystal Gavel Awards
- Diversity
- Group Insurance
- Lawyers in Transition
- Legal Malpractice Insurance
- Legal Services for Persons with Disabilities
- Legislation
- Medical/Legal Interprofessional
- Practice Assistance and Improvement
- Committee on the Profession
- Public Access and Consumer Protection
- Public Information
- Rules of Professional Conduct

Response Deadline: April 15, 2013

Mail or fax your completed form to:

Christine A. Richard
Program Coordinator/
Marketing & Sections
Louisiana State Bar Association
601 St. Charles Ave.
New Orleans, LA 70130-3404

Fax (504)566-0930

LSBA Bar Roll Number _____

Name _____

Address _____

City/State/Zip _____

Telephone _____

Fax _____

E-mail Address _____

List below (or on a separate sheet) experience relevant to service on the chosen committee(s). _____

Legal Services for Persons with Disabilities Committee

The committee provides members of the bench, Bar and general public with a greater understanding of the legal needs and rights of persons with disabilities, and helps persons with disabilities meet their legal needs and understand their rights and resources.

Legislation Committee

The committee informs the membership of legislation or proposed legislation of interest to the legal profession; assists the state Legislature by providing information on substantive and procedural developments in the law; disseminates information to the membership; identifies resources available to the Legislature; provides other appropriate non-partisan assistance; and advocates for the legal profession and the public on issues affecting the profession, the administration of justice and the delivery of legal services.

Medical/Legal Interprofessional Committee

The committee works with the joint committee of the Louisiana State Medical Society to promote collegiality between members of the legal and medical professions by receiving and making recommendations on complaints relative to physician/lawyer relationships and/or problems.

Practice Assistance and Improvement Committee

The committee serves the Bar and the public in furtherance of the association's goals of prevention and correction of lawyer misconduct and assistance to victims of lawyer misconduct by evaluating, developing and providing effective alternatives to discipline programs for minor offenses, educational and practice assistance programs, and programs to resolve minor complaints and lawyer/client disputes.

Committee on the Profession

The committee encourages lawyers to exercise the highest standards of integrity, ethics and professionalism in their conduct; examines systemic issues in the legal system arising out of the lawyer's relationship and duties to his/her clients, other lawyers, the courts, the judicial system and the public good; provides the impetus and means to positively impact those relationships and duties; improves access to the legal system; and improves the quality of life and work/life balance for lawyers.

Public Access and Consumer Protection Committee

The committee protects the public from incompetent or fraudulent activities by those who are unauthorized to practice law or who are otherwise misleading those in need of legal services.

Public Information Committee

The committee promotes a better understanding of the law, legal profession, individual lawyers and the LSBA through a variety of public outreach efforts.

Rules of Professional Conduct Committee


The committee monitors and evaluates developments in legal ethics and, when appropriate, recommends changes to the Louisiana Rules of Professional Conduct; acts as liaison to the Louisiana Supreme Court on matters concerning the Rules of Professional Conduct; reviews issues of legal ethics and makes recommendations to the LSBA House of Delegates regarding modifications to the existing ethical rules; oversees the work of the Ethics Advisory Service and its Advertising Committee, Publications Subcommittee and other subcommittees; and promotes the highest professional standards of ethics in the practice of law.

LASC seeks comments on proposed civil jury instructions

The Louisiana Supreme Court's Committee to Study Plain Civil Jury Instructions has drafted proposed opening instructions for use in all cases, proposed interim instructions on selected issues and proposed closing instructions for use in most cases. The committee is accepting comments on the proposed material for 30 days (the comment period began on Feb. 13).

Interested parties may submit comment via email, fax or U.S. Mail. Direct all emails to tmatta@lajao.org. Comments may be faxed to (504)310-2587 or mailed to Louisiana Supreme Court, Ste. 1190, 400 Royal St., New Orleans, LA 70130. Address all comments to Tereze Matta.

Once the 30-day period has expired, the Committee to Study Plain Civil Jury Instructions will review all comments, make any changes it deems appropriate, and then submit a final draft to the Louisiana Supreme Court for review and approval.


To review the proposed material and for information on how to submit comments, go to: www.lasc.org. 

