

LEVERAGING DIVERSITY THROUGH INCLUSION:

Insights for Action

*Sixth Annual
Conclave on
Diversity in the
Legal Profession*

MARCH 8, 2013

Renaissance Hotel
7000 Bluebonnet Blvd.
Baton Rouge





We are a proud sponsor of the
Louisiana State Bar Association's Sixth Annual
Conclave on Diversity in the Legal Profession.

Walmart 

John H. Musser IV, President

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John H. Musser IV

March 8, 2013

Dear Diversity Conclave Participants:

On behalf of the Louisiana State Bar Association (LSBA), welcome to the Sixth Annual Conclave on Diversity in the Legal Profession. The purpose of this conference is to generate diversity conversations, primarily among attorneys and judges within Louisiana. As we are all aware, part of the LSBA's mission is to ensure access to the courts as well as equal opportunities for all. To help achieve these goals, the LSBA hosts, along with local and specialty bar associations, this annual statewide diversity conclave.

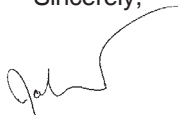
The LSBA continues to present programs recognizing the positive impact of diversity in the legal profession throughout the state at local and specialty bar CLE programs and bench bar conferences.

The conversations stirred at these conferences have proven to be thoughtful deliberations on how our members can overcome any unconscious bias to create a unified and inclusive profession that welcomes everyone. With this in mind, the goal of this Conclave on Diversity is to further the discussion and understanding so they we may build a truly cohesive community of lawyers and judges.

As part of our commitment to diversity, we include ways to reach out to all groups, including all minority groups and those geographically separated. We want to reach every member of our state bar association!

Thank you for taking time to attend an event that I believe is vital to the success of our profession now and for the future. I urge you to share your information and experience with others and encourage them to participate in conversations of this nature.

Sincerely,



John H. Musser IV
President, Louisiana State Bar Association



Serving the Public. Serving the Profession.



LSBA Committee on Diversity

601 St. Charles Avenue, New Orleans, LA 70130-3404
www.LSBA.org/diversity

March 8, 2013

RE: Louisiana State Bar Association 6th Annual Diversity Conclave

Dear Conclave Participants:

On behalf of the Louisiana State Bar Association's Committee on Diversity, we welcome you to the 6th Annual Conclave on Diversity in the Profession. As noted in the Louisiana State Bar Association's Diversity Statement, the LSBA recognizes that "achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment." Over the past five years, the Bar has endeavored to foster an environment where meaningful and constructive dialogue on the difficult issues that we face in building a truly inclusive profession can be addressed. Through the tireless efforts of our Committee on Diversity, we continue to expand and improve our programs to include dialogue on every aspect of diversity in every corner of the State.

Each conclave has built upon lessons learned and progressively taken the participants and the Association closer to achieving the challenging goal of true inclusiveness in the profession. We are confident that this sixth Conclave, "Leveraging Diversity Through Inclusion: Insights for Action," will take us one more step closer to that goal. This Conclave is presented in cooperation with the Louisiana Supreme Court and the Acadiana Inns of Court, Acadiana Legal Service Corporation, Alexandria Bar Association, Baton Rouge Bar Association, Greater New Orleans Louis A. Martinet Legal Society, Inc., Greater Baton Rouge Louis A. Martinet Society, Inc., Hispanic Lawyers Association of Louisiana, Lafayette Bar Association, Louis A. Martinet Society, Inc. – Central Louisiana Chapter, Louis A. Martinet Legal Society Inc. Greater Lafayette Chapter, Louisiana Asian Pacific American Bar Association, Louisiana Association of Black Women Attorneys, Louisiana Association of Criminal Defense Lawyers, Louisiana Association of Defense Counsel, Louisiana Association of District Judges, LSBA Minority Involvement Section, Natchitoches Parish Bar Association, New Orleans Bar Association, New Orleans Chapter of the Association for Women Attorneys, Region V of the National Bar Association, Shreveport-Bossier Black Lawyers Association, Southwest Louisiana Bar Association, St. Thomas Moore Inn of Court, and Vietnamese American Bar Association of Louisiana.

We thank them for joining with the LSBA Committee on Diversity to provide this forum to help further the Association's goal of an inclusive organization that utilizes the varied perspectives, experiences, backgrounds, talents and interests of its members to the practice of law and the administration of justice.

Sincerely,

The Honorable Karen Kirshbom Herman

Chauntis T. Jenkins

LSBA Committee on Diversity Co-Chairs

LEVERAGING DIVERSITY THROUGH INCLUSION:

Insights for Action

**Sponsored by the Louisiana State Bar Association in cooperation
with the Louisiana Supreme Court and:**

Acadiana Inns of Court
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Greater Baton Rouge Louis A. Martinet Society, Inc.
Hispanic Lawyers Association of Louisiana
Lafayette Bar Association
Louis A. Martinet Society, Inc. -- Central Louisiana Chapter
Louis A. Martinet Legal Society Inc. Greater Lafayette Chapter
Louisiana Asian Pacific American Bar Association
Louisiana Association of Black Women Attorneys
Louisiana Association of Criminal Defense Lawyers
Louisiana Association of Defense Counsel
Louisiana Association of District Judges
LSBA Minority Involvement Section
Natchitoches Parish Bar Association
New Orleans Bar Association
New Orleans Chapter of the Association for Women Attorneys
Region V of the National Bar Association
Shreveport-Bossier Black Lawyers Association
Southwest Louisiana Bar Association
St. Thomas Moore Inn of Court
Vietnamese American Bar Association of Louisiana

Sixth Annual Conclave on Diversity in the Legal Profession

Agenda

The conclave will encourage discussion among judges and attorneys, primarily hiring and managing attorneys within law firms and law departments, about the importance of diversity within the legal profession and how to improve diversity within the profession in Louisiana.

7:45 a.m. – until

Registration

Renaissance Hotel, Foyer area, Salons 1 & 2

Coffee sponsored by the Louisiana Chapter of the American Corporate Counsel

8:15 a.m. – 9:30 a.m.

(PROFESSIONALISM)

Conclave Breakout Session

Salon 3

BLIND JUSTICE: Dismissing the Indictment of Unprofessionalism

Co-Hosted By:

Louisiana Association of Criminal Defense Lawyers
Louisiana District Judges Association
Louisiana Judicial Council / NBA
LSBA Criminal Justice Committee
LSBA Criminal Law Section

Panelists:

Harry L. Daniels, III, Daniels & Washington Law Firm, L.L.C.
Jean M. Faria, Louisiana Public Defender Board
Rebecca L. Hudsmith, Federal Public Defender,
Western District of Louisiana
Jason R. Williams, Jason Rogers Williams & Associates, LLC
James E. Boren, Attorney At Law

Moderator:

8:15 a.m. – 9:30 a.m.

(PROFESSIONALISM)

Conclave Breakout Session

Bienville Room

The Louisiana Call to Action: The Relevance of Inclusion on Recruitment, Retention, and Mentoring (invitation only)

Discussion Leaders:

Dominique Bright-Wheeler, Vice-President
Assistant General Counsel-Bank, Capital One
Jade A. Brown-Russell, Counsel of Regional Operations,
Caesars Entertainment Corp.
Gary M. Carter, Jr., Entergy Services, Inc.
Endya Eames Delpit, Counsel, Exxon Mobil Corporation
Jennifer R. Guckert, Labor and Employment Counsel, Amedisys, Inc.
Regina N. Hamilton, Associate General Counsel &
Assistant Corporate Secretary, The Shaw Group, Inc.
Van T. Lam, General Counsel, Regal Nails, Salon & Spa, LLC
Todd S. Manuel, Entergy Services, Inc.
Lauren B. McKnight, former Senior Counsel to FFC Capital Advisors
Sandra Diggs-Miller, Senior Counsel, Entergy Services, Inc.

9:30 a.m. – 9:45 a.m.

Welcome Remarks

Salon 1 & 2

John H. Musser IV, President, Louisiana State Bar Association

9:45 a.m. – 10:15 a.m.

