



**The Florida Bar
Equal Opportunities Law Section Presents the**

2006 Annual Diversity Symposium

**“A Progress Report on
Diversity in Florida’s
Legal Profession”**

**April 27 - 28, 2006
Florida A&M University
College of Law
Orlando, Florida**

Welcome!

2006 Annual Diversity Symposium

We are pleased that you have joined us for the Third Annual Diversity Symposium. We have a highly qualified slate of panelists who are eager to share their area of expertise. This year the program's theme is "A Progress Report on Diversity in Florida's Legal Profession."

Using the prompts from the first symposium as a guide, the 2005 Diversity Symposium focused on the critical area of diversity in legal employment. Highlights were placed on diversity as a critical component for competitiveness in the state of Florida, which continues to increase in all categories of diversity—racial, ethnic, gender, lifestyle and ability.

The objective of the 2006 Diversity Symposium is to reflect upon the progress that has been made since the inaugural symposium. This symposium will provide attendees and members of the legal profession an opportunity to evaluate progress and to identify where future efforts should be focused. We will highlight actions that have been taken in the area of education, employment, the judiciary and leadership opportunities. The program will also include an open dialogue with The Florida Bar leadership.

We are confident that the feedback generated by this symposium will lead to more cooperative efforts to increase diversity in the legal profession.

We welcome your participation.



Alan B. Bookman
President, The Florida Bar



Benjamin Crump
2006 Symposium Chair

Keynote Speaker, George F. Knox, Jr.



George F. Knox, Jr. is a member of The Florida Bar, the National Bar Association, the Orange Bowl Committee, the Beacon Council and the Greater Miami Chamber of Commerce. He serves on the Advisory Board of Florida International University's new law school and is a Trustee of Florida Memorial College. Mr. Knox has lectured at the University of Miami School of Law and its School of Business Administration, Nova Southeastern University Shepard Broad Law Center and Florida International University College of Urban and Public Affairs. Mr. Knox is an expert in facilitating joint venture partnerships between the public and private sector. During his tenure as Miami City Attorney (1976-1982), Mr. Knox oversaw the process that led to the construction of the Miami Convention Center/Hyatt Regency Hotel in Downtown Miami; development of the Bank of America building; and the building and operation of Bayside Marketplace City of Miami. Since leaving the public sector, Mr. Knox has specialized in public policy, corporate transactions, urban development and strategic

planning. He negotiates matters that result in accord and satisfaction between parties, which creates innovative business ventures for a variety of entrepreneurial, corporate and institutional clientele. The approach, which he has coined "the third win," has positively impacted numerous community organizations including the Miami-Dade County School Board and the United Way of Miami-Dade County. His outstanding civic service has won Mr. Knox numerous awards and honors, including the Miami-Dade Community Foundation's James W. McLamore Outstanding Volunteer of the Year Award in 2001. He is a member of the Iron Arrow Honor Society, the highest honor attained at the University of Miami. Mr. Knox is listed among the "100 Most Powerful People In Miami" by *Miami Business Magazine*. He is a Director of City National Bank, the leading Community Bank in Florida. One of Miami's most respected business and community leaders, Mr. Knox has been instrumental in shaping South Florida's diverse economic landscape. Both behind-the-scenes and "on-the-record," Mr. Knox has helped establish many of Miami's signature enterprises.

Program Schedule

FRIDAY, APRIL 28

7:00 a.m. – 8:00 a.m. — 2nd Floor, Balcony

Registration/Continental Breakfast

8:00 a.m. – 8:30 a.m. — 2nd Floor, Room 240

Opening Remarks

Alan Bookman, President, The Florida Bar

Benjamin Crump, 2006 Diversity Symposium Chair

James Douglas, Interim Dean, Florida A&M University College of Law

8:30 a.m. – 8:45 a.m.

Welcome

The Honorable Chief Justice Barbara J. Pariente, Florida Supreme Court

8:45 a.m. – 9:45 a.m. — 2nd Floor, Room 240

PROGRESS REPORT SESSION I

Diversity in Legal Education – Progress in Admissions and Retention of Diverse Students and Faculty

Moderators: Jesse H. Diner, Board of Governors, The Florida Bar and Gwynne Young, Board of Governors, The Florida Bar

Panelists: Robert Jerry II, Dean, University of Florida, Levin College of Law

Bob Butterworth, St. Thomas University School of Law

Donald Weidner, Dean, Florida State University College of Law

9:45 a.m. – 10:00 a.m.

Break

10:00 a.m. – 11:00 a.m. — 2nd Floor, Room 240

PROGRESS REPORT SESSION II

Diversity in Hiring

Moderators: Ervin A. Gonzalez, Board of Governors, The Florida Bar; and Dominic M. Caparello, Board of Governors, The Florida Bar

Panelists: Cesar Alvarez, President and CEO, Greenberg Traurig LLP

Veta Richardson, Executive Director, Minority Corporate Counsel Association

Carl Schuster, President and Managing Director, Ruden McClosky

Mary Solik, Partner, Foley & Lardner LLP

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:15 p.m. — 2nd Floor, Room 240

PROGRESS REPORT SESSION III

Diversity in the Judiciary – Are We There Yet?