Sponsors, exhibitors, advertisers sought for Annual Meeting/Joint Summer School


Interested in sponsoring an Annual Meeting/Summer School event or product, booking space in the vendors' area, or advertising in the Annual Meeting program?

The Louisiana State Bar Association (LSBA) is currently offering sponsors, vendors and program advertisers the opportunity to market their products and services to more than 400 legal professionals attending the combined LSBA 72nd Annual Meeting and LSBA/Louisiana Judicial College Joint Summer School, set for June 2-7 at Sandestin Golf and Beach Resort in Destin, Fla.

For sponsorship and vendor information, contact LSBA Program Coordinator/Marketing and Sections Christine A. Richard, email crichard@lsba.org or call (504)619-0105.

For program advertising information, contact LSBA Communications Assistant Krystal Bellanger Rodriguez, email kbellanger@lsba.org or call (504)619-0131. 


LCLCE seeking nominations for Civics in Action Award

Do you know a student who has made a difference or an improvement of the quality of life in his/her school, home or community through the use of civic engagement? The Louisiana Center for Law and Civic Education will recognize a Louisiana middle or high school student who exemplifies what it means to be an engaged citizen with the Civics in Action (CIA) Award. This year's CIA recipient will be honored at the 2013 Justice Catherine D. Kimball Summer Institute in New Orleans in July. Deadline for nominations is March 29. For more information and to download the application, go to: www.lalce.org/uploads/CIA_Nomination_Form2.pdf. 

LCLCE seeking volunteers for Lawyers/Judges in the Classroom Program

Lawyers, judges and teachers interested in celebrating Law Day 2013 with an in-school presentation by a member of the legal community




should contact the Louisiana Center for Law and Civic Education at (504)619-0134 or email kandis.showalter@lsba.org. For more information on this program and photos of last year's Law Day activities, go to: www.lalce.org/Programs.html. 

May 1 is deadline for House of Delegates' Annual Meeting resolutions

The deadline for submitting resolutions for the Louisiana State Bar Association's (LSBA) House of Delegates' Annual Meeting is Wednesday, May 1. The House will meet in June at Sandestin Golf and Beach Resort in Destin, Fla.

Resolutions by House members and committee and section chairs should be mailed to LSBA Secretary Edward J. Walters, Jr., c/o

Louisiana Bar Center, 601 St. Charles Ave., New Orleans, LA 70130-3404. All resolutions proposed to be considered at the meeting **must be received** on or before May 1. Resolutions must be signed by the author. Also, copies of all resolutions should be emailed (in MS Word format) to LSBA Executive Director Loretta Larsen at loretta@lsba.org. 


Important Reminder: Lawyer Advertising Filing Requirement

Per Rule 7.7 of the Louisiana Rules of Professional Conduct, all lawyer advertisements and all unsolicited written communications sent in compliance with Rule 7.4 or 7.6(c) — unless specifically exempt under Rule 7.8 — *are required to be filed* with the Louisiana State Bar Association's (LSBA) Rules of Professional Conduct Committee, through LSBA Ethics Counsel, prior to or concurrent with first use/dissemination.

Written evaluation for compliance with the Rules will be provided within 30 days of receipt of a complete filing. Failure to

file/late filing will expose the advertising lawyer(s) to risk of challenge, complaint and/or disciplinary consequences.

The necessary Filing Application Form, information about the filing and evaluation process, the required filing fee(s) and the pertinent Rules are available online at: www.lsba.org/LawyerAdvertising.

Inquiries, questions and requests for assistance may be directed to LSBA Ethics Counsel Richard P. Lemmler, Jr., RLemmler@LSBA.org, (800)421-5722, ext. 144, or direct dial (504)619-0144. 

Focus on *Access to Justice*

For more information, visit www.lsba.org/atj.

