

Seventh Annual Conclave on Diversity in the Legal Profession

INCLUSIVE PROFESSIONALISM:



Harnessing the Power of Our Differences

MARCH 21, 2014

**Hilton New Orleans Riverside Hotel
2 Poydras St., New Orleans**

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

Alexandria Bar Association	Louisiana Association of Black Women Attorneys
Baton Rouge Bar Association	Louisiana Association of Defense Counsel
Greater Baton Rouge Louis A. Martinet Legal Society, Inc.	Louisiana Association of District Judges
Greater New Orleans Louis A. Martinet Legal Society, Inc.	Louisiana Judicial Council / NBA
Hispanic Lawyers Association of Louisiana	LSBA Minority Involvement Section
Lafayette Bar Association	New Orleans Bar Association
Louis A. Martinet Legal Society, Inc. - Central Louisiana Chapter	New Orleans Chapter of the Association for Women Attorneys
Louis A. Martinet Legal Society, Inc. - Greater Lafayette Chapter	New Orleans Chapter of the Federal Bar Association
Louisiana Asian Pacific American Bar Association	Region V of the National Bar Association
	Southwest Louisiana Bar Association



We don't just practice in this community WE'RE A PART OF IT

Jones Walker LLP is proud to sponsor the Louisiana State Bar Association 2014 Conclave on Diversity in the Legal Profession.

We support the LSBA in its pursuit to encourage discussion among judges and attorneys about the importance of diversity within the legal profession and how to improve diversity within the profession in Louisiana.



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Richard K. Leefe, President

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www.LSBA.org



Richard K. Leefe

Dear Diversity Conclave Participants:

It is with great pleasure and high hopes that I welcome you to continue the diversity and inclusion conversation. The annual Conclave on Diversity in the Legal Profession has become a premier event for the LSBA each year and one we are very proud of. Your participation is greatly appreciated and makes this event the continuing success it has been. We come together today not only to continue the conversation from previous years, but also to break new ground in our understanding of diversity issues and work toward bringing our message beyond the Conclave to improve diversity over our state.

The Conclave is a collaborative effort of the LSBA, the Louisiana Supreme Court, and several partners: Alexandria Bar Association; Baton Rouge Bar Association; Greater Baton Rouge Louis A. Martinet Legal Society, Inc.; Greater New Orleans Louis A. Martinet Legal Society, Inc.; Hispanic Lawyers of Association of Louisiana; Lafayette Bar Association; Louis A. Martinet Legal 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 Defense Counsel; Louisiana Association of District Judges; Louisiana Judicial Council; LSBA Minority Involvement Section; New Orleans Bar Association; New Orleans Chapter of the Association for Women Attorneys; New Orleans Chapter of the Federal Bar Association; Region V of the National Bar Association; and Southwest Louisiana Bar Association.

We hope the program today will inspire each of us to further our efforts to expand diversity within the Bar; we should all strive to help the public understand that we are an all-inclusive association with a representation of all members of society. The speakers today have dedicated themselves to this purpose. To all who participate in this Conclave at every level, I thank you for your participation in this productive and rewarding event.

Sincerely,



Richard K. Leefe
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

RE: Louisiana State Bar Association 7th Annual Diversity Conclave

Dear Conclave Participants:

On behalf of the Louisiana State Bar Association's Committee on Diversity, we welcome you to the Seventh Annual Conclave on Diversity in the Profession. The LSBA in its Diversity Statement has declared that "achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment." 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 determined 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.

Through each of the prior Conclaves we have strived to build on the lessons learned and take the participants and the members of this Association closer to achieving the challenging goal of true inclusiveness in the profession. We are confident that this Seventh Conclave, whose theme is "Inclusive Professionalism: Harnessing the Power of Our Differences," will take us one more step closer toward that objective.

The LSBA Committee on Diversity acknowledges and expresses its gratitude to our Conclave co-hosts, sponsors, the LSBA membership, and its tireless staff in enabling us to provide this forum to help further the Association's goal of being an inclusive organization that utilizes the varied perspectives, experiences, backgrounds, talents, and interests of its members to elevate and enhance the practice of law and the administration of justice.

Thank you all for joining us in this effort.

Sincerely,

Luis A. Leitzelar

Chauntis T. Jenkins

LSBA Committee on Diversity Co-Chairs

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. – 8:15 a.m. **Registration –
Hilton Exhibition Center A & B, 2nd Floor, foyer**

8:15 a.m. – 9:45 a.m. **Conclave Breakout Sessions**
BREAKOUT #1 BLIND JUSTICE? Lessons Learned from the
PROFESSIONALISM Trayvon Martin Case & Other Cases
 Hilton Exhibition Center A & B, 2nd Floor

Co-hosted by the Louisiana District Judges Association, Louisiana Judicial Council, and the Louisiana Association of Criminal Defense Lawyers

This discussion is designed especially for those practicing primarily in the area of criminal law. The panelists will discuss strategies to identify bias and minimize the impact of unconscious bias within the criminal justice system. Panelists will dissect the biases demonstrated by the George Zimmerman, the investigating police, the prosecuting attorneys, and jurors in the Trayvon Martin case and other high profiled cases.

Panelists: Kevin V. Boshea, Attorney at Law
 Harry L. Daniels, III, Partner, Daniels & Washington, LLC
 Hillar C. Moore, III, District Attorney, East Baton Rouge
 District Attorney’s Office
 Leslie S. Ricard, Assistant District Attorney, East Baton
 Rouge District Attorney’s Office
 Hon. Laurie A. White, Judge, Criminal District Court,
 Parish of Orleans

Moderators: James E. Boren, Attorney At Law
 Derwyn D. Bunton, Chief Defender, Orleans Parish
 Public Defender

BREAKOUT #2 Leadership with Intention: Institutionalizing Diversity &
PROFESSIONALISM Inclusion in Your Organization
 Elmwood Room, 3rd Floor

Presenters will address strategies to implement successful diversity and inclusion initiatives for your office or organization. The discussion will include real examples and strategies for developing a diversity mission statement, action plan, diversity committee/council and other initiatives to help incorporate diversity and inclusion into the institutional fabric of your organization.

Presenters: Gary M. Carter, Jr., Senior Counsel, Entergy Services, Inc.
 Mark A. Cunningham, Partner, Jones Walker LLP
 Sharon E. Jones, President & CEO, Jones Diversity Group
 Moderator: Pamela Washington Carter, Partner, Carter Law Group, LLC

Agenda

BREAKOUT #3

Navigating Recent Supreme Court Precedent Regarding Same-Sex Marriage & Benefits

Oak Alley Room, 3rd Floor

Sponsored by The Williams Institute

Professor Todd Brower will address the ramifications for judges, lawyers and others in Louisiana of the United States Supreme Court's rulings in *Hollingsworth v. Perry* (challenging California's constitutional amendment prohibiting same-sex marriages) and *United States v. Windsor* (concerning the federal Defense of Marriage Act and entitlement of same-sex married couples to federal benefits). While discussing several practical scenarios in an interactive format, attendees will have the opportunity in an open forum to voice their thoughts, ask questions, and engage in a lively discussion on these dynamic and potentially far reaching issues.