Moderators: John G. (Jay) White III, Board of Governors, The Florida Bar; David B. Rothman, Board of Governors, The Florida Bar

Panelists: The Honorable Henry Lee Adams, Jr. United States District Judge, 4th Circuit

The Honorable Scott M. Bernstein, Circuit Court Judge, 11th Circuit

The Honorable Fred L. Buckine, Division of Administrative Hearings

The Honorable Justice R. Fred Lewis, Florida Supreme Court

Eli Rodriguez, Special Assistant to Gov. Jeb Bush

12:15 p.m. – 1:30 p.m.

Lunch — Pick up in 2nd Floor Atrium

Invocation — Craig Gibbs, The Florida Bar Equal Opportunities Law Section

Introduction of Keynote Speaker

Allison Bethel, Executive Council Member, The Florida Bar, Equal Opportunities Law Section

Keynote Address — George F. Knox, Jr., Shareholder, The Knox Firm

Presentation of YLD Diversity Award

Jamie Billotte Moses, President, Young Lawyers Division, The Florida Bar

1:30 p.m. – 2:30 p.m. — 2nd Floor, Room 240

PROGRESS REPORT SESSION IV

Diversity in Leadership – Making Room at the Top

Moderators: Sharon L. Langer, Board of Governors, The Florida Bar and J. Blair Culpepper, Board of Governors, The Florida Bar

*Panelists: June McKinney Bartelle, President, Florida Association for Women Lawyers
Cori Lopez-Castro, President, Cuban American Bar Association
Jamie Billotte Moses, President, Young Lawyers Division, The Florida Bar
Barbara J. Pittman, President, Virgil Hawkins Florida Chapter National Bar Association
Veta Richardson, Executive Director, Minority Corporate Counsel Association
Ardyth Walker, Chair, The Florida Bar Equal Opportunities Law Section*

2:30 p.m. – 3:30 p.m.

BREAKOUT SESSIONS

Disability Programs – *Moderators: Eugene K. Pettis, Board of Governors, The Florida Bar; Kimberly A. Bald, Board of Governors, The Florida Bar — 2nd Floor, Room 253*

State Diversity Programs – *Moderators: Lisa Small, Board of Governors, The Florida Bar; Scott G. Hawkins, Board of Governors, The Florida Bar — 2nd Floor, Room 255*

Florida Bar Passage Rates and Law School Programs – *Moderators: Nancy W. Gregoire, Board of Governors, The Florida Bar; Andrew B. Sasso, Board of Governors, The Florida Bar — 2nd Floor, Room 257*

3:30 p.m. – 4:00 p.m. — 2nd Floor, Room 240

BREAKOUT SESSION REPORTS AND DISCUSSION

Disability Programs – *Moderator: Tammy Fields, Executive Council Member, The Florida Bar Equal Opportunities Law Section*

State Diversity Programs – *Moderator: Michelle Ku, Immediate Past Chair, The Florida Bar Equal Opportunities Law Section*

Florida Bar Passage Rates and Law School Programs – *Moderator: Reginald Clyne, Chair-Elect, The Florida Bar Equal Opportunities Law Section*

4:00 p.m. – 5:15 p.m. — 2nd Floor, Room 240

PROGRESS REPORT SESSION V

Valuing Diversity – A Dialogue with The Florida Bar

Moderator: Benjamin Crump, 2006 Diversity Symposium Chair

*Panelists: Alan Bookman, President, The Florida Bar
Hank Coxe III, President-Elect, The Florida Bar
Frank Angones, President-Elect Designate, The Florida Bar*

5:15 p.m.

Adjournment

Please join the
Virgil Hawkins
Florida Chapter of the
National Bar Association at their
quarterly meeting reception
on Friday, April 28 at 6:00 p.m.
in the Atrium of the Florida
A&M University
College of Law.

FLORIDA BAR YOUNG LAWYERS DIVISION DIVERSITY AWARD

The Young Lawyers Division presents its Diversity Award to recognize the person and/or entity demonstrating the highest morality and respect for all persons and for diversity, for efforts and allegiance to creating diversity and for promoting a more diverse workplace. The Young Lawyers Division defines diversity as encouraging more gender, racial, ethnic, religious, and other minority participation in law schools, the practice of law and in all areas of the law, including private, corporate, and public or government practices. The Young Lawyers Division will make a monetary donation of \$2,500 to the recipient's charity of choice. The nomination deadline is March 1, 2007. Visit www.flayld.org for more information.

2006 Diversity Symposium Steering Committee

Benjamin Crump, Chair	Craig A. Gibbs
Janet Ochoa, Co-chair	Cynthia M. Guerra
Hon. Catalina Avalos, Co-chair	Patrick C. Howell
Allison Kaye Bethel, Co-chair	Sharon Langer
Ramón Abadin	Edward J. Lopacki
Dr. Solomon Badger	Mary Anne Lukacs
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Antonio C. Castro	Barbara J. Pittman
James A. Earp	Larry D. Smith
Tammy K. Fields	Wilhelmina L. Tribble
Ronnie Fernandez	Ardyth Walker

CLER PROGRAM: You must CHECK IN during Registration to receive CLE Credit: 9.50 hours General Credit, 5.00 hours Professionalism Credit, 1.50 hours Labor & Employment Law Certification Credit.