

American Bar Association

Goal

2014

A report on the status of the participation of persons with disabilities in
ABA Section, Division and Forum Leadership positions, and the legal profession

Commission on Mental and Physical Disability Law

Goal IX

ABOUT THE AMERICAN BAR ASSOCIATION, THE COMMISSION ON MENTAL AND PHYSICAL DISABILITY LAW, AND GOAL IX

The American Bar Association (ABA) was founded in 1878 by 100 lawyers from 21 states. Today, the ABA has over 400,000 members and is the largest voluntary professional association in the world. The ABA provides law school accreditation, continuing legal education, information about the law, programs to assist lawyers and judges, and initiatives to improve the legal system for the public. The ABA's primary mission is "to be the national representative of the legal profession, serving the public and the profession by promoting justice, professional excellence and respect for the law." To this end, the ABA has 11 stated goals, one of which is Goal IX: "to promote full and equal participation in the legal profession by minorities, women and lawyers with disabilities." In 1999, the ABA House of Delegates voted to expand its Goal IX to include persons with disabilities along with women and minorities. The year 2004 marks five years since Goal IX was amended to include lawyers with disabilities.

Stemming from the ABA's long history of promoting reform of the justice system, in 1973, the ABA established the Commission on the Mentally Disabled to focus on the advocacy needs of people with mental disabilities. After the passage of the Americans with Disabilities Act of 1990, the Commission broadened its mission to serve all people with disabilities and therefore changed its name to the Commission on Mental & Physical Disability Law. The Commission's mission is to "promote the ABA's commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession." The Commission is composed of lawyers and other professionals, many of whom have disabilities. The Commission's Subcommittee on Lawyers with Disabilities focuses on issues of importance to the lawyers with disabilities community, and is the only entity within the ABA and the within the legal profession that specifically focuses on lawyers with disabilities on a national level.

INTRODUCTION

The 2003-2004 *Goal IX Report* reports the Commission's

findings from the *Goal IX Survey*, on lawyers with disabilities in ABA leadership positions during the 2003-2004 bar year. In addition, the 2003-2004 *Goal IX Report* is a special issue that reports on the progress of lawyers with disabilities over the past five years since Goal IX was amended back in 1999 to include lawyers with disabilities. Throughout the *Report*, you will find five-year trends and statistics that provide unique insights on the degree to which lawyers with disabilities have been integrated into ABA leadership since 1999.

The *Goal IX Survey* gathers information about the participation of persons with disabilities, as well as women and minorities, in ABA Section, Division and Forum leadership positions. The 2003-2004 *Commission on Mental and Physical Disability Law Goal IX Report* presents the findings of the *Survey* with respect to lawyers with disabilities, and conclusions and recommendations. In the *Report*, the Commission recognizes those ABA entities that have demonstrated the ABA's commitment to lawyers with disability, by including these entities on an annual Honor Roll. In addition, the *Report* includes an update on the status of lawyers with disabilities in the legal profession, information about the Commission's publications and special projects, and introduces you to the Commission's members, many of whom are themselves lawyers with disabilities.

After making its initial recommendation in 2003, the Commission on Mental & Physical Disability Law is continuing to work with the ABA President's Office to ensure that applications for presidential appointment positions include a question regarding disability status, and that the Office begins maintaining statistics on the number of presidential appointees who are lawyers with disabilities, as it does for racial and ethnic minorities and women. There are approximately 975 presidential appointments.

The Commission also contacted the Board of Governors and learned that in 2003-2004 there were no Board of Governors members who were identified as having disabilities. The House of Delegates does not currently maintain statistics on the number of lawyers with disabilities who are members of the House of Delegates.

UPDATE ON THE STATUS OF LAWYERS WITH DISABILITIES

This section of the Goal IX Report examines the current status of lawyers with disabilities in the legal profession by utilizing U.S. Census data of persons with disabilities, statistics provided by the American Bar Association, and other information.

