



CONCLAVE ON

Diversity *In The* Legal Profession

Friday, March 7, 2008

HOTEL INTERCONTINENTAL, CABILDO ROOM
444 ST. CHARLES AVENUE • NEW ORLEANS, LOUISIANA

Sponsored by
LOUISIANA STATE BAR ASSOCIATION

In Cooperation with
Baton Rouge Bar Association • Lafayette Parish Bar Association
New Orleans Bar Association • Shreveport Bar Association
Greater New Orleans Louis A. Martinet Legal Society, Inc.
Louis A. Martinet Legal Society, Inc. – Greater Baton Rouge Area Chapter
Louis A. Martinet Legal Society of Central Louisiana



S. Guy deLaup, President
601 St. Charles Avenue
New Orleans, LA 70130-3404
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LSBA.org

March 7, 2008

Dear Conclave Participants:

On behalf of the Louisiana State Bar Association, I welcome you to the first Conclave on Diversity in the Profession. A conclave, as defined in dictionary terms, is an assembly "that has special authority, power, or influence." This gathering is co-sponsored by the Baton Rouge Bar Association, the Lafayette Parish Bar Association, the New Orleans Bar Association, the Shreveport Bar Association, the Greater New Orleans and Greater Baton Rouge Louis A. Martinet Legal Societies and the Louis A. Martinet Legal Society of Central Louisiana. It will influence the way Louisiana lawyers perceive diversity in the legal profession.

Although the Louisiana legal profession has been slow to embrace diversity, it has been at the forefront in taking initial steps to make change happen. Louisiana was reportedly the first state in the South to admit an African American to practice law in the 1800s. It is also one of a handful of states that has demonstrated a commitment to diversity by officially adopting a diversity statement, hosting a statewide discussion on diversity and hiring a full-time staff member to create and encourage diversity initiatives.

Diversity exists in Louisiana in terms of age, gender, race, geography and ethnicity. Embracing this diversity will break barriers, enhance cultures, create friendships and help to eliminate stereotypes. Through diversity, we also develop professional relationships that open the door to new business opportunities. To ensure progress in Louisiana, diversity must be supported in the legal profession.

I invite you to discuss this issue in your firms and with your colleagues, and I challenge you to convert this discussion into meaningful action. Thank you for participating in our Conclave on Diversity in the Profession.

Sincerely,

S. Guy deLaup
President, Louisiana State Bar Association



Supreme Court
STATE OF LOUISIANA

JUSTICE BERNETTE JOSHUA JOHNSON

400 ROYAL STREET
NEW ORLEANS, LOUISIANA 70130
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OUR FILE NUMBER

27,128

February 28, 2008

Re: Louisiana State Bar Association Diversity Conclave

Dear Colleagues:

I have the privilege and honor to serve as the Chair of the Louisiana State Bar Association Committee on Diversity in the Profession. On behalf of the Committee on Diversity, I take this opportunity to welcome you to what we hope will be the first annual Diversity Conclave. I also take this opportunity to thank the Baton Rouge Bar Association, the Lafayette Parish Bar Association, the New Orleans Bar Association, the Shreveport Bar Association, the Greater New Orleans Louis A. Martinet Legal Society, Inc., the Louis A. Martinet Legal Society, Inc. - Greater Baton Rouge Area Chapter and the Louis A. Martinet Legal Society of Central Louisiana for joining with the Louisiana State Bar Association in this endeavor.

While one may sometimes be able to make rough counts of peoples, there is no precise measure of what constitutes true diversity. But it does not take a statistician to know that true diversity in the legal profession does not yet exist, and that the profession has a long way to go before it is achieved. It is equally clear that accomplishing that goal requires an understanding of the challenges and the development of programs for those who have the will and dedication to bring about change. This Conclave is a step in that process. Thank you all for joining us in this effort.

Sincerely,

Wayne J. Lee
Chairman of the Louisiana State Bar Association Committee
on Diversity in the Legal Profession

WJL/ecl

March 7, 2008

Dear Participants:

I am indeed excited and moved by this inaugural Conclave on Diversity in the Legal Profession. As one of the first African American females to graduate from the Louisiana State University Law Center and one of the few African American lawyers practicing in the state in the late 1960s and 1970s, I understand all too well the significance of this Conclave on Diversity.

I lived the reality of a non-diverse profession during law school and my early years of practicing. That meant, in many instances, having no one who looked like me in the room. In other instances, it meant either being ignored completely or isolated by a sea of empty desks. Those days have changed; however, our profession still does not mirror the beauty of the ethnic, racial, geographic, and gender that our society offers.

Diversity means more than pretending to get along and meeting statistical goals of inclusion. It means respecting our differences and embracing those differences as adding to the spice in our profession. If I may use an analogy, I would liken diversity to creating a gumbo. Although all of the ingredients are combined together in a pot, a shrimp still remains a shrimp, and a crab still remains a crab. Gumbo would not be gumbo with only one ingredient. So too, our profession is enhanced by the contributions of our diverse characteristics.