(PROFESSIONALISM)

Calibrating the Scale: Diversity and Inclusion ≠ Division

Salon 1 & 2

Kelly McNeil Legier, Director, Member Outreach and Diversity,
Louisiana State Bar Association

10:15 a.m. – 12:15 p.m. **MOVING DIVERSITY FORWARD: How To Go From Well-Meaning To Well-Doing (Interactive Workshop)**

(PROFESSIONALISM)

Salon 1 & 2

Facilitated by: **Vernā Myers**, Vernā Myers Consulting Group, LLC

12:15 p.m. - 1:00 p.m. **Networking Luncheon**

Salon 1 & 2

Co-Sponsored by the Louisiana State Bar Association Young Lawyers Division

Presentations to Former Diversity Committee Members

Hon. Karen Kirshbom Herman and **Chauntis T. Jenkins**

Co-Chairs, Committee on Diversity, Louisiana State Bar Association

Presentations to Sponsors and Co-Hosts

Luis A. Leitzelar, Yolanda D. Montgomery and
Barbara Bourgeois Ormsby

Co-Chairs, Conclave Subcommittee, Committee on Diversity
Louisiana State Bar Association

LSBA Young Lawyers Division Remarks

Lawrence Joseph Centola, III

Chair, LSBA Young Lawyers Division Council

Kellen J. Mathews, At-Large Representative, LSBA Young Lawyers
Division Council and Chair of the YLD Diversity Committee

1:00 p.m. – 2:00 p.m. **Keynote Speaker – With Justice for All in a Changing America**

Salon 1 & 2

Introduction: **Hon. Bernette Joshua Johnson**

Chief Justice, Louisiana Supreme Court

Keynote Speaker: **Morris Dees**, Founder and Chief Trial Attorney
Southern Poverty Law Center

2:00 p.m. – 2:15 p.m. **Networking Break**

2:15 p.m. – 3:30 p.m. **Adding the Weight of Hot Inclusion Topics:
A View from the Bench**

(PROFESSIONALISM)

Salon 1 & 2

Panelists: **Hon. Scott J. Crichton**, First Judicial District Court

Hon. John M. Guidry, Louisiana First Circuit Court of Appeal

Hon. Bernette Joshua Johnson

Chief Justice, Louisiana Supreme Court

Hon. Harry F. Randow, Chief Judge, Ninth Judicial District Court

Mayor-President Kip Holden, City of Baton Rouge

Moderator:

3:30 p.m. – 4:45 p.m. **Searching for Clear Balance: The Professional Ethics
Case for Diversity**

(ETHICS)

Salon 1 & 2

Panelists: **Dane S. Ciolino**, Alvin R. Christovich Distinguished Professor
of Law, Loyola University New Orleans College of Law

Linda Perez Clark, Partner, Kean Miller LLP

Charles "Chuck" B. Plattsmier, Louisiana Chief Disciplinary Counsel

Gordon Y. Allison, Vice President and General Counsel of
Corporate Legal, Walmart

Moderator: **Christine Lipsey**, McGlinchey Stafford PLLC

4:45 p.m. – 5:45 p.m. **Networking Reception**

Foyer of Bienvenue Room

Welcoming Dignitaries

CHAUNTIS T. JENKINS

Co-Chair, LSBA Committee on Diversity

Chauntis T. Jenkins 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. She received her undergraduate degree from Loyola University New Orleans and is a graduate of Southern University Law Center (SULC). In 2012, Jenkins was appointed by the Louisiana Supreme Court to serve as Judge Pro Tempore in Civil District Court for the Parish of Orleans. In 2008, Jenkins was honored by City Business Magazine as a Leadership in Law honoree. She served as Chair of the LSBA Diversity Conclave for the three years (2009-2011). She is a past Chair of the Young Lawyers Section of the New Orleans Bar Association and NOBA Minorities in the Profession Committee. She serves as a Louisiana delegate in the ABA House of Delegates. On a national level, Jenkins is an immediate past fellow of the ABA Section of Litigation Young Lawyer Leadership Program (YLLP). She was a scholar in the 2006 inaugural class of the ABA (TIPS) Leadership Academy. She is the immediate past Assembly Speaker for the Young Lawyers Division (ABA YLD), 2008-09. She has also served as a YLD Committee Director, Diversity Director and Minorities in the Profession Chair and as a member of the YLD Leadership Advisory Board.



CHIEF JUSTICE BERNETTE JOSHUA JOHNSON

Chief Justice, Louisiana Supreme Court

Hon. Bernette Joshua Johnson is the first African-American Chief Justice of Louisiana. Chief Justice Johnson was first elected to serve on the Louisiana Supreme Court in 1994. She serves on the Court's Judicial Council, and has served on the Court's Legal Services Task Force, as well as the National Campaign on Best Practices in the area of Racial and Ethnic Fairness in the Courts. She is a Fleur De Lis member of the New Orleans Bar Association, and is active with several committees of the LSBA and the Louisiana Bar Foundation. She is an active member of the A.P. Tureaud Chapter of the American Inns of Court, where she currently serves as President; the Louisiana State Law Institute, and the National Association of Women Judges, where she has served as a District Director, and is now active with the Women in Prison Project. Justice Johnson is also an active member of Omicron Nu Zeta Chapter, Zeta Phi Beta Sorority, Inc., and the New Orleans Chapter of Links, Inc., both service organizations. She received a B.A. from Spelman College and was one of the first African-American women to attend the law school at LSU, where she received her J.D. in 1969. She was inducted into the LSU Law Center's Hall of Fame in 1996, where her portrait now hangs.



HON. KAREN K. HERMAN

Co-Chair, Conclave Subcommittee, LSBA Committee on Diversity

After graduating from Tulane Law School, *cum laude*, in 1994, the Honorable Karen K. Herman distinguished herself as a top prosecutor within the Orleans Parish District Attorney's Office, with over 20 murder convictions and 100 felony trials. During that time, Judge Herman was asked to lecture several times on DNA evidence and began teaching trial advocacy as an adjunct professor at Tulane. After Hurricane Katrina, Judge Herman was recruited to serve as the Executive Director of CourtWatch NOLA, a non-profit volunteer organization dedicated to transparency and efficiency in the criminal courts. After building CourtWatch into a prominent voice in the community, Judge Herman was elected to the Criminal District Court in 2008. While maintaining a full criminal docket, she presides over a Drug Court and the sole Orleans Parish Mental Health Court and serves on several judicial committees. Judge Herman is the Co-Chairperson of the Louisiana Bar Association Diversity Committee. Additionally, the Metropolitan Crime Commission has ranked Judge Herman as first in judicial efficiency for the past two years. She has lectured on ethics, professionalism, and various aspects of criminal procedure and constitutional law.



JOHN H. MUSSER IV

President, Louisiana State Bar Association

Louisiana State Bar Association (LSBA) President John H. Musser IV is a sole practitioner operating offices in New Orleans and Covington. Also, he is of counsel to the Covington Law Office of Leon A. Aucoin and the Law Office of Toledano & Herrin, L.L.C., and serves on the panel of neutrals for ADR inc. in New Orleans. He received a B.A. degree in 1966 from Tulane University and his J.D. degree in 1969 from Tulane Law School. He was admitted to practice in Louisiana and in Mississippi in 1969 and continues to practice in both states. Musser served as LSBA president-elect in 2011-12. He is a member of the LSBA's Executive, Bar Governance, Budget, Audit and Ethics committees. He represented the First Board District on the Board of Governors, served numerous terms in the House of Delegates and is a former chair of the Advertising Advisory Committee. He is a member of the ADR, Criminal Law and Solo and Small Firm sections. He is a member of The Mississippi Bar, the New Orleans Bar Association, the Greater Covington Bar Association, the American Bar Association, the Maritime Law Association, the Louisiana Bar Foundation and the St. Tammany Inn of Court.



