

# 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](mailto:kelly.legier@lsba.org).

## LSBA Diversity Conclaves receive ABA Partnership Award in August

The Louisiana State Bar Association's (LSBA) series of Conclaves on Diversity in the Legal Profession recently received one of the American Bar Association's Standing Committee on Bar Activities and Services' 2010 Partnership Awards. LSBA Immediate Past President Kim M. Boyle accepted the award on behalf of the LSBA at the joint luncheon of the National Conference of Bar Presidents, National Association of Bar Executives and the National Conference of Bar Foundations on Aug. 6 during the ABA Annual Meeting in San Francisco. The awards recognize projects that nurture diversity and are co-sponsored by the National Native American Bar Association, National Asian Pacific American Bar Association, Hispanic National Bar Association and the National Bar Association.

The Conclaves on Diversity in the Legal Profession are an essential tool for encouraging leadership of the state's law firms, law departments, courts and bar associations to recognize the importance of inclusion. The conclaves present information on the major obstacles as well as possible solutions to advancing diversity throughout Louisiana. Mini-conclaves have been conducted in various locations throughout Louisiana to accommodate practitioners and judges in those areas.

Also receiving an ABA Partnership Award were the Bar Association of San Francisco for its Destination Law School Program which focuses on increasing



Louisiana State Bar Association (LSBA) Member Outreach and Diversity Director Kelly McNeil Legier, left, LSBA President Michael A. Patterson and LSBA Immediate Past President Kim M. Boyle were on hand to accept the American Bar Association's Standing Committee on Bar Activities and Services' 2010 Partnership Award in August. The LSBA received the award for its series of Conclaves on Diversity in the Legal Profession.

the number of diverse college graduates enrolling in law school and the Nebraska State Bar Association for three separate programs building diversity in classroom and corporate settings (a job shadowing program for high school students, the state

bar's LSAT Prep Scholarship Program and the Nebraska Minority Corporate Counsel Program.

For more information on all of the LSBA's diversity initiatives, go to: [www.lsba.org/diversity](http://www.lsba.org/diversity).

## Diversity Resources on the Web

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

## Latest News / Upcoming Events

### Mini Diversity Conclave in Lafayette successful

The Louisiana State Bar Association partnered with the Lafayette Bar Association and the Louis A. Martinet Legal Society, Inc. Greater Lafayette Chapter to host the free Mini Conclave on Diversity in the Legal Profession on Aug. 25 at the Lafayette Bar Center. Nearly 40 attorneys and judges participated.

The event also featured a networking reception, sponsored by Gilsbar.

For information on future diversity programs in Lafayette, contact Kelly McNeil Legier, (504)619-0129, e-mail [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org); or Susan Holliday, (337)237-4700, e-mail [susan@lafayettebar.org](mailto:susan@lafayettebar.org).

### Mini Diversity Conclave set for Sept. 28 in Monroe

The Louisiana State Bar Association is partnering with the 4th Judicial District Bar Association and the Northeast Louisiana Louis A. Martinet Legal Society, Inc. to host a free Mini Conclave on Diversity in the Legal Profession, set for Tuesday, Sept. 28, at the University of Louisiana-Monroe, Library Conference Center, 700 University Ave., Library 704, Monroe. The program is from 11:30 a.m. to 4 p.m. and includes a networking lunch from noon to 1 p.m. The program is approved for 3.0 hour of CLE credit, all professionalism hours. To register or for more details, go to: [www.lsba.org/diversity](http://www.lsba.org/diversity).

### “Superwomen” CLE Nov. 19 in Baton Rouge

The Louisiana State Bar Association is partnering with the Baton Rouge Association for Women Attorneys to host a CLE for women attorneys in Baton Rouge on Friday, Nov. 19, from 8 a.m. to 1 p.m. at the Embassy Suites Hotel, 4919 Constitution Ave., Baton Rouge. The program, “Superwomen: Female Attorneys Challenging the Rules of the Game at Home, at Work and in Alternative Practices,” is approved for 3.5 CLE hours (including ethics and professionalism). For more information, go to: [www.lsba.org/diversity](http://www.lsba.org/diversity).

# in the SPOTLIGHT

## Kean Miller Hawthorne D’Armond McCowan & Jarman, L.L.P.

The Louisiana State Bar Association (LSBA) and its Committee on Diversity recognize Kean Miller Hawthorne D’Armond McCowan & Jarman, L.L.P., for its demonstrated commitment to diversity and inclusion over the past several years. Kean Miller has provided programming to demonstrate that it is committed to promoting a culture of inclusion, not only within the firm but also in the communities where its attorneys live and work. Kean Miller, a pioneer signatory of the LSBA’s Statement of Diversity Principles, is a model of intentional diversity efforts that will positively shape the legal profession for many years to come.