Presenter:

Professor Todd G. Brower, Judicial Education Director,
The Williams Institute at UCLA Law School, the leading
national think tank conducting independent research on
sexual orientation and gender identity law and public policy

BREAKOUT #4

**PROFESSIONALISM
(invitation only)**

The Louisiana Call to Action:

Sponsorship -- The New Normal for Mentoring

Jasperwood Room, 3rd Floor

Co-hosted by the Minority Corporate Counsel Association And Association of Corporate Counsel Louisiana Chapter

This *invitation-only* discussion is designed especially for managing and hiring partners within firms. This session will foster an atmosphere for law firm partners to have a candid conversation with in house counsel on diversity/inclusion issues, the distinction between sponsorship and mentoring, the impact of sponsorship on recruitment and retention, and the importance of effective sponsorship initiatives to create a more inclusive law office environment.

Discussion Leaders:

Jennifer Borum Bechet, Associate General Counsel,
Wal-Mart Stores, Inc.
Dominique Bright-Wheeler, Assistant General Counsel,
Capital One
Jade A. Brown-Russell, Counsel of Regional Operations,
Caesars Entertainment Corp.
Lacreacia G. Cade, General Counsel, Morehouse University
Paul C. Kitziger, Hiring Partner, Liskow & Lewis
Monica B. Mason, Senior Attorney, Global Trade and
Worldwide Logistics, Deere & Company
Alyssa Maurice-Anderson, Counsel, Entergy Services, Inc. -
Regulatory Law Section
Courtney R. Nicholson, Counsel, Entergy Services, Inc. -
Regulatory Law Section
Sherry D. Williams, former Senior Vice President-Chief Ethics
and Compliance Officer of Halliburton Corporation

Agenda

Agenda

9:50 a.m. – 10:00 a.m.

Welcome Remarks

Hilton Exhibition Center A & B, 2nd Floor
Richard K. Leefe, President
Louisiana State Bar Association

10:00 a.m. – 10:30 a.m.
PROFESSIONALISM

Breaking Barriers to Inclusion: Identifying and Minimizing Unconscious Bias

Hilton Exhibition Center A & B, 2nd Floor

This interactive presentation will enlighten participants on the prevalence of unconscious bias. The presenter will facilitate discussions and activities to develop an awareness of the impact of unconscious bias on the legal profession.

Hon. Kelly McNeil Legier, Administrative Law Judge
Louisiana Division of Administrative Law

10:30 a.m. – 12:30 p.m.
PROFESSIONALISM

What If I Say the Wrong Thing?

(Interactive Workshop)

Hilton Exhibition Center A & B, 2nd Floor

The language of inclusion takes practice and courage. In this interactive workshop, nationally recognized expert on diversity, Vernā Myers, who joined us last year, will expand on the concepts of diversity, inclusion, bias and privilege by challenging participants to interrupt bias and exclusion when they experience it. Once we have heightened our awareness of inclusion, what is our responsibility to confront and resolve circumstances where others are being excluded, mistreated or unfairly denied opportunities? Ms. Myers will introduce the audience to the skills that work to interrupt bias and keep the conversation of inclusion moving forward.

Facilitated by:

Vernā Myers, Vernā Myers Consulting Group, LLC

12:30 p.m. - 1:15 p.m.

Networking Luncheon

Hilton Exhibition Center C, 2nd Floor

Presentations to Former Diversity Committee Members

Chauntis T. Jenkins and Luis A. Leitzelar

Co-Chairs, Committee on Diversity

Louisiana State Bar Association

Presentations to Sponsors & Past Diversity Committee Co-Chairs

Luis A. Leitzelar and Barbara Bourgeois Ormsby

Co-Chairs, Conclave Subcommittee, Committee on Diversity

Louisiana State Bar Association

1:15 p.m. – 2:00 p.m.

Keynote Speaker

Hilton Exhibition Center C, 3rd Floor

Introduction:

Hon. Bernette Joshua Johnson

Chief Justice, Louisiana Supreme Court

Keynote Speaker:

Arin N. Reeves, Ph.D., Nextions, LLC

2:00 p.m. – 2:15 p.m.

Networking Break

Agenda

2:15 p.m. – 3:30 p.m.
PROFESSIONALISM

Tools for Conquering Bias in the Courts
Hilton Exhibition Center A & B, 2nd Floor

This panel of judges will discuss best practices for alleviating unconscious bias in the administration of justice, such as witness identification, jury selection, deliberations, and sentencing. Panelists also will offer practical tools to assist participants in addressing these important issues in daily practice and within the courts.

Panelists:

John H. Craft, Attorney At Law
Hon. Brian A. Jackson, Chief Judge, United States District Court, Middle District of Louisiana
Hon. Keva Landrum-Johnson, Judge, Criminal District Court, Parish of Orleans
Arthur A. "Buddy" Lemann III, The Law Offices of Arthur A Lemann III & Associates

Moderator:

Hon. Ulysses Gene Thibodeaux, Chief Judge, Louisiana Third Circuit Court of Appeal

3:30 p.m. – 3:45 p.m.

Networking Break

3:45 p.m. – 5:15 p.m.
ETHICS

Navigating Cognitive Biases, Blind Spots, and Cultural Impairments When Balancing Ethical Decision-Making,
Hilton Exhibition Center A & B, 2nd Floor

During this panel discussion, participants will explore the role of inherent human cognitive processes on ethical decision making and the interplay among cognitive processes, blind spots, and cultural impairments.

Presenter & Moderator:

Tigran W. Eldred, Associate Professor of Law,
New England Law | Boston

Panelists:

Elizabeth A. "Beth" Alston, Partner, Alston Law Firm, LLC
David L. Douglass, Advisory Board Member, Institute for Inclusion in the Legal Profession
Elizabeth J. "Lisa" Futrell, Partner, Jones Walker, LLP
L. Victor Gregoire, Jr., Partner, Kean Miller, LLP

5:15 p.m. – 6:00 p.m.

Networking Reception
Hilton Exhibition Center C, 2nd Floor

Keynote Speaker

Arin N. Reeves, Ph.D. (Keynote Speaker)

A leading consultant and author in the fields of leadership and inclusion, Reeves was born in India and raised in India, Libya and Tanzania. She learned (and forgot and relearned) several languages before she graduated from high school as an English speaking adopted native of Chicago. What stayed with her through the experiences of navigating family scattered across many countries, attending schools taught in various languages and traditions, and forging friendships across different cultures was that different perspectives were not challenges to be overcome but gifts to be treasured. She took these lessons with her as she embarked on her academic and professional endeavors, and she draws on these lessons as she works, writes and lives a life steeped in curiosity about everything and a passion for thinking differently.



Reeves studied business at DePaul University's College of Commerce, attended law school at University of Southern California and received her Ph.D. in Sociology from Northwestern University. She has designed and led several comprehensive research projects on inclusion in the workplace as part of her education, an adventure she loved enough to entice her to choose a career that integrated the research aesthetics of her doctoral work with the advisory impact of her practice as an attorney.

Reeves is the president of the research and consulting firm, Nextions, LLC (pronounced as "connections" without the "co"), a new way of seeing and doing leadership and inclusion. Prior to her position at Nextions, LLC, she served as the president of The Athens Group, a consulting firm that specialized primarily on the inclusion aspect of talent management. Before she became a consultant, Reeves practiced law for several years and also served as an adjunct professor at Northwestern University where she taught classes on law and society.

