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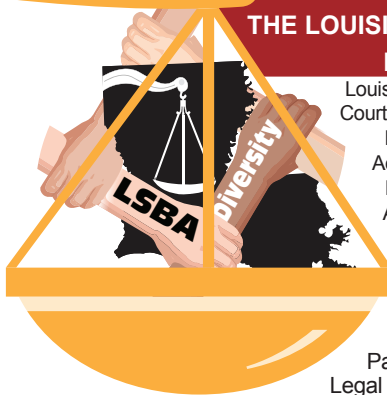
PROFESSIONAL WORKPLACE DIAGNOSING THE ISSUES AND FINDING THE CURE

Third Annual Conclave on Diversity in the Legal Profession

MARCH 5, 2010

**NEW ORLEANS MARRIOTT AT THE CONVENTION CENTER
859 CONVENTION CENTER BLVD., NEW ORLEANS**

**SPONSORED BY
THE LOUISIANA STATE BAR ASSOCIATION
IN COOPERATION WITH**



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Association of Defense Counsel • New Orleans Bar Association • Northeast Louisiana
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Association • Shreveport-Bossier Black Lawyers Association



Louisiana State Bar Association Diversity Statement



The Louisiana State Bar Association (LSBA) recognizes that achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment.

The LSBA is committed to diversity in its membership, Board of Governors, staff, House of Delegates, committees and all leadership positions. Diversity is an inclusive concept that encompasses race, ethnicity, national origin, religion, gender, age, sexual orientation and disability.

The LSBA is a richer and more effective Association because of diversity, as it increases our strengths, capabilities and adaptability. In addition, a diverse group of talented legal professionals is important to the success of law firms, law departments, public service organizations and other organizations that include attorneys.

Through increased diversity, the LSBA and its members can bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.

*Approved by House of Delegates
January 12, 2008
New Orleans, LA*

*Approved by Board of Governors
January 12, 2008
New Orleans, LA*



Kim M. Boyle, President

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Kim M. Boyle

March 5, 2010

Dear Diversity Conclave Participants:

On behalf of the Louisiana State Bar Association, welcome to the Third Annual Conclave on Diversity in the Profession, the conference to generate diversity conversations, primarily among attorneys and judges within Louisiana.

As we are all aware, the legal profession has been a leader in ensuring access to the courts as well as equal opportunities for all, which are specifically part of the LSBA's mission. Moreover, diversity is one of the specific goals of the LSBA's five-year strategic plan. Consistent with this goal, for the past two years, the LSBA has hosted, along with local and specialty bar associations, an annual statewide diversity conclave to discuss the importance of diversity and possible strategies for continuing to foster inclusive environments throughout our profession. Because of the importance of this LSBA goal, the LSBA expanded the diversity conclaves to other parts of Louisiana through mini-diversity conclaves held in Lafayette on October 14, 2009 and in Baton Rouge on November 3, 2009. More are being scheduled in other parts of the state.

Our goal in generating diversity discussion is not for everyone to agree on all issues related to this important topic; the goal is for us to continue to engage in dialogues and not monologues, and to continue to address these important issues. Hopefully, when the dialogue deepens, our profession will transform from one where differences are not only tolerated but rather where differences are truly appreciated.

Ralph Waldo Emerson once said, "good thoughts are no better than good dreams, unless they be executed." Your LSBA continues to strive to execute our good thoughts and good dreams as our association grows and becomes stronger. "America is at its best when talent triumphs over precedent, when preconceptions make way for excellence — in whatever package excellence arrives."

Thank you for taking time from your extremely busy schedule to participate in this very important diversity conversation. I urge you to share your information and experience with others in our profession and encourage them to participate in future conversations of this nature.

Warmest regards,

Kim M. Boyle

Agenda

- 8:00 – 8:30 a.m. **Registration**
River Bend Ballroom foyer
- 8:30 – 8:40 a.m. **Welcome**
River Bend Ballroom
- Kim M. Boyle
President, Louisiana State Bar Association
- Wayne J. Lee
Co-Chair, Committee on Diversity
Louisiana State Bar Association
- Hon. Fredericka Homberg Wicker
Co-Chair, Committee on Diversity
Louisiana State Bar Association
- Chauntis T. Jenkins
Chair, Conclave Subcommittee, Committee on
Diversity Louisiana State Bar Association
- 8:40 – 9:00 a.m. **Expanding Your View of Diversity**
- Kelly McNeil Legier
Director of Member Outreach and Diversity
Louisiana State Bar Association
- 9:00 a.m. – Noon **Interactive Diversity Workshop**
- Facilitated by:
Hon. Wendell L. Griffen (Ret.) & Manny Brandt
Griffen Strategic Consulting, PLLC
- 12:00 – 12:30 p.m. **Networking Luncheon**
River Bend Ballroom

12:30 – 12:50 p.m. **Presentation: The Historical Importance of Diversity in Louisiana and the Future Impact of Diversity on Louisiana’s Economy, Government and Legal Profession**

Introduction of Keynote Speaker:
 Hon. Bernette Joshua Johnson
 Louisiana Supreme Court

Keynote Speaker:
 Lt. Gen. Russel Honoré, USA (Ret.)