I have been involved in diversity efforts for many years – having co-chaired the LSBA Diversity Task Force, chaired its Diversity Committee, and founded the A.P. Tureaud Chapter of the National Inn of Court – and it is wonderful to see this effort and commitment moving front and center. We have traveled a long way as a profession in the area of diversity, but we have many more miles to tread on the road to becoming a truly diverse profession. I thank you for attending this Conclave and continuing this journey.

Sincerely,

Justice Bernette J. Johnson

AGENDA

7:45 a.m. - 8:15 a.m.

Registration

8:15 a.m. - 8:30 a.m.

Welcoming Remarks

S. Guy deLaup, LSBA President
Attorney at Law, Metairie

Wayne J. Lee, LSBA Committee on Diversity Chair
Stone Pigman Walther Wittmann, LLC, New Orleans

Marta-Ann Schnabel, Conclave Chair
O'Bryon & Schnabel, New Orleans

8:30 a.m. - 9:20 a.m.

From Marbury to Cooper

Presenters:

Drake Mann

*Gill Elrod Ragon Owen & Sherman, PA,
Little Rock, Arkansas*

Kendra Norwood, Staff Attorneys Office,
*United States Fifth Circuit Court of Appeals,
New Orleans*

Executive Producer:

Brian Rosenthal

Rose Law Firm, Little Rock, Arkansas

9:20 a.m. - 10:20 a.m.

Making the Business Case for Diversity

Moderator:

Kim M. Boyle, *Phelps Dunbar, LLP, New Orleans*

Panelists:

Marcus V. Brown, *Associate General Counsel,
Entergy, New Orleans*

Fred Keeton, *Vice President External Affairs and
Chief Diversity Officer, Harrah's Entertainment*

Hinton J. Lucas, Jr.

*Associate General Counsel and Chief Administrative
Counsel, E.I. du Pont De Nemours & Company,
Wilmington, Delaware*

Judy Perry Martinez

*Assistant General Counsel-Litigation,
Northrop Grumman Corporation, New Orleans*

Samuel E. Mathis, Jr.

*Director of Diversity & Inclusion, Pfizer, Inc.,
New York, New York*

K. Todd Wallace, *Liskow & Lewis, New Orleans*

AGENDA

10:30 a.m. - 11:30 a.m.

Plumbing the Diversity Pipeline

Moderator:

Tara B. Hawkins, *Administrative General Counsel, Third Circuit Court of Appeal, Lake Charles*

Panelists:

K. Michele Allison-Davis, *Assistant Dean of Admissions and Minority Affairs, Loyola University College of Law, New Orleans*

Linda Perez Clark, *Kean Miller, Baton Rouge*

Eric Eden, *Director of Admissions, Paul M. Hebert Law Center, Louisiana State University, Baton Rouge*

Freddie Pitcher, Jr., *Chancellor, Southern University Law Center, Baton Rouge*

Lawrence Ponoroff, *Dean, Tulane Law School, New Orleans*

Maurice C. Ruffin, *Adams and Reese, LLP, New Orleans*

11:30 a.m. - 12:30 p.m.

Breaking Barriers and Building Bridges

Moderator:

Naomi K. McLaurin

Managing Director, Southeast Region, Minority Corporate Counsel Association, Atlanta, Georgia

Panelists:

Sharon F. Bridges, *Brunini, Grantham, Grower & Hewes, PLLC, Jackson, Mississippi*

Shelley Hammond Provosty
Attorney at Law, New Orleans

Petrina R. Johns
The Hanover Insurance Group, New Orleans

Todd S. Manuel
Taylor, Porter, Brooks & Phillips, LLP, Baton Rouge

Karelia R. Stewart
Caddo Parish District Attorney's Office, Shreveport

Michelle P. Wimes
National Director of Strategic Diversity Initiatives, Shook, Hardy & Bacon, LLP, Kansas City, Missouri

AGENDA

12:30 p.m. - 2:00 p.m.

Luncheon

Les Continents Room, 2nd Level

Introduction of Speaker:

Hon. Bernette Joshua Johnson
Louisiana Supreme Court, New Orleans

Remarks: Diversity: Tough Issues

Kay H. Hodge

*Stoneman, Chandler & Miller, LLP
Boston, Massachusetts
Member, ABA Commission on Racial and Ethnic
Diversity in the Profession and President,
National Conference of Bar Presidents*

2:00 p.m. - 3:30 p.m.

Managing High Performance Law Firms in the 21st Century: Are You Diverse or Inclusive?

Presenters:

Dorothy Reese, MPH, MSW, CDP
Margaret Montgomery-Richard, PhD
DMM & Associates, LLC, New Orleans

3:45 p.m. to 4:30 p.m.

The Judgment on Future Diversity

Moderator:

S. Dennis Blunt, *Phelps Dunbar, LLP, Baton Rouge*

Panelists:

Hon. Kern A. Reese
Civil District Court, New Orleans

Hon. James E. Stewart, Sr.
Second Circuit Court of Appeal, Shreveport

Hon. Ulysses Gene Thibodeaux
Third Circuit Court of Appeal, Lake Charles

Hon. Fredericka Homberg Wicker
Fifth Circuit Court of Appeal, Gretna

4:30 p.m. - 5:30 p.m.