Model Pro Bono Policy: Recognition for 2012 Firms

For many attorneys, the practice of law is much more than a job — it is an opportunity to help those in critical need of legal representation but unable to afford it. However, even after generous donation of pro bono legal services, many legal needs of the poor go unmet. The U.S. Census' American Community Survey census reports more than 900,000 individuals live below the poverty level in Louisiana. It is estimated that each year low-income households in Louisiana will experience one civil legal need, but due to limited resources, only one in five will be assisted by a legal aid provider or pro bono volunteer. This means approximately 80 percent of our most vulnerable citizens have no representation as they attempt to secure the most basic legal needs, like

protection from an abusive spouse or access to affordable housing.

In these times of increasing need, pro bono organizations frequently turn to law firms for commitments of their time. During his term in office, Louisiana State Bar Association (LSBA) President John H. Musser IV worked with the LSBA's Access to Justice Committee to encourage members of the private bar to help close the gap on unmet legal needs in Louisiana by adopting a Pro Bono Policy in their firms. These "firm policies" provide guidelines and a written commitment of a firm's support of pro bono work.

The LSBA's Access to Justice Program would like to join pro bono organizations around the state in thanking the following law firms for adopting or maintaining a firm Pro Bono Policy in 2012:

Richard L. Greenland, A.P.L.C.

Echols & Associates, L.L.C.

Blue Williams, L.L.P.

Couture & Levesque, L.L.C.

Law Office of Frances M. Strayham

Ann E. Duvic, Attorney at Law

Law Office of Randall A. Fish

Stone Pigman Walther Wittmann, L.L.C.

Adams and Reese, L.L.P.

Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.

Gold, Weems, Bruser, Sues & Rundell

Provosty, Sadler, DeLaunay, Fiorenza & Sobel

Barrasso, Usdin, Kupperman, Freeman & Sarver, L.L.C.

Blanchard, Walker, O'Quin & Roberts

Chopin, Wagar, Richard & Kutcher, L.L.P.

Cook, Yancey, King & Galloway, A.P.L.C.

McMichael, Medlin, D'Anna, Wedgeworth & Lafargue, L.L.C.

Pettiette, Armand, Dunkelmann, Woodley, Byrd & Cromwell, L.L.P.

Phelps Dunbar, L.L.P.

To view a Model Pro Bono Policy, go to: www.lsba.org/GoTo/ModelProBonoPolicy. Your local pro bono organization or the Access to Justice staff would be happy to work with you to develop a customized pro bono policy for your firm.

New LASC Rule on Limited Appearances: Low-income, self-represented litigants may benefit

The Louisiana Supreme Court recently paved the way for limited-scope representation by amending provisions of the state district court rules to allow for attorneys to file a Notice of Limited Appearance in lieu of a Notice of Enrollment.

Specifically, the court has created forms to serve as the Notices of Limited Appearance, which are divided by family-law-related and non-family-law-related cases. Generally, a Notice of Limited Appearance must be filed with, or prior to, the initial pleading and contain a defined scope of service. Equally noteworthy, the recent amendments contain specific withdrawal procedures for use once the agreed-upon service has been completed.

The "unbundling" of legal services is not a new phenomenon. Many attorneys contract for individual services such as legal advice, research, drafting of pleadings, negotiation, and court appearances. These recent amendments reinforce the feasibility of these services and are especially valuable to low-income parties who are unable to afford full representation and would otherwise appear self-represented. Assisting these parties to present their cases, even if only in part, provides for a more accessible court and efficient docket.

The related Supreme Court order and forms can be found at: www.lasc.org/rules/dist.ct/11_27_12DistrictCourtAmendmentsOrder.pdf.

Heads up! Sponsors sought for 10th La. Justice Community Conference

Sponsors are being sought for the 10th annual Louisiana Justice Community Conference, scheduled for October in Baton Rouge. For information on sponsorship levels, contact Louisiana State Bar Association Program Coordinator/Marketing and Sections Christine A. Richard, (504)619-0105, email crichard@lsba.org.

LBF acknowledges sponsors of 27th annual Fellows Gala

The 27th annual Louisiana Bar Foundation (LBF) Fellows Gala is Friday, April 12, at the Hyatt Regency New Orleans, 601 Loyola Ave. For more information, go to: www.raisingthebar.org/gala2013/. The LBF would like to acknowledge its sponsors:

► **Benefactor's Circle:** McGlinchey Stafford, P.L.L.C.; and Phelps Dunbar, L.L.P.