Keynote Speaker

MORRIS DEES

Southern Poverty Law Center

Morris Dees was born in 1936 at Shorter, Alabama, the son of cotton farmers. As a young boy he worked the fields, witnessing first-hand social and economic deprivation and Jim Crow treatment at its worse. While at the University of Alabama Law School, he met Millard Fuller. The two formed a highly successful publishing company during their time in law school. After graduation, they moved the business to Montgomery, Alabama. Fuller left the company in 1965 and later founded Habitat for Humanity. Dees continued the business and also began taking controversial civil rights cases. He sold his publishing company to a major national firm in 1970 and formed the Southern Poverty Law Center, along with Julian Bond and Joseph Levin. Early Center cases included integrating the Alabama State Troopers and desegregating the Montgomery YMCA. The Center, funded by donations from over 300,000 citizens across the nation, quickly grew into one of America's most successful and innovative public interest law firms.



In 1980, the Center founded the Intelligence Project in response to resurgence in organized racist activity. The project monitors hate groups and develops legal strategies for protecting citizens from violence-prone groups. "Line of Fire," a made-for-television movie about Dees aired on NBC; it describes his successful fight against the Ku Klux Klan. The movie included the \$7 million precedent-setting judgment against the United Klans of America on behalf of the mother of Michael Donald, a young black man lynched by the Klan in Mobile, Alabama. Wayne Rogers portrayed him in the feature film, "Ghosts of Mississippi," about the murder of civil rights worker Medgar Evers. Other victories against hate groups include a \$6 million judgment that bankrupted the Aryan Nations, a \$12.5 million jury verdict against the California-based White Aryan Resistance for the death of a black student and a \$26 million verdict against the Carolina Klan for burning black churches.

Klansmen burned the Center offices in 1983. The arsonists were convicted but not before their leader plotted to kill Dees. More than 30 men have since been imprisoned for plots to harm him or destroy Center property. This threat requires a high degree of security during public appearances.

To promote acceptance and tolerance, the Center founded Teaching Tolerance in 1990. Over 80,000 schools use the project's free videos and teaching materials and over 400,000 teachers receive the award winning *Teaching Tolerance* magazine. The Center has won two Oscars for its tolerance education films and received five Oscar nominations. Dees believes that it is important to teach tolerance in the classroom as well as fight hate in the courtroom.

Dees has received numerous awards in conjunction with his work. The U.S. Jaycees chose him as one of the Ten Outstanding Young Men of America for his early business success. Trial Lawyers for Public Justice named him Trial Lawyer of the Year in 1987. In 2009, he was inducted into the Trial Lawyers' Hall of Fame by the American Trial Lawyers' Association. The American Bar Association honored him in 2012 with the ABA Medal, the ABA's highest honor. Dees is the author of three books, *A Lawyers Journey*, his autobiography, *Hate on Trial* and *Gathering Storm, America's Militia Threat*. He remains actively engaged in litigation. He and his wife live in Montgomery, Alabama.

Diversity Conclave Faculty

GORDON Y. ALLISON

Gordon Y. Allison became Vice President-Corporate Division General Counsel at Wal-Mart Stores, Inc. in February 2008 and was a Senior Associate General Counsel supporting Wal-Mart's international mergers and acquisitions since joining the company in November 2003. Prior to joining Wal-Mart, Allison was Executive Vice President-General Counsel of Edgewater Technology, Inc. Prior to joining Edgewater, Allison was Vice President – General Counsel at Pace Industries, Inc. in Fayetteville, Arkansas. He also worked as a Special Counsel and as a Staff Attorney in the Division of Corporation Finance at the Securities and Exchange Commission in Washington, D.C. In private practice and in his capacity as the Chief Legal Officer of Edgewater and Pace Industries, Inc., Allison worked on public and private domestic and international merger and acquisition transactions, as well as public company reporting responsibilities for each entity. He received his Masters of Laws in Securities Regulation and Taxation from Georgetown University Law Center, his M.B.A. from the University of Arkansas School of Business, and his J.D. from the University of Arkansas School of Law where he now serves as an Adjunct Professor.



JAMES E. BOREN

James E. Boren appears frequently in the legislature to testify on reform legislation, and serves on two of the Law Institute's Advisory Committees – Evidence and Criminal Procedure. He is an adjunct Professor at LSU, teaching courses on wrongful conviction of the innocent and capital punishment. Boren is past President of the Louisiana Association of Criminal Defense Lawyers, and has served on the Board of Directors of the Louisiana ACLU and the National Association of Criminal Defense Lawyers and the Louisiana Public Defender Board. He currently serves on the Advisory Board of the Pugh Institute for Justice. He chaired a Lawyer's Disciplinary Hearing Committee for the Louisiana Attorney Disciplinary Board for 10 years, and twice chaired the National Association of Criminal Defense Lawyer's Indigent Defense Committee and Death Penalty Committee for three years each. He was appointed by two Governors to serve on the Louisiana Sentencing Commission. Boren has defended a dozen judges in confidential Judiciary Commission disciplinary proceedings, lawyers, law enforcement officers, bankers, an athletic director, and numerous public officials. His recent clients include a member of the Angola 5 and the Jena 6.



DOMINIQUE BRIGHT-WHEELER

Dominique Bright-Wheeler serves as Assistant General Counsel of Capital One Financial Services Corporation. She concentrates her practice in the area of commercial banking, mortgage origination and litigation. She currently supports the Financial Services team in Plano, TX where she primarily practices in the area of mortgage and home equity origination. Bright-Wheeler most recently supported the Bank's commercial risk management group in New Orleans. Prior to joining Capital One, she was a Senior Attorney Advisor for the U.S. Small Business Administration in Fort Worth, TX. Prior to that, she was an Associate with the law firm of Galloway, Johnson, Tompkins, Burr and Smith in New Orleans. She began her legal career as a Judicial Clerk to Hon. Nadine M. Ramsey (ret) Civil District Court for the Parish of Orleans. Before becoming an attorney, Bright-Wheeler spent 13 years working in the social services field, and is the former Director of St. Philip Community Center. She received her B.A. in political science from the University of New Orleans and her J.D. from Loyola University School of Law.



JADE BROWN-RUSSELL

Jade Brown-Russell began working at Sidley Austin LLP in Chicago in 2003, where she gained experience in mergers, acquisitions, dispositions, corporate governance and securities related transactions. In early 2007, Brown-Russell returned to New Orleans to join Adams and Reese LLP. In 2010, she joined Harrah's Entertainment to become in-house legal counsel for all of Harrah's Louisiana properties. Brown-Russell currently serves as Chairman of the Downtown Development District. She also serves as the Chair of the Nominating Committee for the local Urban League; a founding member and outgoing President of the Urban League of Greater New Orleans Young Professionals; and General Counsel and Secretary for the Young Leadership Council. In 2008, Brown-Russell was honored as a New Orleans CityBusiness Woman of the Year, and in 2009 she received the Urban League's Rising Star Award. She has been named to both Orleans Parish District Attorney Leon Cannizzaro's and New Orleans Mayor Mitch Landrieu's transition teams. Brown-Russell earned her B.A. in political science from Howard University and her J.D., *cum laude*, from Southern University Law Center. She is a member of Delta Sigma Theta Sorority, Inc.



GARY M. CARTER, JR.

Gary M. Carter, Jr. is a Senior Counsel at Entergy Services, Inc. in New Orleans. He is a trial attorney and concentrates his practice on commercial and casualty matters. He is a member of the Legal Department's Best Practices Team and the co-leader of the Legal Department's pro bono initiative. Prior to joining Entergy, he was with the law firm of McGlinchey Stafford, where he specialized in products liability litigation. A graduate of Tulane Law School and Xavier University, he has been licensed to practice law in Louisiana since 2002. In addition to his law practice, he serves as a board member and vice-president of New Orleans Outreach, a non-profit organization dedicated to improving the quality of public education.