Closing Reception

Les Continents Room, 2nd Level



K. Michele Allison-Davis

K. Michele Allison-Davis is the Assistant Dean of Admissions and Minority Affairs at the Loyola University New Orleans College of Law. She received her Bachelor of Arts degree from the University of North Carolina at Chapel Hill and her Juris Doctorate degree from North Carolina Central University School of Law. Before working in the Office of Admissions, she served as Supervising Attorney for The Public Law Center of Loyola University. Michele is a member of the Services and Programs national committee of the Law School Admission Council (LSAC) and a former member of the LSAC Admit-M Advisory Board.



Tara B. Hawkins

Tara Bell-Hawkins is the Administrative General Counsel at the Louisiana Third Circuit Court of Appeal in Lake Charles. Hawkins earned a Bachelor of Arts degree in marketing from Jackson State University in 1994 and her Juris Doctorate degree from Tulane University School of Law in 1997. Hawkins is a member of the Southwest Louisiana Bar Association, the Louisiana State Bar Association, the National Bar Association and is a Louisiana Bar Foundation Fellow. Hawkins currently serve as the 14th Judicial District Representative to the LSBA House of Delegates. Hawkins served for five years as a board member of the 14th Judicial District Court's Indigent Defender Board and is a member of the Junior League of Lake Charles, Inc., the Lake Charles Alumnae Chapter of Delta Sigma Theta Sorority, Inc., and a Brownie Troop Leader in the Girl Scouts of Louisiana-Pines to the Bluff Council.



S. Dennis Blunt

Shelton Dennis Blunt is a partner in the Baton Rouge office of Phelps Dunbar, LLP. Dennis received his Bachelor of Arts degree cum laude from the University of Louisiana at Monroe in 1988 and his Juris Doctorate cum laude from Southern University Law Center in 1991. He currently holds a position as Adjunct Professor of Trial Advocacy at Southern University Law Center. Dennis is a member of the Baton Rouge Bar Association, Louisiana State Bar Association, American Bar Association and National Bar Association. He is a past President of the Louis A. Martinet Legal Society and a past board member of Capital Area Legal Services. Dennis is the current President of 100 Black Men of Metro Baton Rouge, Ltd., and a member of the Louisiana School Attorneys Association and the National Council of School Attorneys.



Kim M. Boyle

Kim M. Boyle is a partner in the Employment Group with the law firm of Phelps Dunbar LLP. Ms. Boyle is also a former Judge Pro Tempore of Division "I" of Civil District Court for the Parish of Orleans, as well as a former Assistant Professor of Law at Loyola University School of Law in New Orleans. Kim, a New Orleans native, graduated from Princeton University in 1984, before attending the University of Virginia School of Law and returning to New Orleans in 1987.

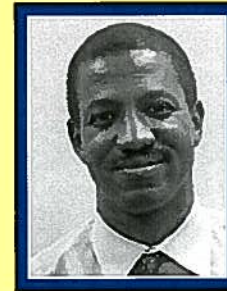
Ms. Boyle is a member of the Board of Directors of the ACLU of Louisiana and is a member of the local Advisory Board for the United Negro College Fund. She has served as Treasurer of the Louisiana State Bar Association and as a member of the Board of Governors. Ms. Boyle is a Past President of the New Orleans Bar Association and a former board member of the Greater New Orleans Fair Housing Action Center. She formerly served as President of the Court Appointed Special Advocate program, and as the Secretary of the New Orleans Legal Assistance Corporation. Kim has also been a long-time member of the Greater New Orleans Louis A. Martinet Legal Society, Inc. She serves on the Executive Committee for Committee of 21, board member on the Bureau of Governmental Research, and Co-Chair for the Committee for a Better New Orleans/Metropolitan Area Committee.



Sharon F. Bridges

Sharon Bridges is a partner at Brunini, Grantham, Grower & Hewes in Jackson, Mississippi. Sharon has been a registered nurse for 20 years and has served as Assistant General Counsel for Tulane University Medical Center. Bridges received a Bachelor of Science Degree in nursing, with honors, from Morris Brown College and a Juris Doctorate from Loyola University School of Law in New Orleans.

Bridges currently serves as the Regional Director for the National Bar Association Region V; Executive Board Member for the National Bar Association Commercial Law Section; Co-Chair for the American Association of Nurse Attorneys Litigation Section and Hinds County Bar Association Board Member. Bridges is a member of the American Bar Association, Mississippi Bar Association, Louisiana Bar Association and the Magnolia Bar Association. She is on the board of directors for the Mississippi School of Math and Science Foundation, Leadership Greater Jackson and volunteers for numerous other community agencies.



Marcus V. Brown

Marcus Brown is presently Associate General Counsel-Litigation for Entergy Services, Inc. Marcus heads the Casualty Litigation Group for all matters in the Entergy System including Louisiana, Texas, Arkansas, and Mississippi. He received a Bachelor of Arts degree from Southern University A&M College in 1985, a Juris Doctorate from Southern University Law Center in 1988 where he was a member of the Law Review, and a Master of Business Administration from Tulane University's A.B. Freeman School of Business in 2002.