Reeves' book, *The Next IQ*, has been a publisher best-seller since its release in January, 2012. She has been featured on NPR for her work on inclusion in the legal profession and is cited often in online and traditional media as an expert in leadership and inclusion in workplaces. She is a Fellow of Leadership Greater Chicago (class of 2003). In 2010, she was recognized as a Rising Star by the Anti-Defamation League, and her column "Diversity in Practice" was recognized by the Herman Kogan Media Awards for excellence in journalism. She also serves on the Boards of Directors of several civic and not-for-profit organizations.

Welcoming Dignitaries

Chauntis T. Jenkins

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 trial and general litigation practice with an emphasis in insurance law. She received her undergraduate degree from Loyola University New Orleans and is a graduate of Southern University Law Center. Jenkins was recognized as a 2013 Rising Star by *New Orleans CityBusiness Magazine*. 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. She serves as co-chair of the LSBA Diversity Committee. She is also chair of the Women in the Profession Committee for the New Orleans Bar Association. She is a past chair of the Young Lawyers Section of the New Orleans Bar Association and NOBA Minorities in the Profession Committee. She remains an active member of the LSBA, New Orleans Bar Association, the Greater New Orleans Louis A. Martinet Society and Louisiana Association of Defense Counsel. On a national level, Jenkins has also held various leadership positions with the ABA Young Lawyers Division, Section of Litigation, Tort Trial and Insurance Practice Section (TIPS) and Solo, Small Firm and General Practice Division.



Chief Justice Bernette Joshua Johnson

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 BA from Spelman College and was one of the first African-American women to attend the law school at LSU, where she received her JD in 1969. She was inducted into the LSU Law Center's Hall of Fame in 1996, where her portrait now hangs.



Richard K. Leefe

Richard K. Leefe is a senior partner in the Metairie firm of Leefe Gibbs Sullivan & Dupré, L.L.C. He received a BS degree in engineering in 1969 from Louisiana State University, his JD degree in 1974 from Loyola University College of Law and later earned an LL.M. in International Commercial Law from Robert Gordon University in Aberdeen, Scotland. He is a Vietnam veteran, serving as a combat engineer officer in the U.S. Army from 1969-71. Leefe served as the LSBA's secretary and editor of the *Louisiana Bar Journal* in 2011-12 and was the original chair of the LSBA Senior Lawyers Division. He has served or currently serves as a member of the LSBA Rules of Professional Conduct Committee, the Committee on the Profession and the Public Access and Consumer Protection Committee, among others. He also is a Louisiana Bar Foundation Fellow, serves on the board of directors of the Louisiana Bar Foundation and the Louisiana State Law Institute, and is a member of the ABA House of Delegates. He taught law school at Loyola University College of Law in New Orleans from 1976-2002. He is the author of the treatise *Louisiana Code of Evidence Practice Guide*, 1st, 2nd 3rd editions, published by Lexis Publishing.



Luis A. Leitzelar

Luis A. Leitzelar is a partner at Jones Walker LLP, where he practices as a member of the firm's Business & Commercial Litigation Practice Group and serves on the firm's Diversity Committee. Leitzelar counsels clients in their day-to-day business operations and transactions and has tackled all phases of complex commercial litigation, including class actions, product liability claims and mass torts. He is co-chair of the LSBA Committee on Diversity as well as its Conclave on Diversity in the Legal Profession Subcommittee. Leitzelar is the immediate past chair of the Minority Involvement Section of the LSBA, which sponsors minority career job fairs and mentorship programs for minority law students. He was presented in 2012 with a Multicultural Leadership by the National Diversity Council and was recognized in the November of 2013 Defense Research Institute "Leader Spotlight" for his prominent role in re-writing and editing the DRI's Diversity and Inclusion Manual (2013).



Barbara Bourgeois Ormsby

Barbara Bourgeois Ormsby is a partner with Deutsch, Kerigan & Stiles in New Orleans. Ormsby is a civil litigator who practices primarily in the area of toxic tort matters. She has handled and litigated a number of lawsuits on behalf of corporations involving personal injury claims arising from exposure to toxic substances. When not in court, she volunteers her time with community and youth programs. She actively mentors young lawyers in and outside of the firm and has served on numerous committees with the New Orleans and Louisiana State Bar Associations.



Diversity Conclave Faculty

Elizabeth A. Alston

Elizabeth A. Alston was appointed by the Louisiana Supreme Court as a member of the LSBA Committee on Professional Responsibility in 1988. When that committee was transformed into the Disciplinary Board of the LSBA (now, the Louisiana Attorney Disciplinary Board), she served as vice-chair and chair of the Board in 1991 and 1992. Her law practice is primarily devoted to matters involving legal and judicial ethics and professional responsibility. She has been retained by insurance companies, law firms, lawyers, and lawyers' clients to provide detailed ethics opinions. She also represents respondents before the Louisiana Attorney Disciplinary Board and the Louisiana Judiciary Commission. She is a past member of the ABA's Standing Committee on Ethics and Professional Responsibility and the ABA Standing Committee on Professional Discipline. She is a current member of the ABA Standing Committee on the Delivery of Legal Services, the ABA Center for Professional Responsibility, and the Association of Professional Responsibility Lawyers.



Jennifer B. Bechet

Jennifer B. Bechet is an associate general counsel for Wal-Mart Stores, Inc. As a member of the Legal Department's Commercial and Class Litigation Group, she manages a wide range of matters including labor and employment and telecommunications class action litigation as well as bankruptcy. Bechet received her BA from Hampton University in 1987, graduating first in her class. She received her JD in 1990 from Harvard Law School, where she was an editor of the *Harvard Law Review*. She served as judicial law clerk to Hon. James M. Sprouse of the U.S. Court of Appeals for the Fourth Circuit. Prior to joining Wal-Mart, Bechet was a partner with Stone Pigman Walther Wittmann LLC in New Orleans and she previously served as an Assistant U.S. Attorney for the Southern District of New York. Bechet is co-director of Division I [Operations] for the ABA Section of Litigation, an immediate past co-chair of the Ethics and Professionalism Committee of the ABA Section of Litigation, and past co-chair of the Minority Trial Lawyer Committee. She is a member of the LSBA Ethics Advisory Service and Publications Subcommittee. Bechet was recognized by *New Orleans CityBusiness* as a "Women of the Year" honoree in 2011.



Kevin V. Boshea

Kevin V. Boshea manages a successful solo and appellate litigation practice focusing on criminal defense, standard appeals and post-conviction relief. He earned his BA in criminal justice from the University of Florida and his JD from Loyola University School Law. He was admitted to the Bar in 1981 and is also admitted to practice in all five Louisiana Courts of Appeal as well as 37 parishes and the Supreme Court of Louisiana. He was hired as an Assistant District Attorney in Orleans Parish in 1981 and was later promoted to Trial Section Senior Assistant District Attorney before going into private practice in 1989. Boshea is a member of the Louisiana Association of Criminal Defense Attorneys, the LSBA, and the National Register's "Who's Who in Executives and Professionals." He was selected to teach CLE programs sponsored by Loyola University on trial tactics & pre-trial procedure, taught seminars on organized crime prosecution sponsored by the Louisiana State Police, and served as the Trial Advocacy Program Judge at Tulane University.



