

Diversity Outreach to the Law Students

The Committee has hosted "Networking 101: Meeting and Greeting Your Future" workshops in Baton Rouge and New Orleans for area law students in 2008 and 2009. The workshop gave students the opportunity to hear experienced attorneys talk about the importance of networking and how to do it properly. A reception immediately followed the discussion, during which students had the opportunity to put their newfound networking skills into practice.

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

The Committee partnered with the LSBA Young Lawyers Section, the Louisiana Center for Law & Civic Education, and Karen Chatman Edutainment to use Ms. Chatman's "The Right Act: Vote" *History Unplugged* music piece in a voter education initiative to middle school and high school students in New Orleans and Baton Rouge in early October 2008. The initiative coordinated young lawyer volunteers making presentations to students using Karen Chatman's hip hop musical piece to get the children's attention in an entertaining but educational way. A similar educational Law Day initiative involving Abraham Lincoln and the Emancipation Proclamation was implemented in May 2009 in New Orleans. The students viewed Ms. Chatman's "Lincoln Ride On" music piece. They also engaged in a lively game of "Who Wants to be a Lincoln Fan" and received prizes for correctly answered questions.

Geographic Diversity Outreach

Outreach Tour by President-Elect. The LSBA has coordinated a statewide outreach effort to intentionally bring the Association to lawyers outside of the New Orleans area, especially those living and practicing above I-12. LSBA President-Elect Kim M. Boyle has embarked upon a "Tour De Kim," meeting with the state appellate judges during their en banc meetings. While in the different areas, she is also meeting with the local and specialty bar leaders who are available to explain the many great things that the LSBA is doing, listening to concerns, and answering questions.

LSBA Presence. The Committee has coordinated a greater LSBA leadership presence at local bar association events and meetings throughout the state.

If you are interested in participating or volunteering for planning of future events, please contact:

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The LSBA Diversity Committee Report Card 2008-09

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

The Committee on Diversity has successfully implemented a number of programs on behalf of the LSBA during the past year.

www.lsba.org/diversity

Conclaves on Diversity in the Legal Profession

For the last two years, the LSBA has held a Conclave on Diversity in the Legal Profession. The first conclave, "Breaking Barriers, Building Bridges, Making Cents" on March 7, 2008, began a discussion among attorneys and judges about the importance of diversity, ways to improve diversity, and how internal personal and organizational biases impede racial, gender and generational diversity. Held March 13, 2009, the second annual Conclave on Diversity in the Legal Profession: "Continuing the Conversation" continued the diversity discussion. During a three-hour workshop and two practical panel discussions, the second conclave was more interactive and allowed the participants to gain skills to address everyday diversity issues in their practices during a three-hour workshop and two panel discussions. The LSBA hosted the conclaves with the Louisiana Supreme Court and several local and specialty bar associations. The next annual conclave is scheduled for March 5, 2010. Additionally, to bring the conclave to other parts of the state, several mini diversity conclaves are scheduled: October 14 in Lafayette, November 3 in Baton Rouge and April 16, 2010 in Lake Charles.

Diversity Outreach for the Judiciary

The Committee identified speakers to present a four-hour diversity presentation during the new judges' orientation in December 2008. The Committee also helped to incorporate diverse CLE topics and speakers in the annual LSBA Summer School programming.

During the 2008 Red Mass in New Orleans, the LSBA presented a resolution honoring deceased Justice Revius O. Ortique, the first African-American justice elected to the Louisiana Supreme Court. The Committee hosted with the Ortique family a reception at the Louisiana Bar Center on October 4, 2009 to unveil a portrait of Justice Ortique, which will be permanently displayed in the lobby.

Diversity Articles in the *Louisiana Bar Journal*

The Committee has written and secured attorneys to submit articles and photographs focusing on diversity issues and events for the *Louisiana Bar Journal* and "Bar Briefs." The April/May 2009 issue of the *Louisiana Bar Journal* was a diversity issue titled "Diversity Refined."

Diversity Web Page

The Committee added a diversity Web page to lsba.org (www.lsba.org/diversity) and had pens produced to advertise the new site. The Committee also has made a concerted effort to include information concerning diversity events in the "Ongoing Association News" section of the LSBA Web site.

Diversity Outreach to Diverse Specialty Bar Associations

Revitalizing Diverse Bars. The Committee played a major role in reorganizing the Louisiana Hispanic Lawyers Association (LHLA), which had been inactive since 2004. The Committee launched a campaign to advertise efforts to reorganize the LHLA and assisted the organization in the early months of its reformation. The Committee also played a major role in revitalizing the LSBA's Minority Involvement Section and helping the National Bar Association affiliate chapters coordinate joint meetings and events.

The Committee has cosponsored events with the Association for Women Attorneys, the New Orleans Bar Association, the Greater New Orleans Louis A. Martinet Legal Society, Inc. and the Greater Baton Rouge Louis A. Martinet Legal Society, Inc. Some of those events include:

- "SUPERWOMEN: Female Attorneys Challenging the Rules of the Game at Home, at Work, and Alternative Practices" CLE, April 24, 2009, New Orleans
- "The New Paradigm of Change... Will President Obama's Vision Be Fulfilled" Black history program, February 26, 2009, Baton Rouge
- National Bar Association Labor and Employment networking reception, March 27, 2009, New Orleans

Minority Involvement Section Job Fair and Internship Fair

The Committee worked with the LSBA's Minority Involvement Section to revive its Minority Job Fair. The Minority Involvement Section hosted its 20th Annual Minority Job Fair on August 15, 2008, at Tulane University Law School in New Orleans, which was the Section's first job fair since Hurricane Katrina. The Fair was an all-day event that provided an educational component for students, coordinated formal interviewing settings for employers, and allowed students and employers networking opportunities at a luncheon and a reception. Never had so many governmental agencies, public interest groups and judges participated. The next fair held August 14, 2009 at Loyola University in New Orleans was equally successful.

The Committee also worked extensively with the Minority Involvement Section in its effort to host its first Minority Internship Fair, held on March 7, 2009, at Louisiana State University Paul M. Hebert Law Center. The goal of the Fair was to provide a professional development vehicle for law students ranked any place within their classes to obtain meaningful legal work in an office setting and to receive mentoring from seasoned lawyers and/or judges. The highly motivated student participants were willing to accept invitations for free or modestly-paid internships during all or part of the summer. The Fair included a diversity networking luncheon. The next fair is scheduled for March 13, 2010.