Prior to joining Entergy, Marcus engaged in general commercial litigation practice for seven years with the Stone, Pigman, Walther, Wittmann, LLC law firm in New Orleans. Marcus and his wife Nannette, a practicing attorney, have two children.



Linda Perez Clark

Linda Perez Clark is a partner in the Baton Rouge office of Kean Miller. Linda earned her Bachelor of Arts degree, magna cum laude, from Louisiana Tech University in 1988. She earned her Juris Doctorate degree, cum laude, from Tulane University in 1991 where she was the recipient of the American Jurisprudence Award in Commercial Law II, Creditor's Rights and Bankruptcy. Linda is a member of Louisiana State Bar Association and the American Bar Association. She is a past board chairman of the Catholic Community Services Advisory Board and a past president of Forum 35. Linda was listed in the Baton Rouge Business Report's "40 Under 40" in 1995. She is a past member of the Baton Rouge Town Meeting Committee and a past president of Serve! Baton Rouge.



Eric Eden

Eric James Eden serves as the Director of Admissions at the Louisiana State University Law Center. He graduated from the University of Arizona magna cum laude with a Bachelor of Arts degree in history, and then a Master of Arts degree in geography. Eric earned his Juris Doctorate degree in 1996 from the University of Minnesota Law School.

Eric has served as the Assistant Director of Admissions and then as the Assistant Dean for Admissions at Western New England College Law School. He has also served as Director of Admissions at The Catholic University of America School of Law. Eric is a member of the Connecticut Bar Association and the Law School Admission Council. He has also been a member of the LSU System Diversity Task Force and was a Law Center representative on a statewide panel created to assess progress towards diversifying all levels within the system. Eric's personal interests include marathon running, piano, and collecting jazz and classical records.



Kay H. Hodge

Kay Hodge is a partner in the labor law firm of Stoneman, Chandler & Miller LLP. Ms. Hodge received a Bachelor of Arts degree in 1969 from Boston University, and a Juris Doctorate in 1972 and Master of Laws in taxation in 1977 from the Boston University School of Law. Ms. Hodge is the Massachusetts State Delegate to the American Bar Association House of Delegates, past member of the Board of Governors, and Chair of the American Bar Association Commission on Racial and Ethnic Diversity. She is President of the National Conference of Bar Presidents, and past President of the Massachusetts Bar Association. She is a Fellow of the College of Labor and Employment Lawyers.

Ms. Hodge is a member of the Race and Ethnic Advisory Board for the Massachusetts Trial Court. She has been a member of numerous commissions of the Massachusetts Supreme Judicial Court, including the Commission to Study Racial and Ethnic Bias in the Massachusetts Courts, the Juvenile Justice Commission, and the Committee on Gender Equality. Ms. Hodge served for eight years as a member, and for six years, as Vice-Chair of the Executive Committee of the Massachusetts Judicial Nominating Council evaluating and recommending candidates for Massachusetts state court judicial appointments.



Petrina R. Johns

Petrina R. Johns received a Bachelor of Arts degree in economics from Dillard University in 2000 and her Juris Doctorate from Southern University Law Center in 2006. Petrina served as Summer Legal Extern for the Federation Southern Co-Op in 2004. Later that year she became a law clerk at Laurie A. White & Associates, and then held that same position for the Louisiana Attorney General in 2005. Petrina is currently the Litigation Adjuster for The Hanover Insurance Group in Kenner, Louisiana.

Petrina is a member of the American Bar Association and the Louisiana State Bar Association. She is also a board member of In This Together, Inc. Petrina currently volunteers with the Greater New Orleans Sports Foundation and also spent several years volunteering with the Criminal Law Society, Junior Achievement, and the NO/AIDS Task Force. Petrina has served as treasurer of the International Law Student Association and as a student attorney for the Southern University Law Clinic.



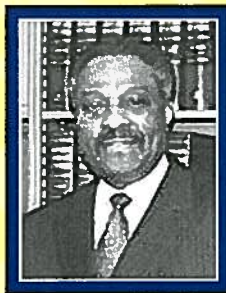
Hon. Bernette Joshua Johnson ● ● ●

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



Fred Keeton ● ● ●

Fred Keeton is Vice President External Affairs and Chief Diversity Officer for Harrah's Entertainment. In that role, he is responsible for promoting diversity and inclusion in human resources, supplier sourcing, construction contracting, community reinvestment and diversity marketing and branding. Keeton joined Harrah's in 1984 as an Associate Claims Manager in the Risk and Insurance Management Division, and through a series of promotions rose to the position of Director, Corporate Claims Management. In 1994, he was appointed Director of State Government Affairs, and four years later, he was named Vice President of Government Affairs and Community Relations for Harrah's New Orleans. He was promoted to Vice President of Government and Community Affairs for the Central Division in 2001 before being named to his current position in 2004. Keeton is currently the Co-Chairman of the American Gaming Association's Diversity Task Force. He holds a bachelor's degree in political science from Jackson State University.