Dominique Bright-Wheeler

Dominique Bright-Wheeler currently serves as assistant general counsel of Capital One Financial Services Corporation. Bright-Wheeler 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 Branch and Home Equity mortgage origination, as well as the Community Reinvestment Act (CRA) lending. She began her legal career as a judicial clerk to Hon. Nadine M. Ramsey, Civil District Court for the Parish of Orleans. Before becoming an attorney, Bright-Wheeler spent 13 years working in the social services field, as a case worker and is the former Director of St. Philip Community Center in New Orleans. She sits on several community boards and is a former member of the Board of Directors for the New Orleans Pro Bono Project. She serves as a volunteer for many different organizations and is frequently asked to speak at conferences and CLEs hosted by national and local bar organizations. She received her BA in political science from the University of New Orleans and her JD from Loyola University School of Law in New Orleans.



Todd G. Brower

Professor Todd G. Brower graduated from Princeton and subsequently won a Fulbright-Hays scholarship to France to teach and do research. Following graduation from Stanford Law School, Professor Brower joined a major San Francisco law firm. He has an LL.M from Yale Law School. He became a member of Western State University College of Law in Fullerton, California's full-time faculty in 1983. He teaches Constitutional law, employment discrimination, and property. He was co-counsel pro bono in *Karahalios v. Defense Language Institute*, argued before the U.S. Supreme Court in the 1988 term. He is the author of two *Surveys and Reports on Sexual Orientation Fairness in the United Kingdom*, Department for Constitutional Affairs (2003) & (2005). Professor Brower is the Judicial Education Director for and a consultant to the Williams Institute on Sexual Orientation Law & Public Policy at the UCLA School of Law, where he directs its program on judicial education. He also serves on the California Judicial Council – Access and Fairness Advisory Committee and is the author of various publications on the treatment of lesbian, gay, bisexual and transgender persons in the courts of the United Kingdom and California.



Jade Brown-Russell

Jade Brown-Russell earned her JD, *cum laude*, from Southern University Law Center and her BA, *cum laude*, in political science from Howard University. In 2003, she left Louisiana to pursue a legal career at Sidley Austin LLP in Chicago. In early 2007, she returned to New Orleans to join Adams and Reese LLP. In 2010, she joined Caesars Entertainment to become Counsel of Regional Operations. In 2011, Brown-Russell launched a Business Entrepreneurship Initiative in partnership with the Community Hope Center in New Orleans. The Entrepreneurship Initiative has helped over 30 start-up entrepreneurs launch new small businesses. In 2012, she co-launched DiversiTea®, a powerhouse group of African-American women who share career strategies and life with intention. In 2012, she was honored by *New Orleans CityBusiness* in its Leadership in Law class. In 2008, she was honored as a *New Orleans CityBusiness* Woman of the Year, and in 2009 and 2011, she received the Urban League's Rising Star Award for her professional and civic accomplishments. Brown-Russell has been named to both Orleans Parish District Attorney Leon Cannizzaro's and New Orleans Mayor Mitch Landrieu's transition teams. She is a member of Delta Sigma Theta Sorority, Inc.



Derwyn D. Bunton

Derwyn D. Bunton is the Chief District Defender for Orleans Parish, leading the Orleans Public Defenders Office. Prior to becoming Chief Defender, Bunton was the Executive Director of Juvenile Regional Services (JRS). JRS is the first stand-alone juvenile defender office in the nation and the first non-profit law office devoted to juvenile justice reform and front-line juvenile representation. Bunton is also the former Associate Director of the Juvenile Justice Project of Louisiana, a nonprofit reform and advocacy organization. He graduated from New York University School of Law in 1998. From 2000 to 2005, he aided in monitoring the settlement agreement between the United States Department of Justice, the Juvenile Justice Project of Louisiana, private plaintiffs and the State of Louisiana regarding Louisiana's juvenile prisons. Bunton was part of the litigation team that sued Louisiana over the conditions of its juvenile prisons. In 2007, he was part of a team of lawyers representing the so-called Jena 6 in Jena, Louisiana. Originally charged with attempted murder, Bunton's client pled guilty to a misdemeanor and received 7 days probation. His conviction has since been expunged.



Lacrecia G. Cade

Lacrecia G. Cade is an Atlanta-native and joined Morehouse College as general counsel after being in private practice for more than 11 years. She practiced in areas of higher education, employment and commercial law at several prominent law firms in Atlanta and New Orleans, including Kilpatrick Townsend LLP and Taylor English LLP. Cade is a graduate of American University in Washington, D.C. and the College of William and Mary, Marshall-Wythe School of Law in Williamsburg, VA. Cade was the founding president of the Louisiana Association of Black Women Attorneys and is an alumni member of the United Way Young Professional Leaders Board in Atlanta. An active speaker on the topic of diversity in the legal profession, Cade is actively engaged with various bar associations and community organizations.



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 the co-leader of Entergy's Legal Department's Pro Bono Initiative, and he helped Entergy earn the prestigious 2013 Law Department of the Year honor from the New Orleans Pro Bono Project. 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.



Pamela Washington Carter

Pamela W. Carter is the founder of Carter Law Group, LLC a boutique law firm in New Orleans. Her practice focuses on personal injury litigation with an emphasis on asbestos matters, trucking and transportation, premises liability, insurance and products liability. She is a veteran trial lawyer concentrating on the defense of her clients in personal injury litigation with particular emphasis upon insurance litigation, employment matters, asbestos claims and commercial litigation. She has authored over 20 legal publications, including co-authoring the book *Truck Accident Litigation*, Third Edition (ABA Publishing 2012). She is also a lecturer of various legal industry and diversity presentations. Carter is currently national chair of the Defense Research Institute's Diversity Committee. She is a member of the ABA, the Defense Research Institute, the LSBA, and the Claims & Litigation Management Alliance.



Rev. John H. Craft

John H. Craft retired in 2007 after 20 years as Assistant Federal Public Defender in the Eastern District of Louisiana. He is on the Criminal Justice Act panels for the Eastern, Western and Middle Districts of Louisiana. He has been an adjunct faculty member at Loyola School of Law and a member of the Trial Advocacy Faculty at Tulane University. He also taught criminal law to undergraduates in Tulane's University College. His articles have appeared in the *Louisiana Bar Journal*, *Loyola Law Review* and the *Fifth Circuit Reporter*. He was a member of the committee of authors for the *Louisiana Appellate Procedure Manual* published by Lawyers Coop. Craft has undergraduate and law degrees from Tulane University and a Masters degree in ministry from Loyola University New Orleans. He is also a graduate of the Episcopal School for Ministry, and in 2011 he became a priest in the Episcopal Church. He is Chaplain at the Chapel of the Holy Comforter, the Episcopal church's ministry to the University of New Orleans and Southern University at New Orleans. He continues to practice law, accepting appointments in federal criminal cases in district courts and the U.S. Fifth Circuit.



Mark A. Cunningham

Mark A. Cunningham is a senior partner in the Corporate Litigation and Compliance Group of Jones Walker LLP and a member of the firm's Diversity Committee. He is currently the president-elect designee for the LSBA and will assume the position of LSBA President in 2015. Cunningham received a JD from Tulane Law School where he was senior managing editor of the *Tulane Law Review*. He obtained an LL.M. in Trade Regulation from New York University Law School. Cunningham served as a law clerk for U.S. District Court Judges Sarah S. Vance and Charles Schwartz.