### ► Kean Miller Connection Law School Preparatory Program

In 2010, Kean Miller attorneys organized, hosted and produced the fourth annual Kean Miller Connection, a law school preparatory program for college students from groups that are traditionally underrepresented in area law schools. The two-day workshop provided mock law school experiences, insight into opportunities in the legal field, speakers from all facets of the legal profession, and general information designed to encourage minorities to enter

the profession. In total, during the four years of the program, 75 college students have participated, including African-Americans, women, Asian Indians, Nigerians and other diverse individuals. The next program will be in July 2011, and the firm will announce the program dates and application process on its website in spring 2011.

### ► Louisiana Diversity Forum

In 2007-09, Kean Miller organized and sponsored a Louisiana Diversity Forum. The forum has attracted nearly 100 area professionals who have heard from a variety of speakers and learned how to put diversity to work within their businesses. Speakers included representatives from business, government, education and law. The next forum will be in fall 2011.

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

### LABWA hosting Rejuvenation Symposium in November

The Louisiana Association of Black Women Attorneys (LABWA) is hosting a Rejuvenation Symposium and Retreat for Female Attorneys from Thursday through Saturday, Nov. 11-13, at the Paragon Casino and Resort in Marksville. For more information or to register, go to: [www.labwa.net](http://www.labwa.net).

### Women’s Law and Public Policy Fellowship Program accepting applications

The Women’s Law and Public Policy Fellowship Program at Georgetown University Law Center is accepting applications. The application deadline is Monday, Nov. 1. For an application and more information on the program, go to: [www.law.georgetown.edu/wlppfp](http://www.law.georgetown.edu/wlppfp).



### Mini Diversity Conclave Jan. 26, 2011, in Baton Rouge

The Louisiana State Bar Association is partnering with the Greater Baton Rouge Louis A. Martinet Legal Society, Inc. and the Baton Rouge Bar Association to host a free Mini Conclave on Diversity in the Legal Profession on Wednesday, Jan. 26, 2011, in Baton Rouge. The conclave is scheduled from 1-4:30 p.m., with a networking reception from 4:30- 6 p.m., at the Embassy Suites Hotel, 4919 Constitution Ave., Baton Rouge. The CLE is approved for 3 hours of credit, all professionalism hours. Check for more details in future issues.



### Save the Date: 4th Annual Conclave on Diversity in the Legal Profession in March 2011

Save the date for the Louisiana State Bar Association's fourth annual Conclave on Diversity in the Legal Profession, Friday, March 18, 2011, at the New Orleans Marriott at the Convention Center, 859 Convention Center Blvd., New Orleans. The theme will be "The Professional Workplace: Implementing Solutions and Cultivating An Inclusive Atmosphere." Look for more information soon.

More than 25 employers networked with 75 student participants during the Louisiana State Bar Association Minority Involvement Section's 22nd annual Job Fair on Aug. 21 at Southern University Law Center. The fair gives employers the opportunity to compress into a single day statewide interviewing of talented students and recent graduates with diverse backgrounds from area law schools. Among the participating employers was Acadiana Legal Services Corporation, represented by Ariel A. Campos, Sr., left, and Shelly Alexander. More information and photos of the Job Fair will be published in the October/November 2010 issue of the *Louisiana Bar Journal*.

### Mini Diversity Conclave set for April 2011 in Lake Charles

The Louisiana State Bar Association is partnering with the Southwest Louisiana Bar Association and the Louis A. Martinet Legal Society, Inc. Lake Charles Chapter to host a free Mini Conclave on Diversity in the Legal Profession in Lake Charles on April 8, 2011, at Reeves Uptown Catering, 1639 Ryan St. More details soon.

### Save the Date: National Consortium on Racial and Ethnic Fairness in the Courts Conference

The Louisiana State Bar Association is a co-host of the National Consortium on Racial and Ethnic Fairness in the Courts' 23rd Conference and Annual Meeting, scheduled for April 27-30, 2011, in New Orleans. The program will include a day of CLE. More details soon.