Hinton J. Lucas, Jr. ● ● ●

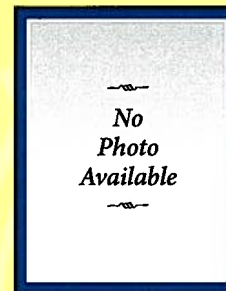
Hinton J. Lucas, Jr. is Associate General Counsel and Chief Administration Counsel for the DuPont Company. Hinton is a graduate of Hampton Institute (University); he received a Masters in Business from Central Michigan University and a Juris Doctorate from the University of Dayton School of Law. Hinton is a member of the Board of Directors of the Blood Bank of Delmarva, Board of Managers for The A.I. du Pont Hospital for Children, and the Minority Corporate Counsel Association.

He is also an active member of the General Counsel Roundtable, the National Bar Association, and the American Corporate Counsel Association. As a member of the American Bar Association, he is a member of the Labor and Employment Section and the Commission on Racial and Ethnic Diversity in the Profession. Hinton also is management champion for DuPont Legal's Pro-Bono program, which includes Delaware agencies and Delaware court interactions. He is also the sponsor of the DuPont Pipeline Project, a program that develops skills and interest in middle and high school students from the Wilmington, Delaware area and a Management Champion for the DuPont Street Law Program.



Naomi K. McLaurin ● ● ●

Naomi K. McLaurin is the Managing Director, Southeast Region for the Minority Corporate Counsel Association (MCCA). Ms. McLaurin is the Co-Founder and former Executive Director of The Atlanta Legal Diversity Consortium, Inc. (ALDC). She served as Dean of Career Services at Emory Law School and Director of Diversity & Outreach at Georgetown University Law Center. Ms. McLaurin received a Bachelor of Arts degree in political science cum laude from North Carolina Central University in 1982, and a Juris Doctorate from Brooklyn Law School in 1989. Ms. McLaurin is a past member of the National Association of Law Placement, the Northern Virginia Black Attorneys Association, and the Women's Bar Association of the District of Columbia where she served on the Membership, Mentoring, Diversity and Nominations Committees. She is a current member of the Georgia Association of Black Women Attorneys, IndusBar and the Gate City Bar Association.



Drake Mann ● ● ●

Drake Mann is a shareholder and director of Gill Elrod Ragon Owen & Sherman, P.A., in Little Rock. Mr. Mann was educated at East Carolina University and University of Arkansas School of Law. He practices in the areas of commercial litigation, securities fraud, federal criminal defense, and administrative law. Prior to joining Gill Elrod Ragon Owen & Sherman, P.A., Mr. Mann was a staff attorney for the Arkansas Securities Department. He is an arbitrator for the National Association of Securities Dealers, a Fellow of the Arkansas Bar Foundation, and a member of the Henry Woods American Inn of Court (Master of the Bench).



Todd S. Manuel

Todd S. Manuel has practiced with the firm Taylor & Porter since his admission to the bar in 1998. Mr. Manuel received a Bachelor of Arts degree in accounting from Louisiana State University in 1995 and his Juris Doctorate from Southern University Law Center in 1998.

Mr. Manuel is a member of the Baton Rouge Bar Association, the Louisiana State Bar Association and the National Bar Association. He is also a member of the Louisiana Association of Defense Counsel and the Defense Research Institute. Mr. Manuel has served as a mentor with the Young Leaders' Academy of Rouge and also as a Junior Achievement volunteer at Kenilworth Middle School. Mr. Manuel has also served as a judge during the Southern University Law Center's Moot Court. Mr. Manuel is a past President and a past Treasurer of the Baton Rouge Chapter of the Louis A. Martinet Legal Society. Mr. Manuel served as a Law Division volunteer for the Capital Area United Way's 2006 campaign and is a board member of Career Compass of Louisiana.



Judy Perry Martinez

Judy Perry Martinez is Assistant General Counsel - Litigation at Northrop Grumman Corporation. Ms. Martinez graduated from Tulane University Law School, with honors, in 1982. Ms. Martinez has served as a member of the ABA Board of Governors and has been a member of the ABA House of Delegates since 1991; she currently holds the position of Delegate-at-Large and serves as a member of the Council of ABA Center on Racial and Ethnic Diversity. Ms. Martinez is a former Chair of the New Orleans Pro Bono Project and the New Orleans Bar Association Young Lawyers Section.

In its first selection, the New Orleans Publishing Group named Ms. Martinez as one of its Women of the Year. She received the LSBA President's Award in 1993 and again in 1999, the Sam Dalton Capital Defense Advocacy Award in 1997, the Michelle Pitard Wynne Professionalism Award in 1998, and the Alliance for Justice Award in 1999. She also was named "The Outstanding Young Lawyer in the State of Louisiana" in 1990. In April 2002, Ms. Martinez was named the Louisiana Bar Foundation's 2001 Distinguished Attorney.



Samuel E. Mathis, Jr.

Samuel E. Mathis, Jr. is a Director of Diversity & Inclusion with Pfizer Incorporated. Prior to joining Pfizer, he was the Vice President/Chief Diversity Officer for the North Broward Hospital District in South Florida. During his tenure as Vice President of Diversity for Office Depot, Mathis's leadership produced recognitions such as the 2004 Florida Minority Supplier Development Council Corporation of the Year and the 2003 South Florida Business Journal Corporate Diversity Leadership Award. He authored Darden Restaurants diversity strategy, which resulted in a "Best Practice" award from the U. S. Presidents Commission or Race and a top 10 ranking as best companies for minorities as acknowledged by Fortune Magazine.