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 BS in business administration in 2004. He earned his JD from Southern University Law Center in 2007. Daniels was awarded the 2007 Criminal Law Clinic Award. While in law school, he clerked for James E. Boren, where he was taught about the plight of indigent parties. Additionally, while in law school and immediately after graduation he assisted Boren in the Jena 6 case by representing Robert Bailey. Daniels 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. He 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.



David L. Douglass

David L. Douglass is a former federal prosecutor, serving as a DOJ Trial Attorney (Civil Rights Division, Criminal Section) and as an Assistant United States Attorney for the District of Massachusetts. He is currently serving as a Deputy Consent Decree Monitor for the Consent Decree between the U.S. Department of Justice and the City of New Orleans concerning the New Orleans Police Department. Douglass's prior governmental experience includes leading two high-profile government investigations. In 1994, he served as executive director of the White House Security Review, which resulted in the closing of Pennsylvania Avenue in front of the White House. In 1993, he served as assistant director of the Treasury Department's investigation of the raid on the David Koresh compound in Waco, Texas. Douglass currently serves on the Advisory Board of the Institute for Inclusion in the Legal Profession. He previously served on the board of Appleseed Foundation and has served in a number of leadership positions in the ABA. He is the immediate past chair of the ABA Health Law Section. He received his JD, *cum laude*, from Harvard Law School (1985) and his BS in political science from Yale College.



Tigran W. Eldred

Tigran W. Eldred is an associate professor at New England Law | Boston. He previously taught at New York University Law School, Hofstra University School of Law, and Lewis & Clark Law School. Prior to teaching, he worked as a public defender, civil rights lawyer, and human rights advocate for various organizations, including the Lawyers Committee for Human Rights (now Human Rights First) and the New York Legal Aid Society, and as a law clerk to Chief Judge James L. Oakes of the U.S. Court of Appeals for the Second Circuit. His scholarship, which focuses on psychology, legal ethics and criminal law, has been published in various law reviews, including *Hofstra Law Review* (forthcoming), *Kansas Law Review*, *Rutgers Law Review* and *West Virginia Law Review*.



Elizabeth J. Futrell

Elizabeth J. Futrell is a partner at the New Orleans office of Jones Walker LLP. She has practiced law for more than 30 years and is a former member of her firm's board of directors. Futrell is the co-chair of the firm's Committee on Practice Standards (Ethics), and is the principle Loss Prevention Partner. She served as past chair of the LSBA's Advisory Commission for Bankruptcy Specialization and is a Fellow of the Litigation Counsel of America. She has been a Fellow of the American College of Bankruptcy since 1999, and has qualified to testify as an expert witness in federal court in the fields of bankruptcy and creditors' and debtors' rights. Futrell is on the Board of Directors of the Louisiana Diversity Counsel and was recognized as the counsel's 2012 Louisiana Woman of the Year. She was also recognized as a 2013 Top Lawyer by *New Orleans Magazine* and named to *New Orleans CityBusiness* 2008 Women of the Year list.



L. Victor Gregoire, Jr.

L. Victor Gregoire, Jr. is a partner in the law firm of Kean Miller LLP. Gregoire joined the firm in 1993. His primary practice is in the areas of environmental litigation, commercial litigation, and toxic tort defense. He also advises clients on litigation strategy and environmental litigation management. Gregoire has defended major oil and gas and petrochemical companies in various judge and jury trials involving personal injury and property damage claims. He is a member of many professional organizations, including the Louisiana State and American Bar Associations, Louisiana Association of Defense Counsel, the Defense Research Institute, and the Minority Corporate Counsel Association. Gregoire earned his BS, *cum laude*, from Boston University in 1990. He earned his JD in 1993 from Tulane Law School.



Hon. Brian A. Jackson

Hon. Brian A. Jackson is Chief Judge of the U.S. District Court for the Middle District of Louisiana. He received his JD from Southern University School of Law, where he served as the editor-in-chief of the *Southern University Law Review*; he received his LL.M. from Georgetown University Law Center. Judge Jackson was a member of the U.S. Department of Justice for over 16 years, during which time he practiced law as an Assistant U.S. Attorney, an Associate Deputy Attorney General, and as the court-appointed U.S. Attorney for the Middle District of Louisiana. In 2002, he entered private practice as a partner at the law firm of Liskow & Lewis. He served as chair of Liskow’s white collar defense practice group and on the firm’s board of directors. In 2010, he was appointed to the U.S. District Court for the Middle District of Louisiana. Judge Jackson is a fellow of the American College of Trial Lawyers, a member of the National Association of Former United States Attorneys, and a member of the Federal Judges Association. He previously served on the admissions committee for the Louisiana Supreme Court, during which time he wrote the examination on Criminal Law, Criminal Procedure and Evidence. In 2013, Judge Jackson was appointed by Chief Justice John Roberts to serve on the Judicial Resources Committee of the Judicial Conference of the United States.



Sharon E. Jones

Sharon E. Jones is a diversity consultant who specializes in providing diversity/inclusion consulting and training to law firms, corporations and other types of organizations. She is the president of Jones Diversity Group, LLC. Jones is a graduate of Harvard Law School and Harvard College. She is the past president of the Black Women Lawyers Association of Chicago; she served as the Program Chair and created the innovative monthly BWLA Roundtable luncheon series designed to increase mentoring and networking opportunities for its members. Jones is immediate past president of the Harvard Law School Alumni Association. She has also served as a consultant to the ABA General Counsel Steering Committee to the Minority Counsel Program. She is the former chair of the Chicago Bar Association Committee on Racial & Ethnic Diversity and was instrumental in the 2006 adoption of the association’s Diversity Initiative and Commitments on Racial & Ethnic Diversity. Jones is a co-author of a guide published by the ABA in May 2004 titled, “Walking the Talk: Creating a Law Firm Culture Where Women Succeed.”



Paul C. Kitziger

Paul C. Kitziger is a shareholder in the New Orleans office of Liskow & Lewis, APLC, where he practices in the business transactions section. He also serves as the firm’s Hiring Partner. His practice includes advising clients on the negotiation and documentation of real estate transactions, corporate and general business matters, and secured transactions. He also counsels clients on transactions involving public offerings and private placement of securities, as well as ongoing SEC compliance and periodic reporting. His business law practice includes corporate governance advice and the creation, acquisition and sale of small to medium sized business entities and assets in a variety of industries, including real estate, construction, and oil and gas. Kitziger earned his law degree *cum laude* in 2004 from Loyola University New Orleans College of Law where he was a member of the *Loyola Law Review* and Moot Court Staff and is a member of the 2008 class of the New Orleans Regional Leadership Institute. Kitziger has been recognized as a “Rising Star” in the 2013 and 2014 editions of *Louisiana Super Lawyers*.