► **Cornerstone:** Louisiana State Bar Association and Young Lawyers Division; and Orleans Civil District, 1st City and 2nd City Courts En Banc.

► **Capital:** Alvendia, Kelly & Demarest, L.L.C.; Baker Donelson Bearman Caldwell & Berkowitz, P.C.; Barrasso Usdin Kupperman Freeman & Sarver, L.L.C.; Daniel E. Becnel, Jr.; Blue Williams, L.L.P.; Breazeale, Sachse

& Wilson, L.L.P.; Chaffe McCall, L.L.P.; Cook, Yancey, King & Galloway, P.L.C.; Kay E. Donnelly & Associates; Fowler Rodriguez Valdes-Fauli; Frilot, L.L.C.; Gordon, Arata, McCollam, Duplantis & Eagan, L.L.C.; Herman, Herman, & Katz, L.L.C.; Irwin Fritchie Urquhart & Moore, L.L.C.; Jones Walker, L.L.P.; King, Krebs & Jurgens, P.L.L.C.; Liskow & Lewis, P.L.C.; Louisiana State University Paul M. Hebert Law Center; Regions Bank Institutional Services; Sher Garner Cahill Richter Klein & Hilbert, L.L.C.; Simon Peragine Smith & Redfearn, L.L.P.; Stone Pigman Walther Wittmann, L.L.C.; Taylor, Porter, Brooks & Phillips, L.L.P.; Walters, Papillion, Thomas, Cullens, L.L.C.; and Whitney Bank.

► **Pillar:** Association of Corporate

Counsel, Louisiana Chapter; Deutsch, Kerrigan & Stiles, L.L.P.; Gainsburgh, Benjamin, David, Meunier & Warshauer, L.L.C.; Long Law Firm; and Ranier Law Firm.

► **Foundation:** Ates Law Firm, A.P.L.C.; Valerie Briggs Bargas; Bourgeois Bennett, L.L.C.; Capitelli and Wicker; CenturyLink; Marvin C. Gros, Attorney; Judge and Mrs. C. Wendell Manning; Judge Page McClendon, 1st Circuit Court of Appeal; Michael J. Mestayer, A.P.L.C.; Dr. Stephen L. and E. Jane Sherman; Hon. and Mrs. Glynn F. Voisin; and Watson, McMillin & Harrison, L.L.P.

► **Gala Supporter:** Murray Law Firm.

Bar Foundation is coming to a city near you!

The Louisiana Bar Foundation will host nine annual Fellows events across the state during April and May. For more information or to RSVP for one of these events, contact Danielle J. Marshall at (504)561-1046 or email danielle@raisingthebar.org.

► **Tuesday, April 23:** Northeast Annual Fellows Reception, Squire Creek Country Club.

► **Wednesday, April 24:** Northwest Annual Fellows Breakfast, Shreveport Bar Center.

► **Wednesday, April 24:** Central Annual Fellows Luncheon, Southern Creations.

► **Wednesday, May 1:** Bayou Region Annual Fellows Luncheon, Petroleum Club.

► **Tuesday, May 7:** North Shore Annual Fellows Luncheon, The Lakehouse.

► **Tuesday, May 21:** Capital Area Annual Fellows Breakfast, Zolia Bistro & Enoteca.

► **Tuesday, May 21:** Southwest Annual Fellows Luncheon, Pujo Street Café.

► **Wednesday, May 22:** Acadiana Annual Fellows Breakfast, Jolie's Louisiana Bistro.

► **Thursday, May 23:** Greater Orleans Annual Fellows Reception, Louisiana Supreme Court.

EMERGING ISSUES & HOT TOPICS IN MINERAL LAW

Friday, April 19, 2013
New Orleans Marriott Hotel
555 Canal St.

There is no more dynamic topic in our state at the present time than Louisiana mineral law. From recent legislation affecting various oil and gas issues to developments in litigation involving claims of imprudent operations that caused reservoir loss or soil and water contamination, this seminar brings it all together. **Matt Randazzo & J. Michael Veron**, seminar co-chairs, have recruited some of the state's leading specialists to give seminar attendees the latest and best information about what is going on in the world of oil and gas. This program includes an hour on ethics.