Persons with Disabilities in the United States

According to the 2000 U.S. Census, there are 49.7 million people in the United States with some type of long lasting condition or disability. This amounts to nearly one in five (19.3% of 257.2 million people) of persons aged 5 and older in the civilian non-institutionalized population. The 2000 Census found that 9.3 million people have sensory disabilities involving sight or hearing. In addition, 21.2 million people

were found to have a condition limiting basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying.

The Census also revealed 12.4 million people with a physical, mental, or emotional condition that caused difficulty in learning, remembering, or concentrating. Also, 6.8 million people with physical, mental, or emotional conditions had difficulty dressing, bathing, or getting around inside the home. The Census indicated that 18.2 million people aged 16 and older had a condition that made it difficult to go outside the home to shop or visit a doctor. Finally, 21.3 million of those aged 16 to 64 had a condition that affected their ability to work at a job or business.

Lawyers with Disabilities in the Legal Profession

According to the American Bar Association Membership department, current statistics indicate that there are 347,489 attorney-members of the ABA, and that 4,665 of these have been identified or have identified as attorneys with disabilities (approximately 1.3 %). This represents a decrease in the actual number of lawyers with disabilities who are members of the ABA from 4,979 last year.

Over the past three years, we find that the number of lawyers with disabilities who are members of the ABA has fluctuated slightly in terms of both actual numbers and percentages of all ABA attorney members. Overall, there has been very little change in the degree of participation in ABA membership by lawyers with disabilities during that time frame.

Degree of Participation in ABA Membership by Lawyers with Disabilities

Years	LWD*IBA **	Percent
2001-2002	4,645/365,064	1.27%
2002-2003	4,979/351,375	1.41%
2003-2004	4,665/347,489	1.34%

*# of Lawyers with Disabilities
 ** All Lawyers in the ABA

Statistics on the salaries of recent law graduates indicate a disparity in the starting salaries of lawyers with and without disabilities. The National Association of Law Placement (NALP) reported in its study, *Jobs & Employment and Salaries of New Law Graduates—Class of 2002*, that the mean salary of law school graduates was \$76,810, whereas the mean salary of law graduates with disabilities was \$61,222. In addition, the median salary for law school graduates was \$56,000, whereas the median salary of law graduates with disabilities was \$46,469.

In addition, law graduates with disabilities were less likely

to obtain employment in private practice than the graduating class as a whole, and were more likely to find government and public interest positions, as compared to the class of law graduates as a whole. Yet, some 49.5% of law graduates with disabilities did accept employment opportunities in private practice, as compared to 17.9% of law graduates with disabilities who accepted government positions and 6.3% that found employment in public interest work. Additionally, the study demonstrated that 12% of law graduates with disabilities obtained employment in the business sector, 10.8% accepted judicial clerkships, and 2% went into academia.

Finally, 80% of law graduates with disabilities were employed, as compared to 90.3% of all non-minority law graduates and 85.4% of all minority graduates. In addition, 12.7% law graduates with disabilities indicated that they were seeking a job, whereas 5.3% of all non-minority law graduates indicated that they were seeking jobs and 8.3% of all minority law graduates indicated such.

The American Bar Association Office of Legal Education & Admissions to the Bar indicated in 2003, there were 2,804 law students that requested accommodations out of a total of 137,676 law students. Law schools typically request that students needing accommodations for disabilities self-identify with their deans of student affairs offices or their schools' disability support services offices. Thus, while not conclusive information, the number of students who requested accommodations nevertheless provides useful insights on the number of persons with disabilities in law school, even though the figure does not account for students with disabilities who do not request accommodations.

Over the past three years, there has been a slight increase in both the actual number and percentages of law students that requested accommodations in ABA accredited law schools.