DANE S. CIOLINO

Dane S. Ciolino, serves as the Alvin R. Christovich Distinguished Professor of Law at Loyola University New Orleans School of Law, teaching Legal Ethics and Criminal Law & Procedure. Prof. Ciolino graduated *cum laude* from Rhodes College in 1985, and *magna cum laude* from Tulane Law School in 1988, where he was inducted into Order of the Coif and served as Editor in Chief of the Tulane Law Review. After graduating from law school, Prof. Ciolino worked as a law clerk for the United States District Court, Eastern District of Louisiana, and as an associate with Cravath, Swaine & Moore in New York City, and Stone, Pigman, Walther & Wittmann in New Orleans. Prof. Ciolino has served as reporter to the LSBA Ethics 2000 Committee, as a chairperson of a Louisiana Attorney Disciplinary Board Hearing Committee, as a member of the LSBA Professionalism Committee, as a member of the LSBA Lawyer & Judicial Codes of Conduct Committee, as chairperson of the United States District Court for the Eastern District of Louisiana Lawyer Disciplinary Committee and as a member of the LSBA Ethics Advisory Service. In addition to teaching at Loyola, Prof. Ciolino represents lawyers and judges in disciplinary proceedings, and provides consultations on legal-ethics issues.



LINDA PEREZ CLARK

Linda Perez Clark is a partner in the Baton Rouge office of Kean Miller. She joined the firm in 2000 and practices in the business, corporate and real estate group. She represents clients in entity formation and governance, asset, stock and real estate acquisitions and sales, and in preparing and negotiating commercial contracts, including leases, in a wide range of industries, including energy. Her practice includes general business advice to large and small businesses, as well as representing energy companies in connection with exploration and production matters. Prior to joining the business and corporate area at Kean Miller, Clark handled several large class action litigation cases in state and federal court. She also serves as an Assistant Examiner for the Committee on Bar Admissions for the State of Louisiana.



HON. SCOTT J. CRICHTON

Hon. Scott J. Crichton is serving his 23rd year as judge with the First Judicial District Court. He has served on both the civil and criminal divisions. Judge Crichton is immediate past president of the Louisiana District Judges Association. He also serves on the Advisory Committee to the Supreme Court on Judicial Canons, the Louisiana Judicial College Board of Governors, the Louisiana Supreme Court Committee on Judicial Ethics, the Court Rules Committee, the Criminal Best Practices Committee and is 2011-12 Chairman of the CLE Committee of the Shreveport Bar Association. He was previously a member of the Continuing Legal Education and the Diversity committees of the Louisiana State Bar Association. He is certified by the National Judicial College in program design and has recently graduated from the 2011 inaugural class of the Louisiana Judicial Leadership Institute. He received a B.S. degree in 1976 from Louisiana State University and a J.D. in 1980 from Paul M. Hebert LSU Law Center. Prior to his election to the bench in 1990, he served as an assistant district attorney for Caddo Parish for a decade and maintained a civil practice. He has served as an adjunct instructor of Business Law at LSU-Shreveport.



HARRY L. DANIELS III

Harry L. Daniels III is a native of New Iberia, Louisiana. He is a partner of Daniels & Washington, L.L.C. He attended the University of Louisiana at Lafayette where he received a B.S. in business administration in 2004. He earned his J.D. from Southern University Law Center in 2007. While in law school, he clerked for James E. Boren; immediately after graduation he assisted Mr. Boren in the Jena 6 case by representing Robert Bailey. Daniels is a member of Kappa Alpha Psi Fraternity, Inc., the Louisiana Criminal Defense Lawyers Association, the National Association of Criminal Defense Lawyers, and the Baton Rouge Criminal Defense Lawyers Association. He was awarded the "Going the Extra Mile Award" in 2010 by Capital Area Legal Services. He is a July 2009 graduate of the National Criminal Defense College's Trial Practice Institute, and a 2010 graduate of the National Criminal Defense College's Theories and Themes program. Daniels is also a 2011 Graduate of the Gerry Spence Trial Lawyer's College.



ENDYA EAMES DELPIT

Endya Eames Delpit joined Exxon Mobil Corporation in February 2009 and currently serves as counsel in the Upstream Section of the Law Department. She supports the Asset Enhancement Group with property acquisitions and divestments, and she handles matters for a stand-alone company owned by Shell and ExxonMobil in California, Aera Energy LLC. She graduated *magna cum laude* in 1995 from Southern University Law Center, where she was editor-in-chief of the Law Review.



Before joining ExxonMobil, she was a shareholder at Liskow & Lewis, where she handled a variety of business and litigation matters. Delpit also served as Senior Counsel in the litigation group at Entergy for five years.

SANDRA DIGGS-MILLER

Sandra Diggs-Miller holds the position of Senior Counsel with the Entergy Services, Inc., Legal Services Department. She earned her J.D. from Loyola University School of Law. She served as the casenote editor of the Loyola Law Review and was a member of the Loyola Moot Court. She is admitted to practice law before the state and federal courts in the State of Louisiana. She began her practice with Stone, Pigman, Walther, Wittmann, L.L.C. In 2000, she joined the Litigation Section of the Legal Services Department at Entergy Services, Inc., where she handles primarily property, casualty and commercial litigation matters. She is also the Chairman of the Legal Department's Diversity and Inclusion Council for Entergy. She is a member of the American Bar Association, National Bar Association, Louisiana Bar Association, Minority Corporate Counsel Association, Corporate Counsel Women of Color, Louis Martinet Society, Alpha Kappa Alpha Sorority, the Board of the New Orleans Children's Chorus, and the Board of Ambassadors for the American Cancer Society. In 2008, she was appointed by the Mayor of New Orleans to serve on the Regional Planning Commission, which serves Jefferson, Orleans, Plaquemines, St. Bernard, and St. Tammany Parishes.



JEAN M. FARIA

Jean M. Faria was appointed State Public Defender by the Louisiana Public Defender Board on June 1, 2008. For the previous 11 years, Faria served as the Assistant Federal Defender for the Middle and Western Districts of Louisiana, in Baton Rouge. From 1995-1997 she was the Chief Executive Officer of the Louisiana Indigent Defender Board in New Orleans. Prior to that, Faria worked as a public defender in the 19th Judicial District Public Defenders' Office in Baton Rouge. She has been active in the public defense reform movement, both locally and nationally, for many years. She is a charter member of the Louisiana Association of Criminal Defense Lawyers and long-standing member of the National Association of Criminal Defense Lawyers. For more than 10 years she served on the Board of Directors of the National Legal Aid and Defender Association and spent significant time as the chair of their Defender Policy Group. She is a former chair of the Indigent Defense Advisory Group (IDAG) to the Standing Committee on Legal Aid and Indigent Defendants (SCLAID) and remains an active member of IDAG and the Louisiana and American Bar Associations. Faria received a B.A. in English from the University of Massachusetts and received her J.D. from the LSU Paul M. Hebert Law Center in 1983.



JENNIFER R. GUCKERT

Jennifer R. Guckert works as Senior Corporate Counsel at Amedisys, Inc, where she focuses on labor and employment law and litigation. Prior to joining Amedisys, Inc., Guckert worked at the The Shaw Group Inc., where she served as Labor and Employment Counsel. Guckert also practiced law at Ogletree, Deakins, Nash, Smoak and Stewart and The Kullman Firm where she defended employers in cases involving sexual harassment, race discrimination, age discrimination, and disability discrimination, including some class action lawsuits. She also has experience advising employers regarding wage and hour issues and has been involved with several wage and hour collective actions. She represented employers before the Equal Employment Opportunity Commission, the National Labor Relations Board, and the Department of Labor. Guckert graduated from the University of Mississippi with a degree in Journalism and Business in 1999. She received her J.D. from the University of Mississippi School of Law in 2003.



HON. JOHN M. GUIDRY

Hon. John M. Guidry serves on the First Circuit Court of Appeal, representing the Second District. Judge Guidry formerly served as a legislative assistant to Hon. Joseph A. Delpit and as an assistant parish attorney. In 1991, Guidry was elected to the Louisiana House of Representatives and to the State Senate in 1993. Since 1988, he has served as an adjunct professor at the Southern University Law Center. Guidry is a member of the Louis A. Martinet Legal Society, the American Judges Association, the Louisiana Conference Court of Appeal Judges, and the Louisiana Judicial Council of the National Bar Association. He is also a member of the Pro Bono Committee of the Baton Rouge Bar Association. In 2009 Guidry was elected as the Louisiana Conference of Court of Appeal Judges representative to the Louisiana Judicial Council for a three year term. He was also appointed by the Louisiana Supreme Court to serve on the governing body of the Louisiana Judicial College. He was elected Secretary of the Board of Governors of the Judicial College. Guidry also serves as a member of the Domestic Violence Curriculum Development Advisory Committee. He is a 1983 graduate of LSU and a 1987 *cum laude* graduate of Southern University Law Center.