12:50 – 1:00 p.m. **Networking Break**

1:00 – 2:30 p.m. **Panel Discussion: Enhancing Professionalism and Our Practices through Acknowledgement of Our Differences**

Jeremy M. Bolton, Irwin Fritchie
 Urquhart & Moore, LLC
 Cesar R. Burgos, Burgos & Evans, LLC
 Susan K. Jones, Attorney-at-Law
 Patricia A. Krebs, King, Krebs & Jurgens, PLLC
 Scott J. Spivey, Hailey, McNamara, Hall,
 Larmann & Papale, LLP

Moderators:
 Danatus N. King, Danatus N. King & Associates
 Charles F. Seemann III, Proskauer Rose, LLP

2:30 – 2:45 p.m. **Networking Break**

2:45 – 4:15 p.m. **Panel Discussion: Smart Business Managers Are About Diversity**

Trudy R. Bennette, Whitney National Bank
 Dominique Bright-Wheeler, Capital One Bank
 Matthew T. Butler, Shaw Group
 Robert Johnson, McDonald’s Corporation

Moderator:
 Judy Perry Martinez, Northrop Grumman Corporation

4:15 – 5:30 p.m. **Networking Reception**
River Bend Ballroom foyer

Welcoming Dignitaries

Kim M. Boyle

Louisiana State Bar Association (LSBA) President Kim M. Boyle is a partner in the Employment Group with the law firm of Phelps Dunbar LLP, where she has practiced in all areas of commercial litigation, as well as employment, tort, and general litigation. Boyle, a New Orleans native, graduated from Princeton University in 1984, before attending the University of Virginia School of Law and returning to New Orleans in 1987. Boyle is a former Judge Pro Tempore of Civil District Court for the Parish of Orleans as well as a former Assistant Professor of Law at Loyola University School of Law in New Orleans. She was the first African-American female president of the New Orleans Bar Association. Boyle is very active in various other civic and bar activities. She also has been recognized with such honors as the Dryades YMCA Certificate of Merit, the Loyola University Black Law Students Association Louis Westerfield Award, the Louisiana State Bar Association President's Award, the Greater New Orleans Louis A. Martinet Legal Society, Inc. President's Award, the YWCA 2001 Role Model Award, and the NO/AIDS Task Force's Humanitas Award. She has received the City Business Women of the Year Award for 2005 and 2009, the City Business 2005 and 2006 Leadership in Law Awards, the National Bar Association Presidential Award in 2006, and many more.



Chautis T. Jenkins

Chautis T. Jenkins, a native New Orleanian, is a partner at Porteous, Hainkel & Johnson, LLP and practices in the firm's New Orleans office. Since joining Porteous in 2001, she has developed an extensive litigation practice in the areas of insurance litigation, with an emphasis in coverage disputes, bad faith, first party, third party, special investigation claims, and hurricane related claims involving automobile, homeowner and commercial insurance policies and general corporate/business litigation in state and federal court. She is a former law clerk to the Honorable Lloyd J. Medley of Civil District Court for the Parish of Orleans. Jenkins earned her undergraduate degree from Loyola University New Orleans and her Juris Doctorate from Southern University Law Center in Baton Rouge. She has been very active in local, state, and national bar associations, including her service as the ABA Young Lawyers Division (YLD) Assembly Speaker (2008-09); Chair of the Tort Trial and Insurance Practice Section (TIPS) Automobile Law Committee (2008-09); Committee Director, Diversity Director and Minorities in the Profession Chair for the ABA YLD; and member of the ABA YLD Leadership Advisory Board. Jenkins is a former scholar in the inaugural 2006 class of the ABA (TIPS) Leadership Academy.



Hon. Bernette Joshua Johnson

Justice Bernette Joshua Johnson grew up in New Orleans where she attended public schools and graduated as valedictorian of her class at Walter H. Cohen High School. She attended Spellman College and earned her Bachelor of Arts degree in 1964. One of the first African-American women to attend the law school at Louisiana State University, she earned her Juris Doctorate degree in January 1969. Johnson was the first woman elected to the Civil District Court for the Parish of Orleans in 1984. In 1994, Johnson became the first and remains the only African American woman elected to the



Louisiana Supreme Court.

Johnson has been instrumental in spearheading diversity initiatives within the LSBA. She served as a co-chair of the LSBA's Task Force on Diversity in the Profession and later served as the first chair of the LSBA Committee on Diversity when it became a standing committee of the Bar in 2005. The American Bar Association Commission on Racial and Ethnic Diversity in the Profession honored Johnson during the 2010 ABA midyear meeting with a Spirit of Excellence Award, recognizing her unwavering commitment to enhancing diversity in the legal profession. Johnson has been the recipient of countless other awards, including the Margaret Brent Women Lawyers of Achievement Award of the ABA Commission on Women in the Profession, the Distinguished Jurist Award of the Louisiana Bar Foundation, the National Nobel Woman Award of the Organization of Black Elected Legislative Women and the Medal of Honor of the city of New Orleans.

Wayne J. Lee

Wayne J. Lee, a co-chair of the LSBA Committee on Diversity in the Legal Profession, is a member of the firm of Stone Pigman, Walther, Wittmann LLP, where he chairs the firm's commercial litigation practice group. Lee earned his law degree in 1974 from Tulane University School of Law, where he was chosen to the Order of the Coif and was a member of the Tulane Law Review Board of Editors (1972-74). He earned his undergraduate degree from Tulane in 1971. Lee is a past president of the Louisiana State Bar Association. Throughout his career, he has held numerous other positions within the LSBA including membership in the House of Delegates (1997-present) and on the Board of Governors (1993-96), and many more. In addition to his involvement with bar associations, Lee was appointed to the Board of Administrators of the Tulane Educational Fund, was a member of the Louisiana Indigent Defense Assistance Board, and has been involved with a host of other organizations. Lee has been named to The Best Lawyers in America in the field of business litigation, to Chambers U.S.A. America's Leading Lawyers for Business in the field of General Commercial Litigation and to Super Lawyers. In 2006, the Louisiana Bar Foundation's Board of Directors selected Lee as the 2006 Distinguished Attorney in Louisiana.