Law Students with Disabilities Who Requested Accommodations

Years	LSD*IBA"	Percent
2001-2002	2,500/127,610	1.95%
2002-2003	2,655/132,885	1.99%
2003-2004	2,804/137,676	2.04%

* # of Law Students with Disabilities Who Requested Accommodations
 *V of Law Students in ABA-Accredited Law Schools

Disability Diversity in the Legal Profession

According to the release of a new study by the U.S. Equal Employment Opportunity Commission (EEOC), "law firms embrace diversity, but hurdles remain." The EEOC study focused on minorities and women, but at a speech to a na-

tional conference of the American Bar Association during which the study was released, EEOC Chair Cari M. Dominguez encouraged law firms to provide more employment opportunities for lawyers with disabilities. She asserted that "[m]isunderstandings about disability from concerns about the cost of reasonable accommodations to unfounded fears about performance and reliability have prevented many qualified lawyers with disabilities from even being considered for jobs within the legal profession." Judge Teitelman, chair of the ABA Commission on Mental & Physical Disability Law voices similar concerns. According to him, lawyers with disabilities are often passed over for jobs because of a pervasive stigma that they are less able to handle the stresses of law practice or the unsubstantiated belief that they will take more time off or will require expensive accommodations to perform their jobs. (See Tebo, Margaret Graham, "QuiteAble", A.B.A. Journal, February 2002.) Judge Teitelman also emphasized that there is a huge resource of people—persons with disabilities—who can make real difference in the legal profession, if given the opportunity, which can have a real impact on an economic level. (See *Id.*)

The ABA Commission on Mental & Physical Disability Law embraces diversity on all fronts, understanding that diversity encompasses lawyers with disabilities along with women and minorities. Yet, the Commission also recognizes that when most people hear the term "diversity", they think only of racial, ethnic, and gender diversity. Thus, the ABA, spearheaded by the Commission on Mental & Physical Disability Law, is working to change that notion. Indeed, the ABA's Goal IX policy strives "to promote full and equal participation in the legal profession by minorities, women and lawyers with disabilities."

I. SURVEY METHODOLOGY

Surveying ABA sections, divisions, and forums each year requires a collaborative effort by the Commissions on Mental & Physical Disability Law, Racial & Ethnic Diversity, and Women in the Profession. Each commission contributes to the content of the survey instrument, and the Commission on Racial & Ethnic Diversity has spearheaded the move away from the traditional paper survey to a clear and concise online version. The substantive nature of the survey has remained substantially the same.

Each commission separately utilizes the data that is submitted by the ABA entities, and separately drafts its own version of the *Goal IX Report* focusing on minorities (the Commission on Racial & Ethnic Diversity), women (the Commission on Women in the Profession), and lawyers with disabilities (the Commission on Mental & Physical Disability Law).

The Commission recognizes the inherent difficulties in accurately collecting data on the numbers of lawyers with disabilities due to a variety of factors. For example, many types of disabilities may not be obvious, as is the case with many learning disabilities. In addition, respondents may not have a clear understanding of exactly what constitute "dis-

abilities." Appreciating the challenges faced by *Survey* respondents, the Commission strives to assist entities by providing some guidance in this regard. Thus, the survey instrument instructed staff directors that for the purposes of this *Survey*, disabilities could be inferred from their direct observation, from members' self-identifications, or from other reliable data. Moreover, the *Survey* provided a common definition of disability, which was described as "[a] mental or physical impairment or condition that limits one or more major life activities such as seeing, hearing, walking, caring for oneself, learning, breathing or working. Examples include epilepsy, muscular dystrophy, multiple sclerosis, AIDS, cancer, diabetes, heart disease, stroke, visual and hearing impairments, mental retardation, emotional or mental illness, and specific learning disabilities. Alcoholism is included, although the current use of illegal drugs is not included."