Mathis sits on the board of trustees for the National Center for Fathering. He is a former member of the board of directors for Tenet's Delray Medical Center and the West Orange Hospital District (Orlando, Florida). Mathis received his master's degree in business administration from Rollins College and his undergraduate degree from Kansas State University. He is married to Jacinta and they have a son in high school and an adult daughter.



Margaret Montgomery-Richard

Margaret Montgomery-Richard, Ph.D. has over 26 years of extensive experience in management and leadership at the national, state, and local level. She has held several senior level administrative positions in higher education institutions and systems level. Her areas of expertise include preparation of allied health and nursing education programs for accreditation, performance and change management, strategic planning, administrative and fiscal management, academic and workforce development education and training, and curriculum and program design. She utilized her expertise to help organizations assess their structural, cultural, management and leadership challenges to develop strategic solutions to enhance overall performance.

Dr. Montgomery-Richard earned a Bachelor of Arts degree in marketing from Southeastern Louisiana University, Master of Public Administration and Doctor of Philosophy from the University of New Orleans and a certificate in management, and Leadership in Education from Harvard Graduate School of Education Cambridge, Massachusetts.



Kendra Norwood



Kendra Norwood is currently a Staff Attorney for the United States Fifth Circuit Court of Appeals. Ms. Norwood received a Bachelor of Science degree in biology from Howard University and a Juris Doctorate from the University of Arkansas at Little Rock, William H. Bowen School of Law. Prior to joining the Fifth Circuit, Ms. Norwood served as a law clerk for the Honorable Andree Layton Roaf and the Honorable Brian Miller on the Arkansas Court of Appeals.



Freddie Pitcher, Jr.



Freddie Pitcher, Jr., assumed the Chancellorship of the Southern University Law Center on January 6, 2003. Chancellor Pitcher earned his bachelor's and Juris Doctorate degrees from Southern University.

Chancellor Pitcher became the first African American elected to a judgeship in Baton Rouge with his election to the City Court in 1983. He was the first African American elected to the 19th Judicial District in 1987. In 1992, he achieved another first with his election to the First Circuit Court of Appeal, without opposition. Pitcher has also served as an Associate Justice Ad Hoc on the Louisiana Supreme Court.

Chancellor Pitcher was one of the Louisiana Bar Foundation's 2005 Distinguished Professors, is serving a three-year term on the American Bar Association Law School Legal Education Section's Committee on Professionalism, and was named to the ABA Site Evaluation Team for Reaccrediting Law Schools in 2004. The Baton Rouge Chapter of the National Conference of Community and Justice honored Chancellor Pitcher as one of two recipients of its 2004 Brotherhood Award. He was inducted into the Southern University Law Center Alumni Hall of Fame in 2003.

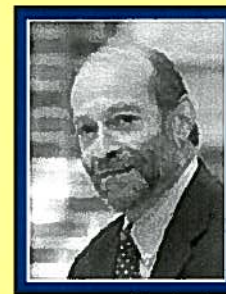
Chancellor Pitcher is married to Dr. Harriet Anderson Pitcher, and they have one daughter, Kyla. Pitcher is the sixth person to head the Law Center as dean and Chancellor in the history of the institution.



Shelley Hammond Provosty



Shelley Hammond Provosty is an attorney practicing in New Orleans as the Law Office of Shelley Hammond Provosty L.L.C. She was formerly a partner in the New Orleans law firm of Montgomery, Barnett, Brown, Read, Hammond & Mintz, L.L.P. She is engaged in a general civil litigation practice, concentrating in commercial litigation, transportation, product liability, insurance coverage, and insurance defense. Ms. Provosty has served in leadership roles in a number of legal organizations, including DRI (State Representative, 2002 to 2005), Louisiana Association of Defense Counsel (Board of Directors, 2001 to 2003), and Louisiana State Bar Association (Board of Governors, 1999 to 2002). Recently, she served as Chair of the DRI Task Force on Women in the Courtroom which published a white paper entitled "A Career in the Courtroom: A Different Model for the Success of Women Who Try Cases." She is presently the Chair of the LSBA Committee on Professionalism and Quality of Life. She has lectured on a number of occasions on insurance, transportation, professionalism, and diversity topics.



Lawrence Ponoroff



Lawrence Ponoroff is the Dean of Tulane University Law School in New Orleans and also holds the Mitchell Franklin Professorship in Private and Commercial Law. He is a graduate of Stanford Law School and previously served as Vice Dean of Tulane Law School from 1998-2001. Dean Ponoroff is a member of the Colorado and Ohio Bars, the Advisory Committee on Bankruptcy Rules to the U.S. Judicial Conference, Chair of the Committee on Graduate Legal Education of the ABA's Section for Legal Education and Admissions to the Bar, as well as a member of the American Law Institute, a Fellow of the American Bar Foundation, and the Board of Directors of the Louisiana Supreme Court Historical Society. Dean Ponoroff is a former member of the Board of Governors of the Louisiana State Bar Association, the Board of Directors of the American Board of Certification, and the Advisory Board of the American Bankruptcy Institute Law Review. In 2003, Dean Ponoroff was elected as a Fellow of the American College of Bankruptcy. He is married and has four children.