Hon. Fredericka Homberg Wicker

Judge Fredericka Homberg Wicker, who has served as an associate judge on the Louisiana Fifth Circuit Court of Appeal since 2006, graduated from Tulane University Law School in 1977. After practicing law for twenty years as both a state and federal prosecutor and as a civil litigator she became a District Court Judge in 1997 on the Twenty-Fourth Judicial District Court in Jefferson Parish. There, Wicker administered both the I CAN drug court and the Early Intervention Triage Program which addressed domestic cases pending in that court. She was also a member of the court management team. Wicker served as the president of the Louisiana District Judge's Association. She remains active in the Drug Court movement and is a member of the Board of Ethics of the Louisiana Bar Foundation and the Board of Governors of the Louisiana Judicial College and a member of both the Summer School Committee and the Diversity Committee of the Louisiana Bar Association.



Faculty

Trudy R. Bennette

Trudy R. Bennette currently serves as Associate Counsel and Vice President at Whitney National Bank. Bennette received her Juris Doctorate from Tulane University Law School in 1986, and her undergraduate degree in accounting from Loyola University of New Orleans in 1982. Bennette has been with Whitney for nine years and is primarily responsible for overseeing consumer lending compliance. Bennette also reviews contracts and provides legal advice on an array of issues relative to commercial real estate and personal property lending. Additionally, Bennette provides legal advice to Whitney's Community Development Corporation. Prior to joining Whitney, Bennette worked in private practice for nearly nine years in the New Orleans area. Before that, she was a senior attorney for the Resolution Trust Corporation in Baton Rouge, where she was involved in placing savings and loans in conservatorship. Bennette began her law career as a law clerk and associate at the McGlinchey Law Firm, where she practiced in the banking and transactional areas. Bennette is currently licensed to practice law in Louisiana and Texas.



Jeremy M. Bolton

Jeremy M. Bolton is an associate with Irwin, Fritchie, Urquhart & Moore, LLC. Bolton earned his undergraduate degree from Rhodes College and graduated from Loyola University New Orleans School of Law in 2006. While in law school, he was a member of the Loyola Moot Court Staff and coached the 2005 Duberstein National Bankruptcy Moot Court Competition team. Bolton currently is a member of the Louisiana State Bar Association Committee on Diversity and serves on the board of directors for the New Orleans Oral School, an early-education program for deaf and hard of hearing children. Bolton also is involved with Deaf Attorneys, a network of American and International deaf and hard of hearing attorneys.



Manny Brandt

Manny Brandt has a 30-year history of successful work to build diverse systems and communities that are safe, healthy, and filled with opportunities for everyone. He works with Trinity Transitions Consultants in Washington DC. Brandt has extensive experience in delivering consulting, training and technical assistance and in respectful, collaborative, and empowering ways to share practical knowledge, skills, and experience with audiences from a wide variety of occupational, economic, and cultural backgrounds and from community, state, national or multi-national settings. He has worked as a consultant with the President's Initiative on Race and similar national initiatives. His skills include organization, program and community development, systems planning and development, multicultural issues, network and team-building, reengineering and facilitating change, strategic planning and management, and substance abuse prevention and treatment. Brandt has developed extensive experience with culturally and economically diverse groups.



Dominique R. Bright-Wheeler

Dominique R. Bright-Wheeler currently serves as vice president and in-house counsel for Capital One, N. A. She earned her Juris Doctorate from Loyola University School of Law in New Orleans and her Bachelor of Arts in political science from the University of New Orleans. The majority of Bright-Wheeler's responsibilities include representing the Special Assets commercial banking segment where she handles matters surrounding commercial foreclosure, bankruptcy, recovery of loans and workouts. Prior to joining Capital One, Bright-Wheeler was a Senior Attorney with the U.S. Small Business Administration in Fort Worth, TX, where she provided legal support to the disaster assistance loan program which assisted persons affected by natural disasters across the country, particularly Hurricane's Katrina and Rita. Prior to that, she was an associate with the law firm of Galloway, Johnson, Tompkins, Burr & Smith in New Orleans, where she practiced in the area of professional liability and insurance defense. Bright-Wheeler began her legal career as a judicial law clerk to the Honorable Nadine Ramsey on the Civil District Court for the Parish of Orleans. Bright-Wheeler is a member of the Louisiana State Bar Association, the New Orleans Bar Association, the Association of Corporate Counsel and the Greater New Orleans Louis Martinet Legal Society, Inc. She also is involved in the New Orleans Pro Bono Project.



Cesar R. Burgos

Cesar R. Burgos, a native of Honduras, who was raised in the United States, is the managing partner and partner in charge of the real estate litigation team at Burgos & Evans, LLC. Burgos earned a bachelor's degree in Organizational Science and his Juris Doctorate degree from Loyola University. While in law school, he received dual degrees in Civil Law and Common Law and served as a staff member of the Loyola University Law School Moot Court. Burgos was appointed to the Bring New Orleans Back Commission. He served as the chairman of the Cultural Committee, and currently is serving as chair of the Regional Transit Authority for the city of New Orleans. Burgos is or has been a member of the following organizations: Louisiana State Bar Association; Federal District Court for the Eastern District of Louisiana; American Bar Association; Association of Trial Lawyers of America; Hispanic National Bar Association; Hispanic Lawyers Association of Louisiana; Honduran/Louisiana Association; and Hispanic Chamber of Commerce. He also is the City of New Orleans' Honorary Ambassador to Honduras; 2004 recipient of Hispanic Entrepreneur of the year award; 2006 recipient of Changing Faces Award; and an ambassador in the Fleur-De-Lis Program. Further, Burgos was elected for two consecutive terms as the president of the Hispanic Lawyers Association of Louisiana. He also served as the president of the Hispanic Internship Program, the chairman of the First Responder's Fund, and the Captain of the Krewe of Boo. Burgos also has assisted the city in developing international relations.