The survey instrument consisted of 66 quantitative questions regarding four main areas of ABA leadership: Primary Leadership, Committees, Publications, and Programming. These areas will be discussed in more detail in this Report's "Findings" section. In addition, respondents were asked to contribute responses to three qualitative questions regarding Diversity Initiatives. ABA entities were invited to submit narratives and information addressing their long-range diversity goals and initiatives. Many respondents submitted copies of their diversity plans, goals, and strategies, in order to supplement their answers. The Commission on Mental & Physical Disability strongly relies upon the diversity information submitted in response to these questions, in making its determinations for inclusions on our *Goal D C Report* Honor Roll.

II. FINDINGS

This section reports on the Commission's findings with respect to the number of ABA Section, Division and Forum Leadership positions that are held by lawyers with disabilities in 2003-2004. In addition, in this section the Commission reports on the number of such entities that had at least one lawyer with a disability in a leadership role in 2003-2004.

ABA Sections are generally open to membership, and range in size from about 3,600 members to more than 60,000. Section memberships are comprised of lawyers and judges with common professional interests, and address professional development, improvement of laws, and continuing education through its committees and publications. Examples of ABA Sections include the Business Law Section, and Section of Labor & Employment Law. *ABA Divisions* are also generally open to membership, but differ from Sections in their internal structure. Examples of ABA Divisions include the Law Student Division, the Senior Lawyers Division, and the Young Lawyers Division. *ABA Forums* are open to membership, as long as one is a member of an ABA section or division. The Forums explore and monitor new areas of the law as they develop. Examples of ABA Forums include the Forum on Affordable Housing and Community Development Law, and the Forum on Air and Space Law.

Finally, this section of the *Report* examines the diversity goals and initiatives of ABA entities, and attempts to discern the extent to which entities are striving to increase leadership opportunities for lawyers with disabilities in the legal profession pursuant to Goal IX.

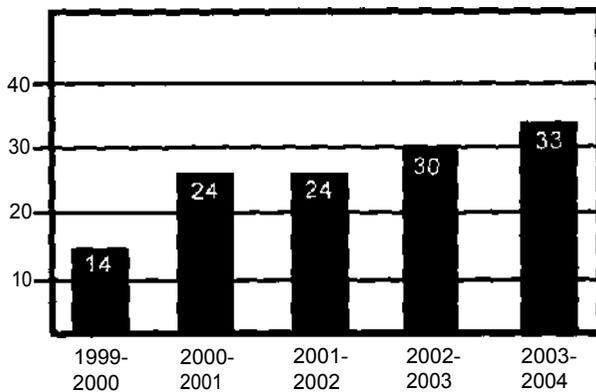
1. The Number of ABA Section, Division and Forum Leadership Positions Held by Lawyers with Disabilities

This year, the Commission finds that there were a total of 33 ABA leadership positions held by lawyers with disabilities, representing an increase from 30 from last year.¹ Nevertheless, the percentage based on the 15,000 leadership positions at the ABA (.2%) remains low, even acknowledging that only 1.3% of lawyers in the ABA identify themselves as having a disability.

Five-Year Trend

Since Goal DC was amended in 1999 to include lawyers with disabilities, we have seen an increase in the number of ABA leadership positions held by lawyers with disabilities over the past five years.¹

Number of Leadership Positions Held by Lawyers with Disabilities



2003-2004

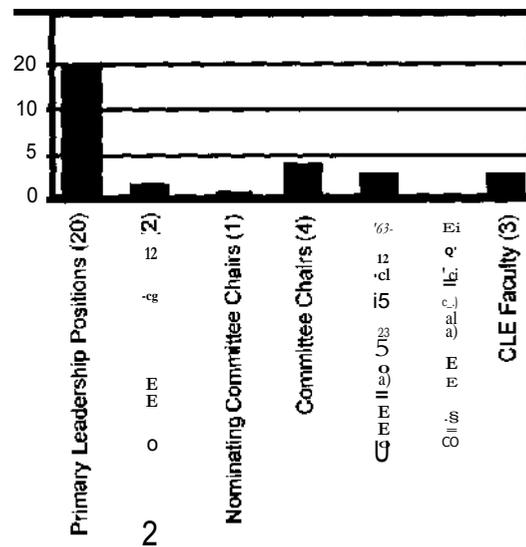
The number of primary leadership positions ("Elected Officers", "Chairs", "Chairs-Elect", "Appointed Leaders", and "Council Members") held by lawyers with disabilities was 20, up from 13 last year.¹ Primary Leadership positions are considered the most influential within the Sections, Divisions, and Forums. The degree of involvement by lawyers with disabilities in these positions helps demonstrate the commitment of ABA entities to the full and equal participation by lawyers with disabilities in the legal profession.