REGINA N. HAMILTON

Regina N. Hamilton attended Tufts University and George Mason University School of Law, where she was an editor of the school's law review and graduated with distinction. She practiced with McGuire Woods in Virginia before working as a branch chief in the Division of Investment Management at the U.S. Securities and Exchange Commission. In 1992, she received her license to practice in Louisiana and served as assistant general counsel to Bank One, Louisiana, N.A. The dismantling of the bank's legal department in Louisiana in 1997 led Hamilton to private practice at Jones, Walker, Waechter, Poitevent, Carrère & Denègre, L.L.P., focusing on municipal securities, project finance and banking, corporate and securities, and state and local law. In 2010, she gave up her partnership to become associate general counsel at The Shaw Group Inc., where her primary practice is in corporate and securities law. Hamilton enjoys community service, and has served on the boards of the Academic Distinction Fund, the Baton Rouge Chapter of the American Red Cross, the admissions committee of the Baton Rouge Arts Council, the Louisiana Law Institute Committee on Corporations, the Manship Theatre, and the U.S. Small Business Administration Regulatory Fairness Board.



MAYOR-PRESIDENT MELVIN "KIP" HOLDEN

Mayor-President Melvin "Kip" Holden was re-elected to his third term as Mayor-President of the City of Baton Rouge and East Baton Rouge Parish. Under his leadership, East Baton Rouge Parish has achieved unprecedented top ten national rankings. Holden has maintained public safety as his top priority, with all first responders under his administration receiving the highest national accreditation in their respective areas. In 2012, Holden worked with the District Attorney to launch the Baton Rouge Area Violence Elimination project (BRAVE), an initiative to reduce violent crime. Working with the District Attorney, School Superintendent and Sheriff, he opened the parish's first truancy center. His Green Light Program has committed over \$500 million to street improvements. His Healthy BR Initiative promotes better nutrition, active lifestyles and access to healthy food. He led a community-wide planning effort resulting in a 25-year master plan for growth and development, FuturEBR. Holden is a graduate of both LSU and Southern University, earning a B.A. in Journalism from LSU, a Master's degree in Journalism from Southern, a J.D. from the Southern University School of Law and an Honorary Doctorate of Public Policy from Southern University.



REBECCA L. HUDSMITH

Rebecca L. Hudsmith serves as Federal Public Defender for the Middle and Western Districts of Louisiana and has held that position since the founding of the office in December of 1993. Prior to her appointment as federal public defender, Hudsmith was engaged primarily in the private practice of criminal defense law in Shreveport. She also served as the founding director of the Loyola Death Penalty Resource Center in New Orleans. She is admitted to practice law in both Louisiana and the District of Columbia. She is a past-president of the Louisiana Association of Criminal Defense Lawyers and a current member of the Louisiana Public Defender Board. She successfully argued *Trest v. Cain*, a non-capital habeas case, before the United States Supreme Court. Hudsmith is a 1980 graduate of the LSU Paul M. Hebert Law Center, where she served as senior associate editor of the *Louisiana Law Review* and was a member of the Order of the Coif. She is a former law clerk for the late Hon. Albert Tate, Jr., of the United States Court of Appeals for the Fifth Circuit.

Photo not available

VAN T. LAM

Van T. Lam is General Counsel for Regal Nails, Salon & Spa, LLC, a Baton Rouge-based franchisor of nail salons nationwide. The franchise system has been selected as one of 2011's "50 Top Franchises for Minorities" by USA Today. The majority of its franchisee base and its staff are of Vietnamese descent.



KELLY MCNEIL LEGIER

Kelly McNeil Legier is the Director of Member Outreach and Diversity for the Louisiana State Bar Association. Legier earned her J.D. and her B.A. from Loyola University New Orleans. Before the LSBA, Legier worked in the Staff Attorney's Office of the United States Fifth Circuit Court of Appeals. She clerked for Hon. Carl E. Stewart on the U.S. Fifth Circuit Court of Appeals and Hon. Ivan L. R. Lemelle on the U.S. District Court for the Eastern District of Louisiana. She also spent several years in private practice in the area of ERISA, employment law, and commercial litigation in large international firms. Legier is a member of the Board of Directors of the Federal Bar Association (New Orleans Chapter) and the Bureau of Governmental Research; a Fellow of the Louisiana Bar Foundation; and recording secretary of the Executive Committee of the St. Thomas More Chapter -- National Inns of Court. Legier is a former member of the LSBA Board of Governors. The Louisiana Supreme Court appointed her to serve as judge pro tempore in First City Court of New Orleans and appointed her to serve from 2008 to 2012 on the Committee on Bar Admissions as the Exam Writer for Constitutional Law. She also is a past president of the Greater New Orleans Louis A. Martinet Legal Society, Inc.



CHRISTINE LIPSEY

Christine Lipsey, a member in the law firm McGlinchey Stafford PLLC, practices in the area of commercial litigation. She is a Martindale-Hubbell AV Peer Review Rated Lawyer, and has been professionally recognized for many years by Chambers Louisiana/Litigation: General and Commercial and Louisiana Super Lawyers Business Litigation and Insurance Coverage. Lipsey is a past president of the Baton Rouge Bar Association and formerly served on the Board of Governors and the Disciplinary Board of the Louisiana State Bar Association. She currently serves on the LSBA Committee on Rules of Professional Conduct and recently completed a second term on the Louisiana Supreme Court's Mandatory Continuing Legal Education Committee. Lipsey serves on the Commercial and Business Litigation Committee, the Business Torts Committee, and the Professional Liability Litigation Committee of the ABA. She is a member of the Bar Association of the Fifth Federal Circuit, the Wex S. Malone American Inn of Court, and is a Louisiana Bar Foundation fellow. She is a 1982 graduate of LSU Paul M. Hebert Law Center, where she teaches The Legal Profession as an adjunct faculty member, and serves as a member of the Alumni Board of Trustees.



TODD S. MANUEL

Todd S. Manuel is Senior Counsel with Entergy Services, Inc., in Baton Rouge, Louisiana. He is a member of the company's litigation team and represents its interests in casualty and commercial matters. Prior to joining Entergy, Manuel was a litigation partner with the Baton Rouge law firm of Taylor, Porter, Brooks & Phillips and also served as a member of the firm's executive committee and as chair of the diversity committee. He is a member of the LSBA's Minority Involvement Section, the Baton Rouge Bar Association and currently serves as the program vice chair for DRI's annual Diversity Seminar and Corporate Expo.



LAUREN B. MCKNIGHT

Lauren B. McKnight serves as founder and managing director of LMC Consulting Group where she serves as outside general counsel to small and mid-sized businesses. She counsels businesses on litigation, regulatory affairs, ethics & compliance, transactional matters and employment practices. McKnight previously served as Senior Counsel at FFC Capital, an SEC registered investment adviser and broker dealer with approximately \$3 billion in assets under management. Prior to FFC Capital, she was an associate in the Transportation Group at Baker, Donelson, Bearman, Caldwell & Berkowitz handling commercial litigation and regulatory affairs for energy and transportation companies. McKnight started her legal career as an associate with McCranie, Sistrunk, Anzelmo, Maxwell, Hardy & McDaniel handling litigation matters and special investigations. She received her B.A. from Centenary College of Louisiana and her J.D./B.C.L from the LSU Paul M. Hebert School of Law.