Hon. Keva Landrum-Johnson

Hon. Keva Landrum-Johnson presides as judge of Section E in Orleans Parish Criminal District Court, a seat she earned without opposition in July 2008. Prior to being elected to the bench, Judge Landrum-Johnson was the District Attorney for Orleans Parish, a position she maintained from October 2007 to August 2008 as Louisiana's first female district attorney. In all, Judge Landrum-Johnson served a 10-year tenure with the district attorney's office, having served as an assistant district attorney, a homicide and sex crimes screener, chief of the juvenile division, chief of the screening division and interim first assistant district attorney. She also taught criminal law at Southern University at New Orleans. In 2008, Judge Landrum-Johnson received a Leadership in Law award from *New Orleans CityBusiness*, as well as a Leadership in Law Enforcement award from Grace House in New Orleans. Judge Landrum-Johnson received a bachelor's degree in political science from Washington University in St. Louis, Missouri. She earned a JD from Tulane Law School in New Orleans, where she served as appellate chair for Tulane Law School's Moot Court. She is a member of Delta Sigma Theta Sorority, Inc.



Kelly McNeil Legier

Kelly McNeil Legier is an administrative law judge with the Louisiana Division of Administrative Law, where she handles appeals from the Department of Health and Hospitals. Before that, she served as the first Director of Member Outreach and Diversity for the LSBA from 2008 to 2014. Legier earned her JD, *cum laude*, in 1993 and earned her BA, *magna cum laude*, in 1989 from Loyola University New Orleans. Before the LSBA, Legier worked in the Staff Attorney's Office and clerked for Judge Carl E. Stewart on the U.S. Fifth Circuit Court of Appeals. She also clerked for Judge Ivan L.R. Lemelle of the U.S. District Court for the Eastern District of Louisiana. Additionally, Legier spent several years in private practice in the area of ERISA, employment law, and commercial litigation in large local and international firms. Legier is a member of the Board of Directors of the Federal Bar Association (New Orleans Chapter); a Fellow of the Louisiana Bar Foundation; and the programming chair of the Executive Committee of the St. Thomas More Chapter, National Inns of Court. 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. and a past member of the Bureau of Governmental Research Board of Directors.



Arthur A. Lemann III

Arthur "Buddy" Lemann is a graduate of Loyola Law School, where he was editor-in-chief of the *Law Review*, and George Washington University Law School, where he received an LL.M.. He has served on the LSBA House of Delegates and on the Board of Governors. He was also president of the Louisiana Criminal Defense Lawyers Association. A former law professor and magistrate judge, Lemann's criminal law practice spans over 40 years. During that time, he has represented some of the most colorful and high-profile clients in the state's history, including reputed Mafia Don Carlos Marcello; Senator B.B. "Sixty" Rayburn, the longest serving member of the Louisiana Legislature; Robert Guidry, the millionaire card-playing crony of Edwin Edwards and arch foe of Al Copeland; Mose Jefferson, the brother of former Congressman Bill Jefferson; Lee Lambert, a BP employee on the Deepwater rig at the time of the explosion; more recently Dominick Fazzio, the CFO of River Birch; and currently a court-appointed counsel in the federal death penalty case of Telly Hankton, labeled by the mayor as "Public Enemy Number One." In 1998, Buddy's memoir was published under the title "Hail to the Dragon Slayer."



Monica B. Mason

Monica B. Mason serves as lead counsel for Global Trade and Worldwide Logistics responsible for export controls, customs/import, and logistics globally at Deere & Company (John Deere). Prior to joining John Deere, Mason served as a compliance officer at Whitney National Bank, a law clerk at the Louisiana Fourth Circuit Court of Appeal, and an investigator at the GNO Fair Housing Action Center. Mason earned a BS degree in mathematics from Southern University at New Orleans, a JD from Southern University Law Center, and an Executive MBA from Goizueta Business School at Emory University. She maintains a law license in Louisiana, and an in-house counsel license in Illinois. Mason is the Founder and CEO of the Diverse In-house Counsel Network (DICN), a non-profit organization that supports the professional and leadership development of ethnically diverse attorneys serving in corporations, governments and non-profits. She is also a member of the ABA International Law Section, Export Controls and Economic Sanctions Steering Committee and the Transportation Lawyers Association.



Alyssa Maurice-Anderson

Alyssa Maurice-Anderson is a senior counsel at Entergy Services, Inc. in the Regulatory Section. Maurice-Anderson has more than 21 years in the legal field. She began her legal career in 1993 working as a casualty litigation paralegal for both plaintiff and insurance defense law firms. In 2002, Maurice-Anderson graduated from Loyola Law School New Orleans and joined the Entergy Legal Department. In 2009, she assumed responsibility for oversight of regulatory litigation matters for Entergy New Orleans, Inc. In 2011, Maurice-Anderson earned an MBA with a concentration in finance from Tulane University's Freeman School. Since that time, she has been providing regulatory legal support to Entergy Louisiana and Entergy Gulf States Louisiana, leading ratemaking and related matters for the two companies.



Hillar C. Moore, III

Hillar C. Moore, III completed his undergraduate degree in criminal justice at LSU in Baton Rouge. After graduating, Moore worked as an investigator for the East Baton Rouge District Attorney's office, where he collected evidence and surveyed crime scenes. He received training from the FBI Academy in Quantico. While working as an investigator, Moore attended and graduated from Southern University Law School, where he graduated *magna cum laude*. Following graduation, he began working in private law practice and has maintained this practice for the past 15 years. Moore's experience working in private law practice, coupled with his time working in the District Attorney's office provides him with a unique perspective of the legal system.



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. 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 ABA in 2011. A second book, "What If I Say the Wrong Thing? 25 Habits for Culturally Effective People" was released August 2013, also by the ABA. 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 graduated from Harvard Law School and received a BA, *magna cum laude*, from Barnard College, Columbia University.



Courtney R. Nicholson

Courtney R. Nicholson is a graduate of Florida A&M University, where she received her BA and MBA degrees, and of Tulane University Law School, where she received her JD. At Tulane, she was a recipient of the Dean's Scholarship, senior business editor of *The Sports Lawyers Journal* and competitor in a national Moot Court appellate competition. Nicholson joined the Regulatory Section of the Entergy Legal Services Department in 2009. She primarily practices before the Louisiana Public Service Commission and the Council of the City of New Orleans. Nicholson's experience includes proceedings involving asset acquisitions/sales, cost recovery allowances, securitization financing, regional transmission organization membership and other regulatory compliance and ratemaking issues. She is a member of the LSBA, the New Orleans Bar Association and the American Bar Association.



Leslie S. Ricard

Leslie S. Ricard is a native of Dennis Mills, LA. She earned her BA in English Liberal Arts from Southern University A&M in 2003. She then received her JD from Southern University Law Center in 2008. She is an Assistant District Attorney for the 19th Judicial District Attorney's office in East Baton Rouge Parish and is a member of the Baton Rouge Bar Association.



Hon. Ulysses Gene Thibodeaux

Hon. Ulysses Gene Thibodeaux, a graduate of Dartmouth College and Tulane Law School, is the Chief Judge of the Louisiana Third Circuit Court of Appeal. He is the past president of the National Council of Chief Judges. He practiced law for seventeen years in New York City and Lake Charles before his election to the Third Circuit in 1992. Judge Thibodeaux chaired the Task Force on Judicial Independence and co-chaired the Louisiana Supreme Court Task Force on Racial and Ethnic Fairness in the Courts. He is active on several LSBA committees and is a member of the Louisiana State Law Institute. He is the 2012 recipient of the Board Member of the Year Award from Charter Schools USA; the 2010 recipient of the Judge A. Leon Higginbotham Award for Judicial Excellence from the National Bar Association; and, the 2009 recipient of the Thurgood Marshall Award from the National Bar Association. Judge Thibodeaux is active in the community as a Board member of several organizations: Lake Charles Memorial Hospital, SWLA Center for Health Services, Calcasieu Association for Retarded Citizens, Community Foundation for Southwest Louisiana, 100 Black Men of Metro Lake Charles, Lake Charles Charter School Foundation, and Southwest Louisiana Charter School Foundation.