Turning to Nominating Committees, Committees and Subcommittees, we find that there were 2 Nominating Committee Members, and 1 Nominating Committee Chair. In addition,

there were 4 Committee Chair positions held by lawyers with disabilities, as compared with 2 Committee Chair positions last year. The Commission also found that there were 2 Committee Chairs appointed by the current chair. For 2003-2004, the survey data also indicated that there were 3 Committee Vice Chairs¹, representing a decrease from 4 in 2002-2003. As was the case last year, there were 0 Subcommittee Chair positions held by lawyers with disabilities. The Section of Individual Rights & Responsibilities, the Public Contract Law Section, the Business Law Section, the Labor & Employment Law Section, the Tort Trial and Insurance Practice Section, the Criminal Justice Section, and the Senior Lawyers Division were the ABA entities that had Nominating Committee, Committee and Subcommittee positions held by lawyers with disabilities.

Finally, turning our attention to ABA Continuing Legal Education (CLE) programming, we find a decrease in the number of CLE faculty positions held by lawyers with disabilities, from 10 last year to only 3 this year. The Commission notes that in 1992, the ABA House of Delegates resolved that each ABA entity that provides CLE programming must provide an annual report to the Standing Committee on Continuing Legal Education in its effort to ensure a diverse CLE faculty. The entities that included lawyers with disabilities in CLE programming this year were: the Government & Public Sector Lawyers Division, the Health Law Section, and the Young Lawyers Division.

Leadership Positions Held by Lawyers with Disabilities

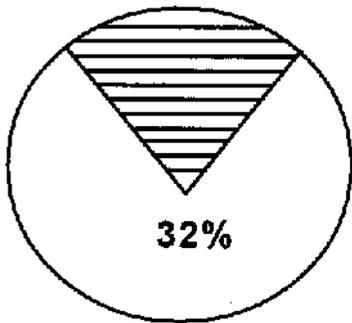


2. The Number of ABA Entities with Lawyers with Disabilities in Leadership Roles

There were a total of 34 ABA Sections, Divisions, and Forums responding to this year's *Survey*. Eleven out of the 34 entities (32%) had at least one leadership position held by

a lawyer with a disability. In terms of the actual number of ABA entities that included lawyers with disabilities in leadership positions, the number remained constant from 2002-2003. Yet, in terms of percentage of responding entities, there was a slight decrease from 34% to 32% this year, due to the fact that there were two additional responding entities included in the *Survey* this year.

ABA Entities with Lawyers with Disabilities in Leadership Roles 2003-2004



11/34 responding entities included lawyers with disabilities in leadership roles

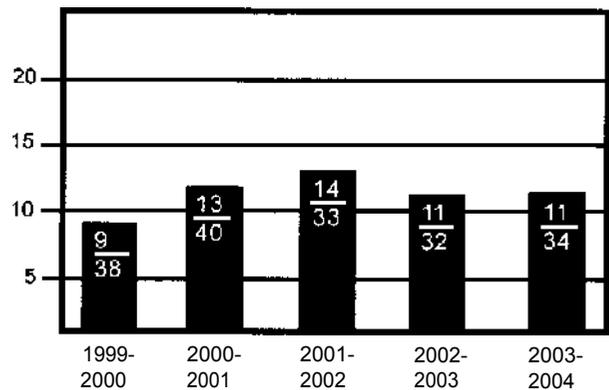
The following ABA entities included lawyers with disabilities in leadership positions this year: the Criminal Justice Division; the Antitrust Law Section; the Section of Individual Rights & Responsibilities; the Labor & Employment Law Section; the Tort, Trial & Insurance Practice Section; the Young Lawyers Division; the Government & Public Sector Lawyers Division; the Senior Lawyers Division; the Public Contract Law Section; the Business Law Section; and the Health Law Section. To view chart, see Appendix on page 16.