REGISTRATION FEES*, CANCELLATIONS AND REFUNDS

Advance Registration	\$295
After April 12 & On-Site	\$320

**The fee includes electronic course materials, seminar attendance and coffee/refreshment breaks. On-Site Registrants will be provided the link to download electronic course materials at the time of registration. Printed seminar manuals will be available for purchase at the seminar.*

Cancellation of registration must be received in writing by the LSBA no later than April 12. Cancellations will receive a full refund, less a \$25 administrative charge. Absolutely no refunds will be made after April 12.

This program has been approved for a maximum of 6 hours of CLE credit, including 1 hour of ethics.

Important Note: This program is Paper-Free! The LSBA is working on ways to reduce the amount of paper we use at seminars and symposia. This is an effort both to be responsible toward our environment and to increase the quality and timeliness of the resources provided through this learning experience. Electronic program materials are accessible via a link where attendees can download/save OR download/print the seminar materials. The link will be sent to the email address of record you provided to the LSBA, prior to the seminar. We suggest you print the materials in advance and bring them with you. If you choose to review the materials from your laptop, we strongly suggest you save to your desktop and charge your laptop battery, as electrical outlets may be limited. Internet access will not be available in the meeting room.

A printed manual can be purchased for an additional \$40 and seminar materials on a flash drive can be purchased for \$25. Be sure to make your selection by checking the appropriate box on the Registration Form when registering online at www.lsba.org/cle.

Register Online at www.lsba.org/cle

Sandestin

Save the dates

June 2-7, 2013

**Sandestin Golf & Beach Resort
Destin, FL**



Strengthening Our Profession

Combined LSBA Annual Meeting and LSBA/LJC Summer School

Register Online at www.lsba.org/AnnualMeeting

Focus on Diversity

For more information on items in this special section, contact Louisiana State Bar Association Director of Member Outreach and Diversity Kelly McNeil Legier, (504)619-0129, (800)421-5722, ext. 129, or email kelly.legier@lsba.org.

Sixth Annual Diversity Conclave a success!



Morris Dees presents his keynote speech at the Diversity Conclave. Photo by Adrejia Boutté.

Make sure to read the next issue of the *Louisiana Bar Journal* for a full wrap-up of the Sixth Annual Diversity Conclave on the Legal Profession.

“Suit Up for the Future” program application deadline is April 15

Rising high school juniors and seniors interested in participating in the third “Suit Up for the Future” High School Summer Legal Institute and Internship Program must submit applications by April 15. The program, presented by the LSBA and the Just the Beginning Foundation, is aimed at high school students interested in the legal profession.

Students will participate in the three-week program from June 10-28 at various venues, including the Louisiana Bar Center (601 St. Charles Ave., New Orleans) and at participating New Orleans area firms. The program consists of one week of lectures with law school professors, practicing lawyers and law students, as well as several days of shadowing with attorneys and judges. Students also will have the opportunity to meet attorneys and judges during field trips to New Orleans area courts and other legal venues and during lunchtime lectures and panel discussions. The program will culminate in oral arguments by the student participants to sitting federal and state judges.

Applications and all supporting docu-

ments must be postmarked by April 15 and mailed to: Louisiana State Bar Association, Attn: Diversity Committee, 601 St. Charles Ave., New Orleans, LA 70130. All decisions will be mailed by May 1.

To download an application form and other information, go to: www.lsba.org/diversity.

“Guardians of Diversity”

The LSBA’s Diversity Committee will recognize bar associations that continued to implement diversity/inclusion programming after the diversity mini conclaves were discontinued in 2011. Bar associations recognized as “Guardians of Diversity” will receive two registrations and mileage for one vehicle to the 2014 statewide Conclave on Diversity. The Diversity Committee will notify bar association recipients at least a month before the 2014 Conclave.

Representatives of local/specialty bar associations that have continued diversity/inclusion programming should contact LSBA Member Outreach and Diversity Director Kelly McNeil Legier, email kelly.legier@lsba.org, call (504)619-0129. Local/specialty bar associations that may need ideas and/or assistance in organizing such programming also may contact Legier.