Matthew T. Butler

Matthew T. Butler is a Senior Vice President at The Shaw Group, Environmental and Infrastructure Division which is headquartered in Baton Rouge, Louisiana. He manages the Gulf Southeast Region for Shaw's commercial, state and local programs and oversees more than 750 employees. Butler is responsible for the development and management of the company's \$150 million business unit. His knowledge and understanding of the architectural/engineering service sector has given Shaw the ability to compete in major markets throughout the country. Butler has been in the environmental, engineering



and construction business for over 21 years. He has a Bachelor of Science in Environmental Science from McNeese State University and a Masters in Environmental Chemistry from Southern University A&M College. He has been involved in projects that included economic development, planning, design and construction of major public infrastructure systems throughout the United States. Butler currently serves as Chairman of the Young Leaders Academy, a member of Baton Rouge Center for World Affairs, Louisiana March of Dimes, Louisiana Transportation Research Council Board, Southern University Athletic Advisory Board, Southern University MBA Advisory Board and past Co-chairman Southern University Chancellor Search Committee.

Hon. Wendell L. Griffen (Ret.)

Judge Wendell L. Griffen is pastor of New Millennium Church in Little Rock, Arkansas, CEO and owner of Griffen Strategic Consulting, PLLC, a law professor, former appellate judge, Arkansas lawyer, and U.S. Army veteran. His consulting firm is based in Little Rock, Arkansas, and provides strategic advice and assistance to clients concerning cultural competence and inclusion (diversity), domestic and global commerce, strategic management and leadership, human resource management, information technology, government relations and public policy, and legal affairs. Griffen is a Visiting Professor of Law at the University of Arkansas at Little Rock William H. Bowen School of Law. He served as a judge on the Arkansas Court of Appeals from 1996 thru 2008, represented clients in business and tort litigation for fifteen years (as the first associate and partner of color to join a major Arkansas law firm) with the Little Rock law firm of Wright, Lindsey, and Jennings, and served as Chairman of the Arkansas Workers' Compensation Commission for almost two years after being appointed to that post by former Arkansas Governor Bill Clinton. Before his honorable discharge from the United States Army in 1976, Griffen headed the Race Relations/Equal Opportunity Office for the 43d General Support Group at Fort Carson, Colorado, and was awarded the Army Commendation Medal for his service in that role. He frequently lectures and writes about legal ethics and professionalism, social justice, and public policy.



Lt. General Russel Honoré, USA (Ret.)

When Hurricane Katrina struck New Orleans in 2005, the devastation was more than anyone could have imagined. Images of the city drowning in the waters of the Mississippi and Lake Pontchartrain and of the dire conditions at the Louisiana Superdome and Convention Center showed the world that the United States was ill-equipped and unprepared to deal with a natural disaster of such epic proportions. In spite of questionable leadership on many levels, one leader undeniably changed the course of the disaster: Lieutenant General Russel L. Honoré, the commanding general of Joint Task Force Katrina.

A native of Lakeland, Louisiana, Honoré, the "Category 5 General," swept into New Orleans, surveyed the destruction and took charge, bringing the city back under control and starting the long process of putting it back together. With a trademark swagger and commanding personality, Honoré is a no-nonsense career soldier who always speaks his mind. While in charge of the entire Army east of the Mississippi, he brought leadership to New Orleans, reminding soldiers to lower their weapons and help those in need, creating a more positive atmosphere as rebuilding began. Since his command of Joint Task Force Katrina, Honoré has brought the lessons of Katrina to organizations around the country. An expert on preparedness and responding to catastrophe, he offers insights into protecting people and organizations, outlining the principles necessary to lead through unexpected and uncontrollable crises.



Honoré's lengthy career has taken him around the world, from Korea to Germany and the entire United States. He has many awards and distinctions, including the Defense

Distinguished Service Medal, the Defense Superior Service Medal, the Legion of Merit, and a Bronze Star, among others. Recently, he was awarded an honorary doctorate from Loyola University (New Orleans).

In May 2009, he published his first book, *Survival: How a Culture of Preparedness Can Save You and Your Family from Disasters*. He also serves as a CNN preparedness contributor; a senior scientist with Gallup; as chairman of the board of Grand ISS, a comprehensive risk solutions provider; and on the Expert Council of Firestorm Solutions, LLC, a national leader in business continuity, vulnerability analysis, risk mitigation, and crisis management.

The man that New Orleans Mayor Ray Nagin called a “John Wayne dude,” Honoré has proven that by taking charge and creating a culture of preparedness, whether as an individual, a group, a city, or an entire country, unexpected crises can be managed and their impacts can be minimized.

Robert Johnson

Robert Johnson is Managing Counsel for McDonald's Corporation where he is responsible for the oversight and management of all Workers' Compensation claims initiated against the company. Johnson earned his Juris Doctorate from the University of Illinois College of Law and dual Bachelor of Science degrees in Economic and Business Administration, and Sociology and Anthropology from Knox College. Prior to assuming his current role, Johnson held the position of senior counsel with the McDonald's Customer Action Team. In this capacity, Johnson was directly responsible for managing the litigation brought against McDonald's Corporation as a result of any customer complaints and injuries. He also was responsible for managing sensitive litigation across the United States and consulted the McDonald's international markets frequently on issues related to crisis management and customer litigation. As a complement to his legal and consulting experience, Johnson also has a special emphasis on addressing diversity and social responsibility issues. He has served as chair of numerous organizations and committees that address issues focusing on various diversity and pro bono concerns. He has actively addressed issues of diversity and the role that diversity initiatives play in risk reduction and crisis management strategies. Before joining McDonald's Corporation, Johnson worked as a civil trial attorney for several prominent defense firms where he represented a number of Fortune 500 clients and various individuals. He gained extensive experience in alternative dispute resolution and negotiated many complex deals. Johnson is a recipient of the 2009 Chicago United Business Leaders of Color Award, 2008 CLEO Legacy Diversity Award, 2006 National Eagle Leadership Institute and Career Focus Magazine Eagle Award, McDonald's Corporation 2003 Shining Light Award and the YMCA of Metropolitan Chicago 2002 Black & Hispanic Achiever Award. He also currently serves in leadership positions on various boards and in several organizations that emphasize youth development and economic development in under-served communities.



