

Focus on

Diversity

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

23rd annual Minority Job Fair Sept. 24; interviewing employer deadline July 31

The 23rd annual Louisiana State Bar Association (LSBA) Minority Involvement Section's Minority Job Fair is scheduled for 8:30 a.m. to 1:30 p.m. Saturday, Sept. 24, at Tulane University Law School's John Giffen Weinmann Hall, 6329 Freret St., New Orleans.

The free Minority Job Fair offers employers the opportunity to compress into a single day statewide interviewing of talented students and recent graduates with diverse backgrounds from area law schools. Employers whose hiring needs are currently satisfied should consider registering to have an information table or to collect résumés and to attend the Diversity Networking Lunch from 12:30-1:30 p.m. (The fair will end following lunch.)

To register for the fair, call LSBA Member Outreach and Diversity Executive Secretary Sonjanita C. Jordan at (504)619-0115 or go to: <https://law-lsba-csm.symplicity.com/employers>. For more information, contact LSBA Member Outreach and Diversity Director Kelly McNeil Legier, Kelly.Legier@lsba.org, (504)619-0129.

Sponsors sought for Minority Job Fair in September

The Louisiana State Bar Association's (LSBA) Minority Involvement Section is seeking sponsors for the 23rd annual Minority Job Fair, set for Saturday, Sept. 24, at Tulane University Law School's John Giffen Weinmann Hall.

Platinum (\$1,000), gold (\$500) and silver (\$250) sponsorships are available. The fair provides recruiters the opportunity to consolidate into a single day statewide recruiting of highly talented students and recent graduates with diverse backgrounds. The fair is open to all legal employers.

To participate as a sponsor or for more information, contact LSBA Program Coordinator/Marketing and Sections Christine A. Richard, e-mail crichard@lsba.org or call (504)619-0105.

Diversity Committee hosting diversity video contest for college and grad students

The Louisiana State Bar Association's (LSBA) Diversity Committee is hosting a diversity video contest, "What Can Diversity Do for Me?"

The videos are intended to illustrate the LSBA's diversity and inclusion mission, highlight the value of diversification in the legal profession, and help legal professionals understand and value the concept of how diversification can translate to inclusion for many people within the professional workplace.

The contest winner will receive \$1,000 and will be recognized at the LSBA's January 2012 Midyear Meeting in New Orleans. The winning video also will be shown at select law-related programs and will be made available to law firms/offices in Louisiana.

Entrants must return a completed and signed "Letter of Intent" by Sept. 16 to lsbadivideo@gmail.com. The video submission period will begin Sept. 30 and continue through Nov. 11.

To review all guidelines and other information, go to: www.lsba.org/diversity/.

Diversity Resources on the Web

- ▶ LSBA Diversity Resources Page
www.lsba.org/diversity/resources.asp
- ▶ ABA Report: "Diversity in the Legal Profession: The Next Steps"
http://new.abanet.org/centers/diversity/PublicDocuments/Diversity_Summary_Report.pdf
- ▶ 2010 Beyond Diversity: Inclusiveness in the Legal Workplace Resources
www.legalinclusiveness.org/
- ▶ ABA Disabilities News and Resources
<http://new.abanet.org/disability/Pages/default.aspx>

in the SPOTLIGHT

Adams and Reese, L.L.P.

The Louisiana State Bar Association (LSBA) and its Diversity Committee recognize Adams and Reese, L.L.P., for its demonstrated dedication to diversity and inclusion. Adams and Reese — a pioneer signatory of the LSBA's Statement of Diversity Principles — prides itself on being a leader and model of diversity growth in the legal profession in the Gulf South region.

For more than a decade, the firm has sought to embrace diversity principles as an integral part of its strategic plan and has implemented many effective diversity-related initiatives both within the firm and in the community.

Adams and Reese has consistently encouraged and employed a creative approach to diversity. One such idea has evolved into a signature event, W2W — “Woman to Woman: Conversations Between Women of Color in the Profession.” First hosted at the firm's New Orleans office in 2010 for a group of minority female law students, W2W consisted of a panel of Adams and Reese attorneys and in-house general counsel who discussed the unique challenges facing students and lawyers as well as the unique environments they encounter in today's competitive legal workforce.

Along with a structured program which focused upon fundamental lessons to achieve advancement in the legal progression, the forum also allowed for candid conversations and open dialogue between an experienced group of panelists including Dominique Bright-Wheeler, vice president and assistant general counsel at Capital One; Ruth

Ramsey, vice president and general counsel of Liberty Bank & Trust; Kelly McNeil Legier, director of member outreach and diversity of the Louisiana State Bar Association; and Adams and Reese attorneys Debbie Rouen, chair of the firm's Diversity Committee, and Jaimé Collins and Michelle Craig. Attendance was coordinated through the state's four law schools with 25 attendees from Loyola, Southern, Tulane and LSU.

The W2W program is being replicated throughout the firm's regional footprint. This past April, the firm's Tampa, Fla., office hosted W2W for area Florida law schools. The program is also in the planning stages for the firm's Birmingham, Ala., office.

Another noteworthy event took place in March when Adams and Reese hosted a reception for 55 law students from Howard University School of Law who were visiting New Orleans for their annual “Alternative Spring Break” trip. During that trip, the law students assisted on a variety of legal cases and causes that are contributing to the city's rebuilding efforts following Hurricane Katrina. The reception, held at the firm's New Orleans office, honored these diverse students for their continued willingness to help rebuild New Orleans and for their unselfish donation of their time to people in legal need.

Adams and Reese's Diversity Committee is comprised of firm leaders from many of its 13 offices. With the assistance of a minority attorney subcommittee whose focus is marketing efforts in the communities in which offices are located, the firm has

successfully hosted numerous social and networking events to coincide with the New Orleans Jazz and Heritage Festival, the Bayou Classic Event, the Essence Music Festival, as well as sponsorships including the Urban League, Corporate Counsel Women of Color (CCWC) Annual Conferences, Minority Corporate Counsel Association, Diversity Summits, Black Business Networks, Minority Bar Association events and the National Minority AIDS Council. An in-house Mentoring and Marketing Seminar is hosted annually for all minority attorneys to build relationships, hone legal skills and share ideas. Within the firm, awareness and inclusion are promoted through its in-house communications network that disseminates its Diversity Awareness campaign.

Adams and Reese's commitment to diversity runs deep. Its diversity initiatives, many honors and national recognitions underscore that commitment. As the firm continues to be proud of its past efforts, it humbly looks forward to the challenges ahead and dedicates itself to work toward a more diverse, inclusive environment for the legal profession as a whole.

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