Superwomen CLEs scheduled in Shreveport and New Orleans

The LSBA, in partnership with local and specialty bar associations, is hosting Superwomen CLEs on April 2 in Shreveport and on May 2 in New Orleans. The seminars will address the unique challenges women face in the legal profession. A networking reception with complimentary hand and neck massages will immediately follow the programs and attendees will have the opportunity to win several door prizes from area businesses. More details will be provided in future print and online publications.

Minority Involvement Section hosting Virtual Internship Fair

The Louisiana State Bar Association’s (LSBA) Minority Involvement Section has converted its fifth annual Minority Legal Internship Fair to a “virtual” fair rather than hosting an “in person” event. Participating in the virtual fair will still give employers access to a large pool of talented students with diverse backgrounds who are seeking free or modestly-paid internships during all or part of the summer. To register, call (504)619-0115.

Professionalism facilitator training workshop

The LSBA’s Institute of Inclusion is presenting a Specialized Professionalism Facilitator Training Workshop from 8 a.m.-5 p.m. on Wednesday, May 22, at the Louisiana Bar Center. (601 St. Charles Ave., New Orleans) Organizers have applied for CLE credit. Cathy Harris, with C. Harris Companies, Inc., and Theodore A. Quant, director of the Twomey Center for Peace through Justice at Loyola University in New Orleans, will deliver the full-day workshop, “Train the LSBA Diversity Facilitator.” For more information or to register, go to: www.lsba.org/diversity.

in the SPOTLIGHT

U.S. Attorney's Office / Western District of Louisiana

The U.S. Attorney's Office (USAO) for the Western District of Louisiana recognizes that it is better able to serve the United States by embracing all perspectives and by understanding the diverse backgrounds of our employees, as well as the communities that it serves. Thus, it promotes respect for all people, regardless of race, color, religion, gender, national origin, marital status, sexual orientation, disability, age, or socioeconomic status. The USAO values and encourages a diverse and inclusive work environment by endorsing diversity in its hiring practices and in the retention and promotion of its employees. In effect, it believes that this approach establishes an environment founded upon fair and equal treatment of all who come in contact with it.

In furtherance of the beliefs in the benefits of a diverse USAO, it established a Diversity Management Plan and a Diversity Committee to implement the Department of Justice's Diversity Initiative and to promote its Mission Statement.

In addition to the USAO's partnership with the Department of Justice, it also coordinates with the Special Emphasis Program Managers in the recognition and celebration of the many diverse cultures through varying initiatives like: outreach to law schools; diversity programs and public events; school lectures; panelist participation and lecture presentations on diversity issues; employee involvement in Special Emphasis Programs; and employee participation in community events that focus on diversity, crime prevention and awareness.

The Department of Justice's similar dedication to the furtherance of diversity objectives is well illustrated by its Management Policy Statement:

Department of Justice Diversity Management Policy Statement

The Department of Justice employs more than 115,000 talented and diverse women and men to help meet its mission and goals. We are stronger, more credible, and more effective when our workforce includes highly qualified individuals with backgrounds, cultures and traditions that reflect our Nation's rich diversity.

We value diversity in our workforce and embrace the cultural and demographic dimensions of our country. We work diligently to attract and retain a workforce that represents the range of personal and professional backgrounds, and experiences and perspectives that arise from differences of culture and circumstances. This includes persons of varying age, ethnicity, gender, disability, race, sexual orientation, gender identity, religion, national origin, political affiliation, socioeconomic and family status, and geographic region.

To further promote diversity within the Department, we have developed and implemented a Department-wide Diversity Management Plan. This plan will foster effective diversity management across the Department, sustain progress over time, and ensure accountability for results. Through respect, understanding, and open communication between and among the rich tapestry of our employees, we will enhance critical aspects of our management practices, including policy development, decision making, and problem solving.

The Justice organizational culture reflects our ongoing commitment to build and maintain a workplace environment that supports the efforts of all employees to effectively carry out the Department's mission while ensuring that all employees are encouraged to excel as public servants.