Hon. Laurie A. White

Hon. Laurie A. White is the presiding district court judge at Criminal District Court in Orleans Parish, Section "A." Judge White was elected to the bench in November 2007. She is also admitted to practice law in the State of Texas. Before her election, Judge White practiced law in state and federal courts throughout Louisiana for 20 years. She began her career as a prosecutor in Orleans Parish and also worked in East Baton Rouge Parish as a sex-crimes prosecutor. In 2004, she was certified as a Criminal Law Specialist through the National Board of Trial Advocacy (NBTA). Judge White was appointed to the Louisiana Sentencing Commission in 2012 by Governor Jindal. In 2010, she successfully created and implemented legislation that formed Louisiana's first Re-Entry Court Program, which partners with the Department of Corrections and the Louisiana State Penitentiary. The program was named the *2013 Innovation in Corrections Award* recipient by the American Correctional Association. Judge White was the recipient of the Association for Women Attorneys *2013 Michaele Pitard Wynne Professionalism Award*.



Sherry D. Williams

Sherry D. Williams, former Senior Vice President, Chief Ethics and Compliance officer for Halliburton, led the company's global ethics and compliance function from 2011 until 2014. Before that role, she served as Halliburton's Senior Vice President and Corporate Secretary (2007-2010) and Senior Litigation Counsel (2005-2007). Williams also practiced law with the AmLaw 100 law firm of K&L Gates LLP, in the areas of complex commercial litigation, employment, and class-action defense. Williams is currently a director of Houston's Alley Theatre. In 2013, she was named to the "Power 100" list of the 100 most powerful black lawyers in America by *On Being a Black Lawyer Magazine*. ExecRank, the leading ranking service for corporate executives, named Williams as 74th of 1500 in its Top Chief Compliance Officer rankings for 2012. She was featured in the "Women on the Rise" chapter in *Courageous Counsel: Conversations with Women General Counsel in the Fortune 500* by Michelle Coleman Mayes & Kara Baysinger in 2011. Williams earned her bachelor's degree from the University of Oklahoma in 1992 and is a 1995 graduate of the University of Miami School of Law.



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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Special Thanks . . .
To Our Former Diversity Committee Members

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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 2013-14

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

- Seventh Annual Conclave: “Inclusive Professionalism: Harnessing the Power of Our Differences” (March 21, 2014; New Orleans)

Statement of Diversity Principles

- Over 310 law firm, law department, court, bar association, and individual signatories

Diversity Awards

- Recommended the 2014 recipients of the LSBA Human Rights & LSBA Trailblazer Awards
- Recognized Guardian of Diversity Award recipient

Diversity Communications and Resources

- Published “Focus on Diversity” newsletters within the LSBA Bar Briefs throughout 2013-14
- Coordinated training to equip attorneys to facilitate diversity and inclusion discussions and presentations throughout the state (April 7, 2014, Shreveport; May 7, 2014, New Orleans)
- Coordinated the production of a diversity video

Minority Involvement Section Job Fair and Internship Fair

- Worked with the LSBA’s Minority Involvement Section to host its first “Professionalism Development Diversity Symposium: Preparing Practice-Ready Attorneys,” held at the Loyola University New Orleans College of Law (September 14, 2013)
- Worked with the Minority Involvement Section to host its 6th Annual Minority Internship Fair virtually (April 2014)

Outreach to Law Students

- Hosted a reception to provide networking and career opportunities for LGBT law students

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

- Coordinated the 4th annual Suit Up For the Future: High School Legal Internship Program (June 9-27, 2014)
- Coordinated the 2nd annual “Setting the Bar: Louisiana State Bar Association Pre-Law Conference” (February 2014)
- 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 six 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. The theme was “Inclusive Professionalism: Harnessing the Power of Our Differences.” This year’s 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. For the first time, a satellite location allowed participants to view a live video feed of the Conclave in Baton Rouge to receive CLE credit. Other LSBA members unable to attend the Conclave in person could view the program live over the internet from the comfort of their offices, although they would not receive CLE credit. Two “train the diversity facilitator” breakout sessions will occur in Shreveport on April 7, 2014 and in New Orleans on May 7, 2014. These workshops are designed 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.

Disabilities Summit

The LSBA’s Committee on Diversity and the Committee for Legal Services for Persons with Disabilities hosted for 110 attorneys its third annual Disabilities Summit on October 24, 2013, at the U.S. Attorney’s Office in New Orleans. The program, titled “Building an Enabled Era,” provided information and resources for attorneys who represent people with disabilities. Additionally, the program addressed challenges and solutions for attorneys with physical and unseen disabilities. An article about the Summit will appear in a future edition of the *Louisiana Bar Journal*.

Diversity Workshops

Presentations within Local and Specialty Bar Programs & LSBA General CLEs

To continue providing diversity and inclusion education and awareness throughout the state without the venue of the mini diversity conclaves, the Committee has solicited and created presentation opportunities through several local and specialty bar associations as well as the LSBA Continuing Legal Education Committee. The Committee arranged for a presenter to facilitate diversity/inclusion discussions for approximately 900 people within existing LSBA general CLEs and within over 40 CLEs hosted by the following local and specialty bar associations listed on the next page:

21st Judicial District Bar Association
Alexandria Young Lawyers
A.P. Tureaud Inn of Court
American Inn of Court of Acadiana
Avoyelles Parish Bar Association
Baton Rouge Bar Association
Dean Henry George McMahon Amer. Inn of Court
Federal Bar Association (N.O.)'s Immigration CLE
Fourth Judicial District Bar Association YLD
Judge Fred Fudicker, Jr. American Inn of Court
Baton Rouge Louis A. Martinet Legal Society, Inc.
Jefferson Parish Bar Association YLD
Judge Albert Tate Jr. American Inn of Court
Louisiana Association of Criminal Defense Lawyers
Louisiana Judicial College
Louisiana Third Circuit Court of Appeal CLE
New Orleans Children's Advocacy Center
Teche Inn of Court
Shreveport Bar Association
Slidell Bar Association
St. Landry Parish Bar Association
St. Thomas More Inn of Court
Southwest Louisiana Bar Association
Tulane Inn of Court

Those presentations included multiple programs in Lake Charles and Baton Rouge as well as presentations in Shreveport, Monroe, Marksville, Opelousas, and Alexandria. The Committee provided diversity/inclusion conversations for several LSBA CLE programs: LSBA Personal Injury CLE, LSBA Workers Compensation CLE, LSBA Wrap Up CLEs, and LSBA Solo and Small Firm Conference. The topics covered the importance of inclusion, generational differences, micro inequities, diversity basics, cultural competence, unconscious bias and mentoring.