Five-Year Trend

Over the past five years, we have seen an increase in the number of ABA entities that have at least 1 leadership position held by lawyers with disabilities. This suggests that the inclusion of lawyers with disabilities in the ABA's Goal IX policy is beginning to influence the degree to which lawyers with disabilities are recognized for leadership positions within the ABA. The trend over the past five years in terms of percentages of responding entities with leadership positions held by lawyers with disabilities reveals slight variations from year to year, due primarily to slight fluctuations in the number of responding entities each year.

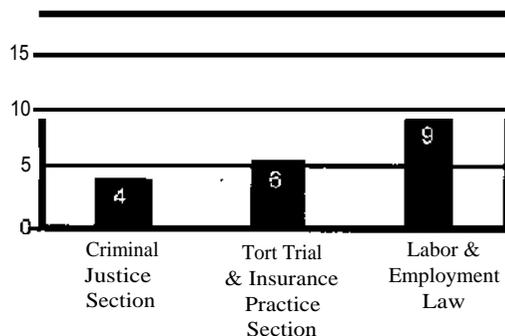
5-Year Trend: Entities with Lawyers with Disabilities

(Bottom number represents # of respondents)



For 2003-2004, the top three entities with the highest number of leadership positions held by lawyers with disabilities were: the Labor and Employment Law Section (9), the Tort Trial & Insurance Practice Section (6), and the Criminal Justice Section (4). The Tort Trial Insurance Practice Section has 27,000 members, the Section of Labor and Employment Law has 22,000 members, and the Criminal Justice Section has over 9,000 members.

ABA Entities with Highest Number of Leadership Positions Held by Lawyers with Disabilities

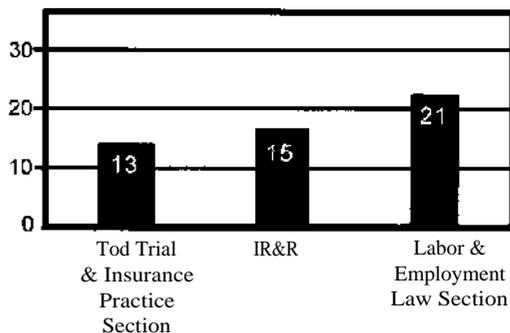


Five-Year Trend

Over the past five years, the top three entities with the largest number of leadership positions held by lawyers with disabilities were: the Labor & Employment Law Section, with 22,000 members, which had a total of 21 positions held by lawyers with disabilities over three of the past five years; the Section of Individual Rights & Responsibilities, with 2,700 members, which had a total of 15 positions held by lawyers with disabilities over three of the past five years; and the Tort Trial & Insurance Practice Section, with 27,000 members, which had a total of 13 positions held by lawyers with disabilities over three of the past five years. The Commission

notes that among the entities with the highest number of positions held by lawyers with disabilities, none of the entities consistently included lawyers with disabilities every year for the past five years. In addition, the Commission acknowledges that variations in the size of various ABA entities, and thus the number of leadership positions which exist per entity, both limits and increases the available opportunities for lawyers with disabilities in various entities, depending on the entity.

**5-Year Trend:
ABA Entities with Highest Number of
Leadership Positions Held by Lawyers
with Disabilities**



3. Disability Diversity Initiatives Among ABA Entities

In addition to the quantitative data analyzed above, *Survey* respondents were asked whether their entities have stated long-range diversity statements and plans to increase the participation of minorities, women, and persons with disabilities. In addition, the Commission on Mental & Physical Disability Law asked the *Survey* respondents to provide any information on special work, programs, projects, goals and initiatives pertaining to lawyers with disabilities and/or disability law, to be highlighted in this *Report*. This section of the Goal IX Report highlights efforts of ABA entities in striving to obtain disability diversity at the ABA.