Susan Kutcher Jones

Susan K. Jones has been in private practice since 1986 and a part time public defender periodically since 1988 in the Sixteenth and Twenty Third Judicial Districts handling felony and capital cases. Jones earned her undergraduate degree in 1980 from the Sophie Newcomb College, Tulane University and her Juris Doctorate degree in 1984 from Loyola University Law School in New Orleans. Jones is a past president of the St. Martin Bar Association and currently serves as a board member of the Acadiana Legal Service Corporation where she has served since 1985. Jones serves as President of Congregation Gates of Prayer, a Synagogue in New Iberia.



Danatus N. King

Danatus N. King, a native New Orleanian, is the owner of the law firm, Danatus N. King & Associates. After earning a Bachelor of Science degree in Pre-law/Business from the University of New Orleans in 1988, King earned his Juris Doctorate degree, with honors, from Tulane Law School in 1990. King has been very active in community service, including serving as Scout Master for Boy Scout Troop 185, the Director of The Free Tutoring Program, Inc., and President of the Louis Martinet Foundation. He also has served as a member of the Orleans Parish School Board for District 3. King currently serves as a Messenger with the Church of God Almighty; host of The Messenger television program; Director of the Society of Knowledge, Inc., and President of the New Orleans Branch of the National Association for the Advancement of Colored People.



Patricia A. Krebs

Patricia A. Krebs, a native of Gilmer, Texas, is a partner with King, Krebs & Jurgens, PLLC. Krebs graduated first in her undergraduate class from East Texas University in 1973 and obtained her M.A. in 1976 and her Ph.D. in 1980, both from Tulane University, having completed her graduate studies on a Fulbright-Hayes fellowship in Spain. She was a 1983 magna cum laude graduate of Tulane University Law School, was a member of the Order of the Coif, and served as the managing editor of the Tulane Maritime Lawyer. Krebs' practice focuses primarily in the fields of maritime personal injury and casualty defense, cargo claims, toxic torts, and construction and insurance litigation. She currently serves as the president of the New Orleans Bar Association and secretary of the Louisiana Bar Foundation. Recently, she received the New Orleans Bar Association's Distinguished Maritime Lawyer Award for 2009, the first female recipient since the award's inception. Krebs is an American Bar Foundation Fellow and serves as secretary of the national Fulbright Association board. She has been named by Super Lawyers as among the top litigators in Louisiana and by Super Lawyers Corporate Counsel Edition as among the top regional business litigators for the past several years. Krebs was selected as a charter Fellow of the Litigation Counsel of America in 2007 and was recognized by City Business in its 2003 "Women of the Year" edition. She has served on the Louisiana State Bar Association Board of Governors and House of Delegates. She is also a member of the Maritime Law Association, Southeastern Admiralty Law Institute, Tulane Admiralty Law Institute planning committee, and American Inns of Court.



Kelly McNeil Legier

Kelly McNeil Legier, a native New Orleanian, currently is the Director of Member Outreach and Diversity for the Louisiana State Bar Association. In 1989 and 1993 respectively, Legier earned her Bachelor of Arts degree, magna cum laude, and earned her Juris Doctorate, cum laude, from Loyola University New Orleans, where she served as Comment Editor of the Loyola Law Review and member of the National Spring Moot Court Team. Before accepting the newly-created director position at the LSBA, Legier spent several years in private practice in the U.S. Fifth Circuit Staff Attorneys Office as well as large local and international firms, practicing in the areas of ERISA, employment law and commercial litigation. In addition to private practice, Legier clerked for Hon. Carl E. Stewart (U.S. Fifth Circuit Court



of Appeals) and Hon. Ivan L. R. Lemelle (U.S. District Court for the Eastern District of Louisiana). Legier is a member of the Board of Directors of the New Orleans Chapter of the Federal Bar Association and the Loyola University School of Law Alumni Association. Legier has been very active in the LSBA, serving as a former member of the Board of Governors (2006-08) and in several other leadership roles. She has been appointed by the Louisiana Supreme Court to serve as judge pro tempore in First City Court of New Orleans several times and to serve on the Committee on Bar Admissions. She served as a past president of the Greater New Orleans Louis A. Martinet Legal Society, Inc. and holds and has held office in many other organizations. Legier has been recognized for her service: Loyola University College of Law Black Law Student Association's Public Service & Leadership Award (2009); Louisiana State Bar Association President's Award (2004); Louis A. Martinet Legal Society President Award (2004); CitiBusiness "Person to Know" (March, 2004); Loyola University Black Student Union's Dean Louis Westerfield Law Alumnus Award (1999); Louisiana League of Good Government Service Award (1998); Loyola University College of Law Black Law Student Association's Thurgood Marshall Award (1994).