## ON THE WEB

### Become a Signatory on the LSBA's Statement of Diversity Principles

More than 200 courts, law firms, organizations, judges and attorneys have become signatories (to date) on the Louisiana State Bar Association's (LSBA) Statement of Diversity Principles. These signatories have recognized that diversity and inclusion are priorities and they will use their best efforts to advance diversity and inclusion within the legal profession. To become a signatory or for a list of all signatories to date, go to: [www.lsba.org/diversity](http://www.lsba.org/diversity). For more information about the statement or for a copy, contact Kelly McNeil Legier, (504)619-0129, e-mail [kelly.legier@lsba.org](mailto:kelly.legier@lsba.org).

## 2010-11 LSBA Committee on Diversity Co-Chairs, Members and Subcommittees

### Co-Chairs

Wayne J. Lee, New Orleans

Hon. Fredericka Homberg Wicker, Gretna

### Members

Brad J. Axelrod (ad hoc), Baton Rouge

Jeremy M. Bolton, New Orleans

Adreja L. Boutte, New Orleans

Gregory Brumfield, Jr, New Orleans

James D. Caldwell (ex officio), Baton Rouge

Ariel A. Campos, Sr., Lafayette

Bruce A. Cranner, New Orleans

Hon. Scott J. Crichton, Shreveport

Carlos Davila-Caballero (ad hoc), New Orleans

Isidro Rene DeRojas, Metairie

Valerie G. Garrett, Lafayette

LaWanda Batiste Gibson, Lake Charles

Franchesca L. Hamilton-Acker (board liaison), Lafayette

Chauntis T. Jenkins, New Orleans

Hon. Bernette Joshua Johnson (ex officio), New Orleans

Kelly McNeil Legier (staff liaison), New Orleans

Kathryn Venturatos Lorio (ex officio), New Orleans

Ben L. Mayeaux, Lafayette

Claire H. McDaniel, New Orleans

Jennifer M. Medley, New Orleans

David D. Meyer (ex officio), New Orleans

Yolanda D. Montgomery, River Ridge

John H. Musser IV (board liaison), New Orleans

Freddie Pitcher, Jr. (ex officio), Baton Rouge

Michael R. Robinson, New Orleans

Scott J. Spivey, Alexandria

Karelia R. Stewart (board liaison), Shreveport

Hon. Max N. Tobias, Jr., New Orleans

Hon. Ralph E. Tyson (ex-officio), Baton Rouge

Angela White-Bazile (ad hoc), New Orleans

Sheila M. Wilkinson, Metairie

### Subcommittees

*(More information on these subcommittees will be provided in future issues.)*

- ▶ Diversity Awards
- ▶ Diversity Communications
- ▶ Diversity Conclaves
- ▶ Diversity Job Fair Planning
- ▶ LSBA Diversity Integration
- ▶ Outreach to Law Firms and Judiciary
- ▶ Pipeline Outreach to Law Students and Other Students
- ▶ Statement of Diversity Principles



## Inclusiveness 101

By Kathleen B. Nalty, JD

*Executive Director, Colorado Campaign for Inclusive Excellence*

**A**lthough the legal profession has worked very hard in recent years to open its long closed doors to diverse populations, the profession's limited focus on diversity without consideration of inclusion has changed the open doors into revolving doors. Many of our workplaces invest in the recruiting and hiring of diverse populations only to see increasing attrition rates within these groups. We need to do more than open the doors to diverse populations; we need to open the doors and ensure that the workplaces are actually welcoming of the different backgrounds and perspectives.

**Diversity vs. inclusiveness:** What's the difference? Many people use the terms "diversity" and "inclusiveness" interchangeably but they have very different meanings. **Diversity** describes "compositional diversity" — the extent to which a legal organization has people from diverse backgrounds and communities working as attorneys and staff. Primary dimensions of diversity include race, ethnicity, gender, age, religion, disability, sexual orientation and gender expression. Secondary dimensions of diversity can include lifestyle, communication style, personality type, learning style, economic status, geographic origin, education status, generation, avocation, work experience, world travel experience, political views, philosophical views, parental status, appearance, veteran status and nationality.

**Inclusive** organizations not only have a diverse composition, but are also learning-centered organizations that value the perspectives and contributions of all people, and strive to incorporate the needs and viewpoints of diverse communities into all aspects of the organization. Inclusive organizations are, by definition, diverse at all levels. **Inclusion** is the active, intentional and ongoing engagement with diversity in the organization.

Diversity is about your workforce; inclusiveness is about your workplace. Diversity is about recruiting; inclusiveness is about retention. The legal profession will continue its "revolving door" syndrome, with extremely high attrition rates for diverse attorneys, until it embraces both diversity and inclusiveness.