VERNĀ MYERS

Vernā Myers, principal of Vernā Myers Consulting Group, LLC (VMCG), is a nationally recognized expert on diversity and inclusion within law firms, law departments and law schools. VMCG has collaborated with over 70 legal clients to effect sustainable organizational change by conducting cultural assessments, developing comprehensive strategic diversity action plans, and facilitating compelling and interactive workshops. Myers sponsors her own successful annual Opus Conference on Race and Ethnicity in Large Law Firms. She is the author of "Moving Diversity Forward: How to Go from Well-Meaning to Well-Doing," published by the American Bar Association in 2011. In 2010, Pepper Hamilton LLP awarded Myers its Diversity Champion award. In 2009 she was chosen as one of The Network Journal's "25 Influential Black Women in Business," and in 2008, one of The Massachusetts Lawyers Weekly's "Diversity Heroes". Prior to establishing VMCG, Myers was the first Executive Director of The Boston Law Firm Group, a consortium of firms committed to increasing racial/ethnic diversity. She served as Deputy Chief of Staff for the Attorney General of Massachusetts (1997-99), where she executed a comprehensive diversity and inclusion initiative. Myers received a B.A., *magna cum laude*, from Barnard College and received a J.D. from Harvard Law School.



CHARLES B. PLATTSMIER

Charles B. Plattsmier is the Chief Disciplinary Counsel for the State of Louisiana. He stands as the longest serving Chief Counsel under the Louisiana Attorney Disciplinary Board. Plattsmier earned his J.D. from the Louisiana State University Law Center in 1978. During his first 17 years of private practice, he was active in both local and state bar associations serving as the President of the St. Mary Parish Bar Association and as a House of Delegates member to the Louisiana State Bar from 1983 until 1995. In 1990, he became one of the first lawyer hearing committee members in the then newly created Louisiana Attorney Disciplinary Board. After serving as a lawyer member and chair of the hearing committee for four years, Plattsmier was offered and he accepted a position as a board



member on the Disciplinary Board where he served for two years. Plattsmier has authored amendments to both the Rules of Professional Conduct as well as Supreme Court Rule 19, was a member of the Ethics 2000 Committee which updated and amended Louisiana's ethics rules, and has served on countless committees of both the Louisiana Supreme Court and the LSBA. He is an active speaker having provided over 400 lectures and presentations on ethics and professionalism nationally and across the state.

HON. HARRY F. RANDOW

Hon. Harry F. Randow, a native of Alexandria, was elected judge of the Ninth Judicial District Court, Division G, in 1998 and re-elected in 2002 without opposition. He received a B.A. degree in 1967 from Louisiana State University and earned his J.D. from Loyola University in 1971. For 27 years, 1971-1998, Judge Randow was an attorney in the private practice of law. During the practice of law, his legal experience included civil litigation, family law, property and wills probate. Judge Randow is a member of the Louisiana State Bar Association, the Alexandria Bar Association, District Judges Association and Judges' Association of the Third Circuit, Crossroads Inns of Court and Pineville Kiwanis. He served on the Ethics 2000 Committee of the LSBA and has served on various judicial committees appointed by the Louisiana Supreme Court. Judge Randow is the court liaison to the Fathering Court of the Ninth Judicial District Court.



JASON ROGERS WILLIAMS

Jason Rogers Williams graduated from Tulane University and Tulane Law School. After working for two years at law firms post-graduation, he started his own practice. Williams was later appointed to serve as a State Court Judge at Orleans Parish Criminal District Court by the Louisiana Supreme Court in 2003. Williams also worked to exonerate and free the wrongfully convicted through his pro-bono work with the Innocence Project. In addition, Williams served on the Louisiana State Indigent Board's Director Selection Committee and has also worked as a Professor at Tulane Law School. He has made several guest appearances as a legal analyst on local media outlets. He currently serves on the Board of Directors of Innocence Project New Orleans, the Board of Directors of the Partnership for Youth Development, the Board of Directors at Sophie B. Wright Charter School, the Board of Directors of the Audubon Nature Institute, the Mayor's Criminal Justice Council, the Federal Public Defenders Conflict Panel, and the Orleans Parish Public Defenders Conflict Panel. He has been lead counsel at Jason Rogers Williams & Associates for the past 12 years.



Mark your calendars for these great upcoming events!

SUPERWOMEN CLE
Shreveport
April 2, 2013

SUPERWOMEN CLE
New Orleans
May 2, 2013

TRAIN THE LSBA DIVERSITY FACILITATOR WORKSHOP
Louisiana Bar Center, New Orleans
May 22, 2013

DISABILITY SUMMIT
New Orleans
October 24, 2013

Special Thanks . . .

To the Conclave Volunteers

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Special Thanks . . .

To the Louisiana Lottery Corporation for its door prize donation.

Thanks to the LSBA Staff who helped make this event happen:

Barbara Baldwin	Leah Joly	Kelly McNeil Legier
Danielle Boveland	Sonjanita Jordan	Mike Montamat
Beth Chauvin	Darlene LaBranche	Christine Richard

Special Thanks . . .

To the Conclave Discussion Leaders

Paul S. Balanon, Partner, Ogletree, Deakins, Nash, Smoak & Stewart, P.C
Julie J. Baxter, Attorney, Judiciary A Committee, Louisiana State Senate
Dominique Bright-Wheeler, Assistant General Counsel, Capital One
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Lauren B. McKnight, Founder & Managing Partner, LMC Consulting Group
John H. Musser IV, LSBA President & Attorney at Law
Tammy Pruet Northrup, Deputy Disciplinary Counsel, Office of the Disciplinary Counsel
Alejandro "Al" Perkins, Partner, Hammonds, Sills, Adkins & Guice, LLP
Charles B. "Chuck" Plattsmier, Chief Disciplinary Counsel, Office of the Disciplinary Counsel
Joseph L. "Larry" Shea Jr., LSBA President-Elect Designee & Partner, Bradley Murchison Kelly & Shea LLC
Hon. Kathleen Stewart Richey, Juvenile Court, East Baton Rouge Parish
Hon. Pamela T. Taylor-Johnson, Juvenile Court, East Baton Rouge Parish
Hon. Kirk A. Williams, City Court, City of Baker, Louisiana
Hon. Lisa M. Woodruff-White, Family Court, East Baton Rouge Parish

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:

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Chauntis T. Jenkins

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Jeremy M. Bolton
Adrejia A. Boutte
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Chantell M. Smith
Tiffany T. Smith
Shirley A. Snyder
Karelia Rachele Stewart
Ranie T. Thompson
Hon. Laurie A. White**

Special Thanks . . .

To Our Former Diversity Committee Members

Talya J. Bergeron	1 year
Hon. Lee V. Faulkner, Jr.	1 year
Valerie G. Garrett	3 years
Hon. Bernette J. Johnson	8 years
Hon. Ellen S. Kovach	1 year
Claire H. McDaniel	3 years
Laranda M. Walker	1 year
Hon. Fredericka H. Wicker	3 years

Nominations Sought for LSBA 2014 Human Rights Award

The Louisiana State Bar Association's Human Rights Award was established in 2010 by the Board of Governors to recognize outstanding efforts made by a bar association, law firm or law department, an individual attorney or judge, a court, or a community organization or individual in promoting diversity in the legal profession, in particular, to recognize efforts ensuring the full and equal opportunity of all persons for entry and advancement in Louisiana's legal profession.

The 2013 nomination process has closed. Nominations will open again for the 2014 award later this year and will be accepted through January 2014.

For more information on the award, go to: www.lsba.org/diversity.

Guardian of Diversity Recognition

The LSBA Committee on Diversity plans to recognize bar associations that continued implementing diverse and 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 Diversity Conclave. The Committee on Diversity will notify bar association recipients at least a month before the 2014 Conclave. If you are a local or specialty bar association and you have implemented diversity/inclusion programming, please continue doing so and let us know about what you have done and are doing. If you have not and want assistance, please contact Kelly McNeil Legier for ideas and assistance (kelly.legier@lsba.org; 504-619-01290).

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Sixth Annual Conclave on Diversity in the Legal Profession

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LSBA Young Lawyers Division

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*



DIVERSITY REPORT CARD 2012-13

The mission of the Louisiana State Bar Association is, inter alia, to “assure access to and aid in the administration of justice,” “promote the professional competence of attorneys,” and “encourage collegiality among its members.” GOAL 3 of the LSBA strategic plan is as follows: “The LSBA provides the foundation for a supportive and collegial community of legal professionals.”