Judy Perry Martinez

Judy Perry Martinez is Assistant General Counsel - Litigation at Northrop Grumman Corporation. Martinez earned her Juris Doctorate from Tulane University Law School, with honors, in 1982. Martinez has served as a member of the ABA Board of Governors and has been a member of the ABA House of Delegates since 1991; she currently holds the position of delegate-at-large and serves as a member of the Council of ABA Center on Racial and Ethnic Diversity. Martinez is a former chair of the New Orleans Pro Bono Project and the New Orleans Bar Association Young Lawyers Section. In its first selection, the New Orleans Publishing Group named Martinez as one of its Women of the Year. She received the LSBA President's Award in 1993 and again in 1999, the Sam Dalton Capital Defense Advocacy Award in 1997, the Michelle Pitard Wynne Professionalism Award in 1998, and the Alliance for Justice Award in 1999. She also was named "The Outstanding Young Lawyer in the State of Louisiana" in 1990. In April 2002, Martinez was named the Louisiana Bar Foundation's Distinguished Attorney.



Charles F. Seemann, III

Charles F. Seemann, III is senior counsel with the New Orleans office of Proskauer Rose, LLP. He earned his Bachelor of Arts from Emory University in 1992 and his Juris Doctorate from Louisiana State University in 1995, where he served as Articles Editor for the Louisiana Law Review. Seemann's practice, which emphasizes ERISA and employee benefits law, labor and employment law, and commercial litigation, includes the defense of ERISA plans and plan fiduciaries at both public and private companies, multi-employer plans and plan fiduciaries, and financial institutions providing services to ERISA plans. In addition to ERISA matters, Seemann has substantial experience in EEO and employment litigation, intellectual property and trade secret matters, securities fraud, and general commercial matters. Seemann has participated in the resolution of complex and class action matters in a number of jurisdictions, including New York, California, Ohio, Illinois, Massachusetts, Indiana, Florida, Texas, Oklahoma, Georgia, Tennessee, Virginia, Mississippi, and Louisiana. Seemann's activities include regular speaking and writing engagements around the country. Recent topics of these engagements include ERISA, employment law, health care law, and risk management for in-house counsel. He also is active in community and civic affairs and donates his time and professional services to numerous causes.



Scott J. Spivey

Scott J. Spivey presently is General Counsel for Hammerman & Gainer, Inc. He is a 1990 graduate of the United States Coast Guard Academy and a graduate of Loyola University School of Law in New Orleans. He resigned his commission in 1996 during his last year of law school. After maintaining a solo practice for a few years, he began teaching at Fort Polk and became the Workers' Compensation Mediator for District 2 in Alexandria. In 2003, he joined the firm of Johnson, Johnson, Barrios, & Yacoubian as an associate. He is a member of the Louisiana State Bar Association's Committee on the Profession and the Committee on Diversity.



The 2009-10 Diversity Committee

We would like to thank the members of the LSBA Committee on Diversity for recognizing the need to foster greater diversity in the legal profession, and also for their contributions to making this event a success:

Wayne J. Lee – Co Chair

Hon. Fredericka H. Wicker - Co Chair

Kelly McNeil Legier - Staff Liaison

Paul M. Adkins

Jeremy Michael Bolton

Lisa Brener

Brian Bromberger

Danielle N. Brown

Jesse C. Brown

James D. Caldwell

Ariel A. Campos, Sr.

Bruce A. Cranner

Isidro Rene DeRojas

Dana Marie Douglas

Valerie Gotch Garrett

LaWanda Batiste Gibson

Stephen Griffin

Franchesca L. Hamilton-Aker

Chauntis Trenelle Jenkins

Hon. Bernette J. Johnson

Quintillis Kenyatta Lawrence

Ben L. Mayeaux

Claire Hamlin McDaniel

Jennifer Monique Medley

Claudeidra Miguel Minor

Freddie Pitcher, Jr.

Scott Jerome Spivey

Ranie T. Thompson

Hon. Max N. Tobias, Jr.

Hon. Ralph E. Tyson

Angela White-Bazile

Gregory Francis Williams, Sr.



DIVERSITY REPORT CARD 2009-10

The mission of the Committee on Diversity in the Profession, consistent with the Louisiana State Bar Association's diversity statement, is to assess the level of race, ethnicity, national origin, religion, gender, age, geographic, sexual orientation, and disability diversity within all components of the legal profession in Louisiana; to identify barriers to the attainment of full and meaningful representation and participation in the legal profession by persons of diverse backgrounds; and to propose programs and methods by which the LSBA can most effectively work to remove those barriers and achieve greater diversity.

The Committee on Diversity has successfully initiated and implemented a number of programs on behalf of the LSBA.

Annual Conclave on Diversity in the Legal Profession

- Inaugural Conclave on Diversity in the Legal Profession: Breaking Barriers, Building Bridges, Making Cents, March 7, 2008
- Second Annual Conclave on Diversity in the Legal Profession: Continuing the Conversation, March 13, 2009

Mini Diversity Conclaves

- Lafayette Mini Diversity Conclave, October 14, 2009
- Baton Rouge Mini Diversity Conclave, November 2, 2009
- Lake Charles Mini Diversity Conclave, April 16, 2010

Statement of Diversity Principles

- Approved by the LSBA Board of Governors on April 4, 2009 to encourage commitment to diversity by the leadership of courts and law departments
- Collected over 70 law firm, law department, and court signatories

Diversity Award

- Approved by the LSBA Board of Governors on January 22, 2010, the Louisiana State Bar Association Human Rights Award will recognize outstanding efforts in promoting diversity within the legal profession
- First award will be presented in June, 2010

Diversity Outreach for the Judiciary

- Incorporated diverse CLE topics and speakers in the programming at judicial colleges and orientations
- Unveiled a portrait of the Hon. Justice Revius O. Ortique, Jr. at the Louisiana Bar Center, October 4, 2009