The "In the Spotlight" section highlights diversity achievements and groundbreaking diversity accomplishments, primarily of signatories of the LSBA's Statement of Diversity Principles. If you have recommendations for attorneys, judges or legal organizations that should be considered for future articles, call or email Kelly McNeil Legier; (504)619-0129, kelly.legier@lsba.org.



Reality Check: Combating Implicit Bias

By J. Dalton Courson

The article, written in December 2012, was originally published in the LGBT Litigator (Vol. 3, No. 1) and in the American Bar Association's Litigation News. Reprinted with permission from the author.

Many readers may hold an impression that law is a common profession for the lesbian, gay, bisexual, and transgender (LGBT) community. The idea may stem from popular sitcoms, because two of TV's most beloved gay characters are Will Truman from *Will & Grace* and Mitchell Pritchett from *Modern Family*, both lawyers. Yet, despite the number of LGBT attorneys on TV, recent data published by the National Association for Law Placement (NALP) suggest that, in reality, members of the LGBT community are disproportionately unlikely to become lawyers and that LGBT law school graduates appear more likely than straight peers to leave their firms and perhaps exit the profession.

About 2.8 percent of summer associates and 2.4 percent of associates identified as LGBT, but only 1.4 percent of law firm partners identified as LGBT. An analysis of the data by firm size shows that the largest law firms were the most inclusive—2.5 percent of lawyers at firms with over 700 lawyers identified as LGBT, while only 1.2 percent of lawyers at firms of 100 or fewer did so. Another interesting fact: NALP's survey indicated that about 60 percent of openly LGBT lawyers live in one of only four cities: New York, Washington, Los Angeles, and San Francisco.

What explains these statistics? There are no easy answers, and considering the continuing failure of Congress to enact the Employment Non-Discrimination Act, there is no doubt that overt discrimination remains a significant hurdle. But I suspect that one factor is that even after LGBT law school graduates are hired, they continue to struggle against implicit bias... In research studies, LGBT individuals and other minorities continue to be perceived more negatively than nonminority counterparts on measures of subconscious, implicit bias—even among individuals who do not consciously discriminate.

To read the full article, go to: <http://apps.americanbar.org/litigation/committees/lgbt/articles/fall2012-1212-reality-check-combating-implicit-bias.html>.

J. Dalton Courson is a member in the law firm of Stone Pignman Walther Wittmann, L.L.C., in New Orleans and is a co-chair of the LGBT Litigator Committee.

The Louisiana Bar Foundation proudly welcomes the

Fellows Class of 2012



Hon. Regina Bartholomew
New Orleans



Jude Bourque
Baton Rouge



Dominique Bright-Wheeler
New Orleans



P. Kevin Columb
New Orleans



Rachel D. Dick
Baton Rouge



Nakisha Ervin-Knott
New Orleans



Jean M. Faria
Baton Rouge



Kara Vande Car Fiench,
New Orleans



Kebeby Karmick Fines
Baton Rouge



Kandi Glascock Johnson
Baton Rouge



Brian D. Katz
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Luis Astiro Letzker
Baton Rouge



Lawrence W. Pettiette, Jr.
Sreveport



Betty A. Raglin
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Paul R. Traperi III
New Orleans



Jamie H. Watts
Baton Rouge



David A. Strauss
New Orleans



Members of the Louisiana Bar Foundation are referred to as Fellows. Fellowship consists of judges, lawyers, and law professors whose professional, public and private careers demonstrate their dedication to the improvement of the administration of justice.

Benefits of Fellowship are recognition of one's contribution to the profession, alliance with the Foundation's mission,

association with an organization directly impacting the legal profession, committee participation and leadership, professional development and networking, invitations to special events and meetings, and participation in annual nominations for Louisiana's distinguished jurist, attorney, and professor awards.