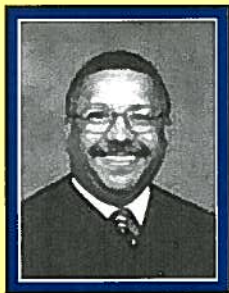


Dorothy Reese



Dorothy F. Reese, MPH, MSW, CDP has over 27 years experience in clinical, administrative, teaching, and consulting in health care and in the public, private and non-profit sectors. Her areas of expertise include health care management, leadership development and change management. She has utilized her skills as a licensed clinical social worker and diversity management expert to assist organizations in maximizing and leveraging workplace human capital.

Reese earned her Bachelor of Arts degree in psychology from Pomona College of the Claremont Colleges, Master of Social Work and Master of Public Health degrees from Tulane University of New Orleans, and a certificate in Diversity Management from Cornell University in New York. She is a licensed clinical social worker, and is certified in diversity management and as a mediator in workplace disputes by the Justice Center of Atlanta Incorporated, in Atlanta, Georgia. Reese is on the faculty of the Cornell University Diversity Management Program in New York.



Hon. Kern A. Reese



Kern Anthony Reese is a judge of Orleans Parish Civil District Court. He has also served by appointment as a judge ad hoc for New Orleans Traffic Court, Municipal Court and First City Court. Judge Reese earned a Bachelor of Arts degree in history from Pomona College and a Juris Doctorate from Loyola University School of Law in New Orleans.

Since 1995, Judge Reese has served as chair and as a board member for the New Orleans Home Mortgage Authority/ Finance Authority of New Orleans. He has been an associate adjunct professor of Tulane University School of Law for the last two decades. Judge Reese is currently a member of the Greater New Orleans Louis A. Martinet Legal Society, Inc. and the Louisiana State Bar Association. He has also served as a member of the President's Council of Loyola University of the South and as a chairman and commissioner of the Board of Commissioners of the Regional Transit Authority and of the Regional Planning Commission.

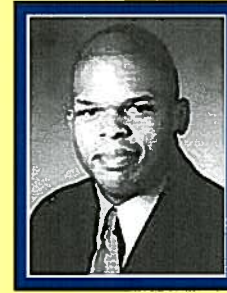


Brian Rosenthal



Brian Rosenthal is a graduate of the University of Arkansas (BSBA) and the University of Missouri School of Law. He is a senior member of Rose Law Firm, a Professional Association, where he represents a variety of public, private, and not for profit entities, primarily in transactions that have real property and environmental features. He currently serves as chair of the Arkansas Bar's Environmental Law Section, has been named to the Best Lawyer's list for Environmental Law and is a member of the American College of Environmental Lawyers. Brian also practices in the area of commercial transactions and holds a certified public accountant's certificate. An avid Razorback fan, he is past President of the Arkansas Alumni Association.

Brian is the Executive Producer and Stage Manager of the Conclave on Diversity in the Profession. Brian wishes to acknowledge and thank Judge Timothy D. Fox, Pulaski County Circuit Judge, the producer, writer, and creative lead for this project.



Maurice C. Ruffin



Maurice Ruffin is a proud graduate of Loyola Law School, Class of 2003. Maurice spends most of his mornings, afternoons and evenings at Adams and Reese where he practices law as an associate in the Litigation Department. While in school, he was on Law Review, Moot Court, the Student Bar Association, worked as a writing teaching assistant, helped edit books and articles published by two Loyola Law professors and served as class speaker at graduation. Maurice attended law school with his lovely wife of ten years, Tanzanika, which is a whole 'nother story. (Ask him about it sometime.)

Maurice is a member of several legal and civic organizations including the New Orleans Bar Association, Young Lawyers Section (Chair-Elect), DesireNOLA (board member) and Appleseed (volunteer). He is also a community activist and was recently elected to the Democratic State Central Committee and the Orleans Parish Democratic Executive Committee. When Maurice is not working, he likes to jog on St. Charles Avenue, write fiction, and work.



Hon. James E. Stewart, Sr. ● ● ●

James E. Stewart, Sr. received his Bachelor of Arts degree in political science from the University of New Orleans in 1977 and his Juris Doctorate degree from Loyola School of Law in New Orleans in 1980. He became the first and only African American to hold the position of First Assistant District Attorney in Caddo Parish. In 1990, he was elected to the bench in the First Judicial District Court. In 1994, he was elected without opposition to the Second Circuit Court of Appeal, and in 2004 was re-elected without opposition.

Judge Stewart is a member of the Louisiana State Bar Association and the American Bar Association. He currently serves as President of the Louisiana Judicial Council of the National Bar Association and founded "The Keepers of the Vineyard" mentoring program. Judge Stewart serves as a deacon at the Morning Star Missionary Baptist Church and is a Life Member of the Rho Omega Chapter of Omega Psi Phi Fraternity. Judge Stewart is married to the former Helen Gafford and the proud father of five children: James, Jr., Adrienne, David, Jonathan and Andrea.