The mission of the Committee on Diversity in the Profession, consistent with the LSBA’s mission, strategic plan, and 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 during the past year.

Annual Conclave on Diversity in the Legal Profession

- Sixth Annual Conclave: “Leveraging Diversity Through Inclusion: Insights for Action” (March 8, 2013; Baton Rouge)

Statement of Diversity Principles

- Over 269 law firm, law department, court, bar association, and individual signatories

Diversity Awards

- Recommended the third recipient of the LSBA Human Rights Award
- Developed awards to recognize bar associations demonstrating exception efforts to advance diversity and inclusion and to recognize a person accomplishing greatness in the face of great adversity

Diversity Communications and Resources

- Published “Focus on Diversity” newsletters within the LSBA Bar Briefs throughout 2012-13
- Coordinated training to equip attorneys to facilitate diversity and inclusion discussions and presentations throughout the state (May 22, 2013)
- Coordinated the production of a diversity video

Diversity Outreach to Diverse Specialty Bar Associations and Groups

- Co-sponsored and supported events of diverse specialty bar associations, including Superwomen CLE programs in Baton Rouge, Shreveport, and New Orleans and CLE programs regarding issues impacting minority attorneys and communities

Minority Involvement Section Job Fair and Internship Fair

- Worked with the LSBA’s Minority Involvement Section to host the 24th Annual Minority Job Fair, held at the LSU Paul M. Hebert Law Center (August 18, 2012)
- Worked with the Minority Involvement Section to host its 5th Annual Minority Internship Fair virtually (March 2013)

Diversity Outreach to Law Students

- Coordinated speaker for Academic Success Week at Loyola University College of Law (October 18, 2012)

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

- Coordinated the 3rd annual Suit Up For the Future: High School Legal Internship Program (June 10-28, 2013)
- Implemented the inaugural “Setting the Bar: Louisiana State Bar Association Pre-Law Conference” (February/March 2013)
- Assisted the Young Leadership Council with identifying attorney volunteers for its Power Ties program for middle school children

Annual Conclave on Diversity in the Legal Profession

For the last five years, the LSBA has co-hosted an ABA award-winning Conclave on Diversity in the Legal Profession. The conclave is co-sponsored with the Louisiana Supreme Court and several local and specialty bar associations. This year's Conclave was held in Baton Rouge for the first time, on March 8, 2013, for approximately 200 people. The theme was "Leveraging Diversity Through Inclusion: Insights for Action." The Conclave included a two-hour interactive workshop (facilitated by Vernā Myers), breakout sessions, and panel discussions focused on inclusion. Highly credentialed speakers provoked discussions regarding hot topics in diversity and inclusion as well as the ethical implications of diversity/inclusion issues. Morris Dees, the founder and chief trial attorney of the Southern Poverty Law Center, served as the keynote address during lunch. Attendees received up to 6 CLE hours, including ethics and professionalism. For the first time, the program included two additional breakout sessions that were tailored for managing partners and criminal practitioners in order to allow them to discuss diversity/inclusion issues unique to them. A "train the diversity facilitator" breakout session occurred several weeks later.

Disabilities Summit

The LSBA's Committee on Diversity and the Committee for Legal Services for Persons with Disabilities hosted for nearly 30 attorneys and judges at the Disabilities Summit on October 11, 2012, in Baton Rouge. The Summit was titled, "The Dawn of An Enabled Era: Unraveling the Myths of Attorneys with Disabilities." The event addressed challenges and solutions for attorneys with disabilities. An article about the Summit will appear in a future edition of the *Louisiana Bar Journal*.

Diversity Workshops

Presentations with Local and Specialty Bar Programs

To provide diversity and inclusion education and awareness throughout the state, the Committee arranged for a presenter to facilitate diversity/inclusion discussions within CLEs hosted by the following local and specialty bar associations:

- New Orleans Chapter of the Association for Women Attorneys (9/27, 75 attendees);
- Baton Rouge Bar Association End of Year CLEs (12/6, 45 attendees; 12/7, 40 attendees; 12/13, 110 attendees, 12/14, 90 attendees);
- New Orleans Bar Association Procrastinator's Program (12/18, 100 attendees);
- John M. Duhe, Jr. American Inn of Court (Lafayette) (10/25, 40 attendees);
- St. Landry Parish Bar Association, (10/12, 30 attendees);
- Hispanic Lawyers Association for Louisiana (10/24, 10 attendees);
- Southwest Louisiana Bar Association Law Day (10/26, 45 attendees) and End of Year CLEs (12/6, 40 attendees);
- Louisiana Criminal Defense Lawyers Conference (12/6, 45 attendees);
- New Orleans Bar Association Workshop (11/1, 45 attendees);
- Terrebonne Bar Association CLE (11/30, 50 attendees);
- Lafayette Bar Association End of Year CLE (12/12, 50 attendees, 12/20, 50 attendees);
- Shreveport End of Year CLE (12/12, 85 attendees); and
- Southwest LA Bar Association Bench Bar Conference (3/15).

The topics covered the importance of inclusion, generational differences, micro inequities, diversity basics, cultural competence, unconscious bias, and mentoring.

Additionally, the Committee arranged for a presenter to facilitate diversity/inclusion discussions within the following LSBA CLEs: Voodoo Fest CLE (10/16/2012, 63 attendees); Ethics and Professionalism's "Watch Your Ps and Qs" CLE (12/7/2012, 158 attendees); Solo/Small Firm Conference (2/15/2013, 350 attendees); Immigration Law CLE (4/12); LSBA free seminars (5/10 Covington, 5/17 Lake Charles); and LSBA Annual Meeting panel discussion (6/7, San Destin).

The Committee also provided presentations for the Attorney General statewide CLE (9/26), the Gilsbar CLE for title agents and title attorneys (11/12, 100 attendees), and for several Ethics & Professionalism seminars hosted jointly by Gilsbar and the LSBA (9/11, 9/28, 11/2). Further, the Committee provided presenters for a diversity presentation to the New Orleans Paralegal Association in September 2012, a program sponsored by the Legal Secretaries of New Orleans on January 29, 2013, and a program sponsored by the Southern University Law Center Journal of Race, Gender and Poverty Symposium Conference (3/15). The Committee also coordinated a stress/quality of life CLE presentation by Lawyers Assistance Program (LAP) Executive Director J.E. "Buddy" Stockwell III for the Beauregard Bench & Bar Program in DeRidder, Louisiana.

LSBA Midyear Meeting

The Committee hosted a free diversity/inclusion workshop during the LSBA Midyear Meeting on January 17, 2013, in New Orleans. Speakers Dominic Gianna and Lisa Marcy presented "Advocacy for the Ages – Cicero Speaks to the Genders and Generations." The program offered 2.5 CLE hours.

LSBA Institute of Inclusion Roundtable Discussions

The Committee continued its LSBA Institute of Inclusion Learning series.

- The Institute partnered with Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux, LLC to host for about 10 attorneys a Roundtable Discussion on "The Awful D-Word" on September 18, 2012, in New Orleans. This session helped participants define and discuss the word "diversity" to understand its negative connotations and the true meaning of diversity and to discuss why valuing diversity is important.
- The LSBA presented for 12 attorneys the "What's Your --- ISM?" Roundtable Discussion CLE on September 26, 2012, at the Louisiana Bar Center. This session explored obstacles that arise from communicating without a common language and experience.
- The LSBA hosted for about 18 attorneys on November 28, 2012, at the Louisiana Bar Center a roundtable discussion that focused on the professional development of less-seasoned and new attorneys. The session provided advice on developing a professional strategic goal that would allow new attorneys to identify professional development opportunities, cultivate mentoring relationships, and improve work-life balance.
- The LSBA hosted for approximately 30 participants the "Waking the Sleeping Giants: Strategies for Managing Unconscious Bias" Roundtable Discussion on December 19, 2012, at the Louisiana Bar Center.
- The LSBA hosted a discussion titled "Unmasking the Truth About Depression: Breaking Stigma, Being Each Other's Keepers, Restoring the Profession," on February 21, 2013, at the Louisiana Bar Center. J.E. "Buddy" Stockwell, III (Lawyers Assistance Program, Inc.) facilitated an interactive discussion regarding the impact of depression on a lawyer's practice and on the members of the firm/office; signs that a lawyer is struggling with depression; what policies can be implemented to keep attorneys from falling to the point of no return; and what we can do to safeguard ourselves from depression. Attendees received up to 1.5 CLE hours.