Partnered with the Minority Corporate Counsel Association & Entergy Corporation to Host the Academy for Leadership & Inclusion for the First Time in New Orleans

The Minority Corporate Counsel Association has hosted the Academy for Leadership & Inclusion in various cities since 2012. For the first time, the diversity academy was hosted in New Orleans on November 13, 2013, at the Hyatt Regency Hotel. Approximately 50 attorneys were inspired by co-facilitator Arin N. Reeves Ph.D. of Nextions, LLC who explained the research underlying diversity and inclusion obstacles and provided practical information regarding how to shape new diversity and inclusion conversations, policies, and organizational systems to promote more inclusive environments within law firms. She also highlighted the role of bias, power, and privilege on diversity and inclusion as well as the legal system. A reception immediately followed at the Phelps Dunbar office.

LSBA Institute of Inclusion Lunch and Learns

The Committee continued the LSBA Institute of Inclusion Lunch and Learn series. The Committee hosted a roundtable discussion titled "I Thee Wed: The Constitutional Implications of *Hollingsworth v. Perry* and *United States v. Windsor*" on July 12, 2013, for nearly 50 people at the Louisiana Bar Center. An article about the program appeared in the *Bar Journal*. The Committee also hosted for about 15 people a discussion titled "Life Imitating Art: The Impact of the Media on Perceptions & Professional Relationships within the Legal Profession," on August 23, 2013, at the Louisiana Bar Center. The interactive discussion highlighted the impact of stereotypes on legal practices and the legal profession. A 3-hour discussion

titled “The Professional Workplace: Changing the Model to Enhance Inclusion” occurred on December 13, 2013, at the Bar Center. Other Institute of Inclusion Roundtable Discussions are being planned for the Spring. The “Jumping On and Off the Train: Alternatives to a Traditional Legal Practice” discussion is being co-hosted with Bradley Murchison Kelly & Shea LLC in Shreveport, and the “Practicing in a Globalized World” discussion is occurring at the offices of the National Labor Relations Board in New Orleans.

LSBA Midyear Meeting

The Committee hosted a free diversity/inclusion workshop during the LSBA Midyear Meeting on January 23, 2014, in Baton Rouge. Speakers from the National Coalition Building Institute - Lafayette Chapter, Dianne Mouton-Allen and Dr. Stuart Johnson, presented “The Complexity of Professionalism in a World of Difference.” The program offered up to 3.0 CLE hours.

Statement of Diversity Principles

On April 4, 2009, the LSBA Board of Governors approved a Statement of Diversity Principles for dissemination to and execution by lawyers, judges, law firms and law departments within the state. The Statement 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, the 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, the LSBA has approximately 320 signatories across the state. That figure reflects 136 law firms/offices; 23 courts; 106 individual judges; 46 individual attorneys; 4 corporate counsel; and 5 bar associations. The entire list of signatories is available at www.lsba.org/Diversity/DiversityPrinciples.aspx.

Diversity Awards

The Louisiana State Bar Association Human Rights Award recognizes outstanding efforts in promoting diversity in the legal profession and its Trailblazer Award recognizes a person from a group underrepresented within the legal profession who has demonstrated excellence or accomplished greatness in the face of great adversity. The recipients will be honored during the LSBA Annual Meeting in June in Destin, Florida. Additionally, the Committee recognized the Southwest Louisiana Bar Association for demonstrating exceptional efforts to advance diversity and inclusion.

Diversity Communications & Resources

The Committee’s diversity newsletter, titled “Focus on Diversity,” appeared as an insert within issues of the 2013-14 *Bar Briefs*. Further, the Committee coordinated the editing of interviews with leaders of the profession for the production of several short diversity videos regarding the importance of diversity in the legal profession. The Committee also is developing a Diversity/Inclusion Toolkit, which it hopes to include on the LSBA website.

Minority Involvement Section Job Fair and Internship Fair

The Committee worked extensively with the Minority Involvement Section in its effort to host the first annual “Professional Development Diversity Symposium: Preparing Practice-Ready Attorneys.” The Minority Job Fair has been the Section’s signature event for the last 24 years; however, shifts in the legal job market and changing hiring needs reduced the number of employers participating in the Fair. The Section responded to these changes by re-designing the Fair to increase the focus on professional development of the students, rather than job placement. The Symposium occurred September 14th at the Loyola University Law School in New Orleans. Approximately 73 employers and 58 students participated in the event, which included a networking breakfast, speed networking activity, informational panels and tables, and practice interviews. Links to resume books were sent to all employers in the LSBA Symplicity database. The 2014 Fair will occur at the Southern University Law Center

on August 8, 2014. A virtual internship fair, scheduled for April 2014, will connect law student volunteers with employers willing to provide meaningful legal work and mentoring.

Outreach to Law Students

The Committee will host a networking reception for students from the four area law schools on April 10, 2014, from 5:00 p.m. to 6:30 p.m. at the Louisiana Bar Center. The purpose of the reception is to provide law students and professionals interested in LGBT issues networking opportunities that could create career opportunities and support systems for the law students. A similar reception will be scheduled in Baton Rouge in the Fall. Robein, Urann, Spencer, Picard & Cangemi APLC is sponsoring the receptions.

**Outreach to Children to Strengthen the Diversity Pipeline to the Legal Profession
*Setting the Bar: LSBA Pre-Law Conference for College Students.***

This workshop enlightened college students on the law school admissions process and provided helpful tips to effectively navigate that process and tackle the Law School Admissions Test (LSAT). The first day of the program consisted of a series of information sessions from key admissions personnel from area law schools, who shared essential information on applications, resumes, personal statements, and financial aid. 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. Ariel Glover, a student attending the University of Louisiana at Lafayette, won the scholarship. The workshop was co-hosted by the Black Law Student Associations of Loyola University College of Law and the Tulane University Law School.

Suit Up For the Future High School Legal Institute and Internship Program.

The LSBA received one of the American Bar Association's Partnership Awards on August 9, 2013, for its Suit Up program, which it co-hosts with the Just the Beginning Foundation. The fourth annual summer program is scheduled for June 9-27, 2014. Like last year, the program will provide an opportunity for high school students to participate in a one-week legal institute, during which they will attend an abridged law school session, and a two-week internship, consisting of field trips as well as shadowing at area law offices and courts. Students will have an opportunity to draft a legal memorandum and to present a five-minute argument to a panel of three sitting state and/or federal judges. All students who complete the program will receive a stipend of up to \$250. The application, which is available online at www.lsba.org/goto/suitup, is due April 15, 2014.

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.

***Mark your calendars for these
great upcoming events!***

LSBA DISABILITIES SUMMIT
New Orleans; October 23, 2014

TRAIN THE PROFESSIONALISM FACILITATOR WORKSHOPS
Shreveport; April 7, 2014
New Orleans; May 7, 2014

MAKE A DIFFERENCE BECOME AN LSBA DIVERSITY TRAINER

Enroll in the Fourth Annual Train the LSBA Facilitator Session



This Year's Focus: **Cultivating An Inclusive Workplace**



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

Shreveport: April 7, 2014

New Orleans: May 7, 2014

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, visit www.lsba.org/CLE or call 504-619-0115

For more information, please call 504-566-1600



Since our inception more than 30 years ago, Kean Miller has recognized the value of diverse perspectives. We are committed to promoting a culture of inclusion within our law firm, and in the communities where we live and work.

The best evidence of this commitment is found in our statistics. Kean Miller has one of the highest percentages of women attorneys and women partners of any major law firm in Louisiana, and we rank among Louisiana firms having the highest percentages of minority attorneys.

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G. Blane Clark, Jr., Managing Partner