Ron A. Austin, Harvey
Winfred Thomas Barrett III, Lake Charles
Hon. Jude G. Gravois, Gretna
Tara M. Madison, Baton Rouge
Rajan Pandit, New Orleans
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Sanettria G. Pleasant, Baton Rouge
Robert R. Rainer, Baton Rouge
Hon. Penelope Q. Richard, Cameron
Kara Hadican Samuels, New Orleans
Shayna L. Sonmier, Lake Charles
Julia C. Spear, New Orleans

For more information on the Louisiana Bar Foundation go to
www.raisingthebar.org or follow us on Facebook
909 Poydras Street, Ste. 1550 New Orleans, LA 70112
(504) 561-1046 fax (504) 566-1926

Classified Advertisements

Standard classified advertising in our regular typeface and format may now be placed in "Bar Briefs" and on the LSBA Web site, *LSBA.org*. All requests for classified notices must be submitted in writing and are subject to approval. Copy must be typewritten and payment must accompany request. Our low rates for placement in both are as follows:

Rates

Non-members of LSBA

\$85 per insertion of 50 words or less
\$1 per each additional word
\$20 for a C-Box number

Members of the LSBA

\$60 per insertion for 50 words or less
\$1 per each additional word
No additional charge for a C-Box

Screens: \$25

Headings: \$15 for initial headings in large type

Deadline

Payment and copy must be received by the first of the month before publication.

Send to:

Bar Briefs Classified Notices
Louisiana State Bar Association
601 St. Charles Ave.
New Orleans, La. 70130

Responses

To respond to a box number, address your envelope to:
Bar Briefs C-Box No. ____
c/o Louisiana State Bar Association
601 St. Charles Ave.
New Orleans, La. 70130

Positions Offered

Growing AV-rated New Orleans defense firm seeks full-time attorney with four-six years' experience in workers' compensation defense. Excellent writing and communication skills required. Great opportunity for advancement to partnership or lateral placement. All inquiries are treated with the strictest confidence. Qualified individuals should submit résumé, transcript and writing samples to: Admin, 701 Poydras St., #4700, New Orleans, LA 70139-7708. Visit our website at www.jjbylaw.com.

Suburban New Orleans AV-rated law firm seeks attorney to practice in the area of insurance coverage and defense. Minimum five years' experience preferred but will consider other applicants with excellent academic background. Competitive salary and benefits package. All replies held strictly confidential. Send résumé to cbrechtel@grhg.net or fax to (504)362-5938.

Services

Silent Partners Estate Sales offers professional estate sale and liquidation services to estate executors, real estate agents, and individuals in the metro New Orleans area. Antiques or household items — if it has value, we can sell it. Commission basis; no upfront cost. Free consultation; references available. Lynda Moreau, (504)888-9288, email dustbuny@ix.netcom.com.

**ADVERTISE YOUR
EXPERT WITNESS
OR LEGAL SERVICES!**

Contact

Krystal Bellanger-Rodriguez
at
(504)619-0131 or email
kbellanger@lsba.org

Alcohol and Drug Abuse Hotline

Director J.E. (Buddy) Stockwell III, 1(866)354-9334
Ste. 31, 1011 N. Causeway Blvd., Mandeville, LA 70471
e-mail lap@louisianalap.com

Alexandria	Steven Cook	(318)448-0082
Baton Rouge	Steven Adams	(225)753-1365
	.....	(225)924-1510
	David E. Cooley	(225)753-3407
	John A. Gutierrez	(225)715-5438
.....	.....	(225)744-3555
Houma	Bill Leary	(985)868-4826
Lafayette	Alfred "Smitty" Landry	(337)364-5408
	.....	(337)364-7626
	Thomas E. Guilbeau	(337)232-7240
	James Lambert	(337)233-8695
.....	.....	(337)235-1825
Lake Charles	Thomas M. Bergstedt	(337)558-5032
Monroe	Robert A. Lee	(318)387-3872
	.....	(318)388-4472
New Orleans	Deborah Faust	(504)304-1500
	Donald Massey	(504)585-0290
	Dian Tooley	(504)861-5682
	.....	(504)831-1838
Shreveport	Michelle AndrePont	(318)347-8532
	Nancy Carol Snow	(318)272-7547
	William Kendig, Jr.	(318)222-2772
	.....	(318)572-8260 (cell)
	Steve Thomas	(318)872-6250

The Lawyers Assistance Program, Inc. provides confidential assistance with problems such as alcoholism, substance abuse, mental health issues, gambling and all other addictions.