Statement of Diversity Principles

The Statement of Diversity Principles 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, attorneys, judges, law firms and entities 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. To date, approximately 269 signatories from across the state have executed the Statement. That figure reflects 119 law firms/offices; 22 courts; 88 individual judges; 33 individual attorneys; 2 corporate counsel; and 5 bar associations. A link to the Statement and entire list of signatories appears on the diversity webpage (to www.lsba.org/diversity). An article regarding the benefits of executing the Statement appeared in the 2012 December/January *Louisiana Bar Journal*. The Committee will recognize those executing the Statement in 2012 in a future *Louisiana Bar Journal*.

Diversity Award

The Louisiana State Bar Association Human Rights Award recognizes outstanding efforts in promoting diversity in the legal profession. The recipient is honored during the LSBA Annual Meeting in June in Destin, Florida. Additionally, the Committee developed an award to recognize bar associations demonstrating exceptional efforts to advance diversity and inclusion. It also developed an award to recognize a person from a group underrepresented within the legal profession who has demonstrated excellence or accomplished greatness in the face of great adversity.

Diversity Communications & Resources

The Committee's diversity newsletter, titled "Focus on Diversity," appeared as an insert within issues of the 2012-13 *Bar Briefs*. The Committee hosted a workshop on May 22, 2013, to equip a core group of members with the tools needed to facilitate diversity and inclusion discussions and trainings upon request from law offices and courts. Finally, the Committee coordinated the editing of interviews with leaders of the profession for the production of a diversity video.

Diversity Outreach to Diverse Specialty Bar Associations and Groups Co-Sponsored and Supported Events

The Committee provided administrative assistance to diverse specialty bar associations regarding their CLEs; and coordinated statewide receptions, meetings, and activities for the organization of National Bar Association affiliate chapters across the state. The Committee also promoted the events of diverse specialty bars on the LSBA website, the *Louisiana Bar Today* e-newsletter, and blast emails. On November 16, 2012, the Committee, the Baton Rouge Association for Women Attorneys, the Louisiana Association of Black Women Attorneys, and the Baton Rouge Bar Association hosted "SUPERWOMEN...Female Attorneys Mastering the Game and the Strategies that Rule." The successful half-day seminar drew 90 female participants and provided female attorneys many best practice tips for surviving the profession as well as professionalism, law practice management, and work/life strategies. Other SUPERWOMEN programs were scheduled for April 2, 2013, in Shreveport and for May 2, 2013, in New Orleans.

Minority Involvement Section Job Fair and Internship Fair

The Committee worked extensively with the Minority Involvement Section in its effort to host its twenty-fourth annual Minority Job Fair, which occurred on August 18, 2012, at the Louisiana State University Paul M. Hebert Law Center in Baton Rouge. The free Minority Job Fair offered about 20 employers the opportunity to compress into a single day statewide interviewing of approximately 60 talented students and recent graduates with diverse backgrounds, primarily from area law schools. Several employers not in attendance also requested resume books in order to contact students directly when positions open within their organizations. During the networking lunch that immediately followed the Fair, Joseph K. West (President & CEO, Minority Corporate Counsel Association) gave participants advice on the benefits of networking. Then Hon. Regina H. Bartholomew, Hon. Paul A. Bonin, Hon. Ivan L.R. Lemelle, Hon. Nannette Jolivet Brown, Hon. Trudy M. White, and Hon. Max N. Tobias, Jr. facilitated with several attorneys a Speed Networking activity for approximately 40 student participants. The Minority Involvement Section also awarded three book scholarships to law students. The Section is planning its fifth annual minority internship fair for March, 2013. This year's internship fair will occur virtually by disseminating résumé books to participating employers, rather than in person.

Diversity Outreach to Law Students

The Committee provided a speaker on exam writing for Academic Success Week at Loyola University College of Law on October 18, 2012.

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

The Committee hosted, in partnership with the Just the Beginning Foundation, its second formal summer high school legal internship program, "Suit Up For The Future: High School Legal Internship Program," from June 11-29, 2012. The program, designed for high school juniors and seniors interested in the legal profession, involved lectures at the Bar Center, law-related field trips and shadowing at participating law firms/courts. Throughout the program, students were taught law school lessons by several law school professors, greeted by practicing and non-practicing lawyers, general counsels, law students, judges, and several inspirational speakers. Participating students drafted a legal memorandum and presented a five-minute oral argument to three federal and state judges. The students each received a \$250 stipend. The deadline is April 15, 2013, for students interested in the June 2013 program, which is scheduled for June 10-28, 2013.

The Committee also partnered with the Black Law Student Associations at Loyola and Tulane Law Schools to implement its inaugural *Setting the Bar: Louisiana State Bar Association Pre-Law Conference* for nearly 40 college students from schools around the state. The two-day program occurred February 16th and March 2nd at Loyola University College of Law. The first day consisted of a series of information sessions from key admissions personnel from area law schools and law students, who shared essential information on applications, resumes, personal statements, financial aid and law school experiences. A representative from Kaplan shared tips on preparing for and taking the LSAT. Students were also exposed to a mock law school class. Day two of the workshop gave students the opportunity to take the LSAT under normal testing conditions/times. Students who attended both days of the program were entered into a raffle for a \$1,600 tuition scholarship from Kaplan to attend a future Kaplan LSAT course.

The Committee also assisted its education partners – the Louisiana Center for Law and Civic Education and Young Leadership Council – in identifying attorney and judge volunteers for their programs.



Kean Miller LLP is pleased to announce that



A handwritten signature in gold ink that reads "Jason R. Brown".

JASON R. BROWN



A handwritten signature in gold ink that reads "Victor J. Suane, Jr.".

VICTOR J. SUANE, JR.

have been elected to the partnership of the firm.

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G. Blane Clark, Jr., Managing Partner

MAKE A DIFFERENCE BECOME AN LSBA DIVERSITY TRAINER

Enroll in the Third Annual Train the LSBA Facilitator Session



This Year's Focus Valuing Generational Differences



Cathy Harris

Help transform the legal profession in the areas of fairness, equity and justice delivery.

Facilitate diversity training to employees in law firms, judges' staffs, and at conferences around the State of Louisiana.

Help others recognize how their biases affect decisions they make every day and how those decisions impact people and families by delivering programs that help members of the legal profession to better value differences.

Deliver effective diversity and inclusion training that engages and stimulates participants to challenge their biases and thus **make more objective decisions.**

What's in it for you?

Increase your diversity knowledge and skills.

Boost your confidence in delivering effective diversity training.

Improve your understanding of stereotypes, prejudices and cultural differences.

Discover new ways to reduce bias.

Become more culturally aware and gain tools to promote diversity and inclusion through training.

**Wednesday, May 22, 2013
at the**

You can help firms, offices, and courts:

1. Increase **Employee Loyalty** because they feel valued.
2. Improve **Problem Solving** through better communication.
3. Gain tools, tips and techniques that allow you to deliver diversity training that fosters a **respectful, inclusive multicultural work environment.**
4. Deliver a **highly-effective diversity awareness** training session.
5. Discover how to begin developing a **culture of acceptance and inclusion.**
6. Gain an appreciation for diverse perspectives—which **Maximizes Innovation, Creativity.**
7. Create **Positive Community Relations.**

Louisiana Bar Association Office

601 St. Charles Avenue in New Orleans

Facilitated by Louisiana's Premier Diversity Specialist, Cathy Harris

To register, contact Kelly McNeil Legier, Esq.,

(800) 421-5722, ext. 129 or Kelly.Legier@LSBA.org