Diversity Communications and Resources

- April/May issue of the Louisiana Bar Journal was a diversity issue titled "Diversity Refined"
- Reorganized the diversity page on lsba.org (www.lsba.org/diversity)
- Developed a library of diversity resources at the Bar Center and added diversity resources to diversity Web page

Outreach to Diverse Specialty Bar Associations and Groups

- Co-sponsored and supported events of diverse specialty bar associations
- Assisted in formation and revitalization of diverse specialty bar associations

Minority Involvement Section Job Fair and Internship Fair

- Worked with the LSBA's Minority Involvement Section to host 21st Annual Minority Job Fair at Loyola University in New Orleans, August 14, 2009
- Working with the Minority Involvement Section to host its 2nd Annual Minority Internship Fair at Tulane University Law School, March 13, 2010

Diversity Outreach to Law Students

- Hosting a professional development workshop for law students in New Orleans and in Baton Rouge
- Assisted Minority Involvement Section with its law student mentoring program

Outreach to Children to Strengthen the Diversity Pipeline to the Legal Profession

- Partnered with the LSBA Young Lawyers Division, the Louisiana Center for Law & Civic Education, and Karen Chatman Edutainment to use Ms. Chatman's "The Right Act: Vote" and "Lincoln Ride On" music pieces to conduct outreach assemblies for middle and high school students
- Assisted the Young Leadership Council with identifying attorney volunteers for its Power Ties program for middle school children
- Developing an attorney volunteer database

Annual Conclave on Diversity in the Legal Profession

For the last two years, the LSBA has co-hosted a Conclave on Diversity in the Legal Profession with the Louisiana Supreme Court and several local and specialty bar associations. On March 7, 2008, the LSBA held an historic inaugural Conclave on Diversity in the Legal Profession: Breaking Barriers, Building Bridges, Making Cents

in order to begin a discussion among attorneys regarding racial, ethnic, gender, and generational diversity. The one-day program was approved for 6.08 CLE hours (all of which were professionalism hours), and took place at the Hotel InterContinental in New Orleans. The program was attended by more than 115 participants, including presidents and officers of the co-sponsoring organizations and several managing and hiring partners. The panelists provoked discussions regarding the importance of diversity, educated on ways to improve diversity, and exposed how internal personal and organizational biases impede diversity. Held March 13, 2009, the second annual Conclave on Diversity in the Legal Profession: Continuing the Conversation continued the diversity discussion. The second Conclave did not simply regurgitate information provided during the last year's program. The second Conclave was more interactive and allowed the participants to gain skills to address everyday diversity issues in their practices during a three-hour workshop. After a networking lunch, participants received practical information from two groups of panelists.

Mini Diversity Conclaves

In an effort to address the interests of the profession and members of the LSBA throughout the state, the Committee has co-sponsored and is co-sponsoring mini, half-day diversity conclaves with local and specialty bar associations in major cities around the state. The Committee partnered with the Greater Lafayette Chapter of the Louis A. Martinet Legal Society, Inc. and the Lafayette Bar Association to host a free mini diversity conclave in Lafayette on October 14, 2009 at the Lafayette Bar Association office for an audience of about 50 attorneys. The Committee partnered with the Greater Baton Rouge Chapter of the Louis A. Martinet Legal Society, Inc. and the Baton Rouge Bar Association to host a free mini diversity conclave in Baton Rouge for an audience of almost 140 lawyers and judges on November 3, 2009 at the Sheraton Baton Rouge Convention Center Hotel. To view pictures from the events, please go to www.lsba.org/diversity. A mini conclave is planned for Lake Charles on April 16, 2010, and discussions are underway for mini conclaves in Alexandria, Monroe, and Shreveport.

Statement of Diversity Principles

On April 4, 2009, the LSBA Board of Governors approved a Statement of Diversity Principles for dissemination to and execution by lawyers, judges, government agencies, law firms, and law departments within the state. The Statement reflects the recognition that meaningful diversity advancements occur when the leaders in an organization embrace diversity and demonstrate through their actions that diversity is a priority to the organization. By executing the Statement, the leaders of an organization agree to use their best efforts to increase the diversity in their hiring, retention and promotion of attorneys and the elevation of attorneys to leadership positions within their organizations. President Kim Boyle discusses the Statement during her statewide outreach meetings with managing partners and judges and encourages execution of the Statement. A link to the Statement appears on the homepage of lsba.org. To date, over 70 law offices and courts across the state have executed the Statement. The entire list of signatories is available at www.lsba.org/diversity/DiversityPrinciples.asp. The Committee will recognize those executing the Statement in a future Bar Journal.

Diversity Award

The Committee has developed the criteria for a diversity award, the Louisiana State Bar Association Human Rights Award, which the LSBA Board of Governors approved on January 22, 2010. The award will recognize outstanding efforts made by (1) a bar association, (2) a law firm or law department, (3) an individual attorney or judge, (4) a court, or (5) a community organization or individual in promoting diversity in the legal profession. The first diversity award will be presented during the LSBA Annual Meeting.

Diversity Outreach for the Judiciary

The Committee has liaisons serving on the LSBA summer school and annual meeting planning committee in order to incorporate diverse CLE topics and speakers in the programming at judicial colleges and orientation.

The LSBA and the Ortique Family unveiled a portrait of the Honorable Justice Revius O. Ortique, Jr. during a reception at the Louisiana Bar Center on October 4, 2009 to an audience of about 75. Justice Ortique, the first African American justice on the Louisiana Supreme Court and the first African American elected to the LSBA House of Delegates, contributed much to the legal profession in Louisiana. Artist Jimmie Thoms, Jr. donated the portrait, and Liberty Bank & Trust Company sponsored the reception. To view pictures from the event or read the entire article, please visit www.lsba.org/diversity.