Karelia R. Stewart ● ● ●

Karelia Rachelle Stewart of Shreveport is an assistant district attorney with the First Judicial District for the Parish of Caddo in Louisiana. Karelia received a Bachelor of Science degree in political science in 2001 from Dillard University in New Orleans and a Juris Doctorate degree in 2004 from Loyola University College of Law in New Orleans. She was admitted to practice in Louisiana in 2006.

Karelia is the district eight Young Lawyers' Council representative for the Young Lawyers Section of the LSBA and a representative for the First Judicial District of the LSBA House of Delegates. She is a member of the Shreveport Black Lawyers Association, the Shreveport Bar Association, and the Harry V. Booth and Judge Henry Politz American Inn of Courts. Karelia also is an active executive council member of the Shreveport Bar Association Young Lawyer Section Council and its Women's Section. Additionally, she is a member of the Junior League of Shreveport-Bossier and the Delta Sigma Theta Sorority, Inc.



Hon. Ulysses Gene Thibodeaux ● ● ●

Hon. Gene Thibodeaux has been a member of the Third Circuit Court of Appeal since 1992. On January 12, 2004, he became the Chief Judge of the Third Circuit Court of Appeal. Chief Judge Thibodeaux is a 1971 honors graduate of Dartmouth College. He earned his Juris Doctorate from Tulane Law School in 1975. Chief Judge Thibodeaux is a member of the American Bar Association, American Judges Association, American Judicature Society, the Judicial Council of the National Bar Association, and the National Board of Trustees of the Lawyers' Committee for Civil Rights Under Law. He is past president of the Judicial Council of Louisiana/National Bar Association and past President of the Association of Judges of the Third Circuit. He served as co-chairman of the Louisiana Supreme Court Task Force on Racial and Ethnic Fairness in the Courts and was a member of the Advisory Committee to the Supreme Court for Revision of the Code of Judicial Conduct. He also served as a member of the Board of Directors of the Louisiana Endowment for the Humanities. Chief Judge Thibodeaux is married to Phyllis Thibodeaux, formerly Phyllis Dugar, and resides in Lake Charles, Louisiana.



K. Todd Wallace ● ● ●

K. Todd Wallace is a shareholder at Liskow & Lewis in New Orleans where he serves as the Minority Recruiting and Retention Partner. He earned his Bachelor of Arts degree from University of North Carolina at Chapel Hill in 1994 and his Juris Doctorate cum laude from Loyola University in 1998.

Mr. Wallace is a member of the New Orleans Bar Association, Louisiana State Bar Association and the American Bar Association. He serves as the director of the Young Lawyers Section of the New Orleans Bar Association. Mr. Wallace is also a member of the St. Thomas More Inn of Court, the Young Leadership Council and is a Fellow of the Louisiana Bar Foundation. He has written and lectured about antitrust issues, including antitrust implications in college football.



Hon. Fredericka (Ricky) Wicker ● ● ●

Judge Fredericka Homberg Wicker is a 1977 graduate of Tulane University Law School. During her twenty years practicing law, Ricky served as Assistant District Attorney in both Orleans and Jefferson Parishes and as an assistant United States Attorney for the Eastern District of Louisiana, ending her career there as Chief of Narcotics. In September, 1996 she was elected to the Twenty Fourth Judicial District Court for the State of Louisiana where she sat until winning her seat on the Louisiana Fifth Circuit Court of Appeal in February 3, 2006.

Ricky was a member of the adjunct faculty at Tulane Law School and taught trial advocacy at Loyola Law School and for the National Institute of Trial Advocacy. She has been a lecturer and discussion leader at both the Louisiana and National Judicial Colleges, with the Louisiana State Bar Association, and with the National Center for State Courts. She is currently a Masters candidate at the National Judicial College. Ricky is a member of numerous bench bar committees. She is a past-president of the Louisiana District Judges Association.

Ricky has been married to T. Carey Wicker since September 12, 1986. They have three children: Freddi, T.C. and Ben.



Michelle P. Wimes ● ● ●

Michelle P. Wimes serves as the National Director of Strategic Diversity Initiatives at the law firm of Shook, Hardy & Bacon in Kansas City, Missouri. Wimes received Bachelor of Arts degrees in Spanish Language and Literature and Communications Studies from the University of Missouri – Kansas City. She received her Juris Doctorate from Tulane Law School.

Wimes serves as board president of the Gifted Hands Program, a domestic violence prevention program for high school girls; serves as vice president of KIPP Endeavor Academy; is a member of the Eighth Circuit Federal Rules Committee; is a member of the Kansas City Metropolitan Bar Association's Lawyers for Children Committee; and sits on the University of Central Missouri's Board of Governors.

Michelle has been recognized by Ingram's as a member of the "40 Under Forty Class of 2005" and received The Daily Record's 2007 Legal Leader of the Year Award. Additionally, she received the University of Missouri – Kansas City Alumni Association's "Best Committee" Award while serving as chair of the Minority Affairs Committee.



CONCLAVE ON

Diversity *In The* Legal Profession

Friday, March 7, 2008

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