Diversity Communications & Resources

The Committee has written and secured attorneys to prepare and submit to the Louisiana Bar Journal and "Bar Briefs", articles and pictures that focus on diversity issues and events. The April/May issue of the Louisiana Bar Journal was a diversity issue titled "Diversity Refined." The Committee has reorganized the diversity Web page located on lsba.org (www.lsba.org/diversity) and had pens produced to advertise the site. The Committee also has made a concerted effort to include information concerning diversity events in the "Ongoing Association News" section of the LSBA Web site. The Committee is developing a semi-annual diversity newsletter as well as a series of diversity brochures. The Committee is developing a library of diversity resources at the Bar Center so that members will have access to information to educate themselves on various diversity issues. A diversity resources link is included on the diversity Web page; it houses links to various diverse organization as well as current diversity articles and reports.

Outreach to Diverse Specialty Bar Associations and Groups

The Committee has provided administrative assistance to the Hispanic Lawyers Association of Louisiana with its monthly meetings, Christmas party, and its bid for the 2011 Annual Hispanic Lawyers Association Convention, as well as to the Greater New Orleans Louis A. Martinet Legal Society, Inc. with its scholarship gala and end of year CLE. The Committee co-sponsored a reception for the Lake Charles chapter of the Louis A. Martinet Legal Society to help that chapter re-organize. The Committee has begun discussions to co-sponsor with the Baton Rouge chapter of the Association for Women Attorneys a CLE focused on topics affecting female attorneys, and to co-sponsor black history month CLEs with the Greater New Orleans and Greater Baton Rouge chapters of the Louis A. Martinet Legal Society, Inc. The Committee has promoted the events of the diverse specialty bars on the LSBA Web site, the Bar Today electronic newsletter, and blast emails. A free roundtable discussion, titled "Empowering the Minority Solo/Small Practice Attorney," occurred January 26, 2010 at the Louisiana Bar Center for the members of the diverse specialty bars. Additionally, the Committee has helped the Louisiana National Bar Association affiliate chapters form a statewide organization so that the officers of the organizations can jointly plan events, share information, support each other more effectively and collaborate with the LSBA. To view pictures from the events, please visit www.lsba.org/diversity.

In recognition of national statistics that reflect the disproportionately small retention rates of African American female attorneys, the Committee is working with a group of female attorneys who are exploring the idea of forming a Louisiana Association for Black Women Attorneys. The Committee co-hosted a free roundtable discussion on January 26, 2010 at the Louisiana Bar Center regarding the retention of African American female attorneys in the legal profession. The Committee also has offered assistance to the Louisiana Asian Pacific American Bar Association that was recently incorporated in November of 2009.

Minority Involvement Section Job Fair and Internship Fair

The Committee worked with the LSBA's Minority Involvement Section to host its 21st Annual Minority Job Fair on August 14, 2009, at Loyola University in New Orleans. The Fair represented the largest and most diverse employer pool and the largest number of Fair sponsors in the history of the event. Twenty-six interviewing employers and about 25 information table employers met with nearly 100 highly qualified law students and recent graduates, primarily from area law schools. Another 26 employers collected resumes and will contact students individually when hiring needs arise. The networking brunch was informative and beneficial. Veta Richardson, the executive director of the Minority Corporate Counsel Association, gave a keynote address and a demonstration involving student participants that provided practical advice to students and employers alike. United States Congressman Joseph Cao and New Orleans City Councilwoman Jackie Clarkson also attended and gave brief presentations. To view pictures from the event or see the sponsors, please visit www.lsba.org/diversity.

The Committee is working extensively with the Minority Involvement Section in its effort to host its Second Annual Minority Internship Fair, which will be held on March 13, 2010, at Tulane University Law School. The goal of the Fair is to provide a professional development vehicle for law students ranked any place within their classes to obtain meaningful legal work in an office setting and to receive mentoring from seasoned lawyers and/or judges. The highly motivated student participants are willing to accept invitations for free or modestly-paid internships during all or part of the summer.

Diversity Outreach to Law Students

This spring, the Committee is hosting a professional development workshop for law students in New Orleans and in Baton Rouge. This project is in its early planning stage. It also helped the Minority Involvement Section implement its law student mentoring program.

Outreach to Children to Strengthen the Diversity Pipeline to the Legal Profession

The Committee is planning a strategic outreach effort to create a database of attorney and judge volunteers who are interested in participating in outreach efforts to middle schools and high schools. The Committee partnered with the LSBA Young Lawyers Division, the Louisiana Center for Law & Civic Education, and Karen Chatman Edutainment to use Ms. Chatman's "The Right Act: Vote" History Unplugged music piece in a voter education initiative to high school students in New Orleans and Baton Rouge in early October 2008. In May 2009, to further their Law Day activities, the LSBA and LCLCE, using Ms. Chatman's music piece, conducted several instructive and entertaining presentations aimed at educating young people about President Abraham Lincoln during the bi-centennial of his birth. The program, titled "Abraham Ride On," educated middle school students-- in a fun and interactive way-- about Lincoln as a lawyer, the Gettysburg Address, and the Emancipation Proclamation. Attorney volunteers presented the information in the context of a fun game of "Who Wants to Be a Lincoln Fan." They helped students gain an understanding of the significance of his presidential acts on their lives today and how they can contribute to our government "of the people, by the people, for the people." Some inspired students presented their own impromptu rap on Lincoln. The initiative coordinated young lawyer volunteers making presentations to students using Karen Chatman's hip-hop musical piece to get the children's attention in an entertaining but educational way. It also exposed the children to attorneys in a positive way to subtly plant the seed that they can pursue a legal career some day.

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