This year, of the 34 *Survey* respondents, the Commission is pleased to report that we received information regarding long-range diversity goals and plans from 29 of the 34 *Survey* respondents, as compared to last year when only 20 out of 32 *Survey* respondents provided such information. This year, of those that submitted long-range data, 20 entities (69%) specifically mentioned lawyers with disabilities in their diversity goals, initiatives and programs, representing an increase from last year where 65% of the entities that provided long-range data specifically mentioned lawyers with disabilities. Six of the 20 entities also made the Commission's Honor Roll—the Section of Labor and Employment Law, the Senior Lawyers Division, the Young Lawyers Division, the Section of Individual Rights and Responsibilities, the Public Contract Law Section, and the Government and Public Sector Lawyers

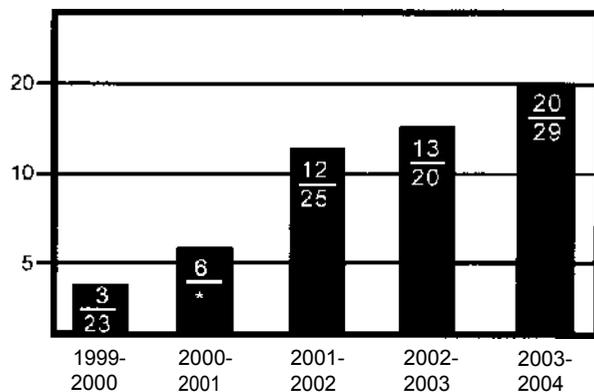
Division. In addition, 12 other ABA entities described below deserve recognition for their disability diversity efforts.

Five-Year Trend

Over the past 5 years, the Commission notes a significant increase in the actual number of ABA entities that have explicitly included lawyers with disabilities in their diversity goals, plans, statements and initiatives, from only 3 entities in 1999-2000, to 20 entities this year. In terms of percentages of responding entities that submitted such diversity information, the Commission notes that there has been an increase from 13% in 1999-2000, to 69% this year.

**5-Year Trend: Number of ABA Responding
Entities which Included Lawyers with Disabilities
in Diversity Plans, Statements, and/or Goals**

(Bottom number represents # of responding entities that provided diversity plan information)



* Insufficient Data

The Commission also notes an increase in ABA entities that have submitted such diversity information over the past five years from 60% of the responding entities in 1999-2000, to 85% this year.

DISABILITY DIVERSITY IN 2003-2004

Section of Antitrust Law

The Section of Antitrust Law reported that it continues to closely monitor and provide arrangements for CLE program participants with special needs. In addition, the Section expressed an interest in learning about the Commission's ideas for special programs and projects in which the Section of Antitrust could possibly participate.

Business Law Section

The Business Law Section "persists with its commitment to expanding diversity efforts within the Section." To this end, the Section's Committee on Diversity is dedicated to increasing the visibility of the Diversity Committee and

Section's efforts in the area of diversity. The Section is "not complacent and constantly reviews its efforts and concentrate on outreach and retention of women, lawyers of color, and lawyers with disabilities." For example, the Diversity Committee asked the Section chair to emphasize the significance of diversity on panel programs. Diverse panels were described as those that include women, attorneys of color, and lawyers with disabilities, among others.

Section of Dispute Resolution

The Section of Dispute Resolution's mission statement includes "fostering diversity." In addition, the Section explicitly includes "persons with impairments or disabilities" in its diversity goal, which is to increase the recognition and participation of underutilized or underrepresented ADR professionals. Proposed objectives to achieve the Section's diversity goal include: identifying and mentoring persons with impairments or disabilities; sponsoring diverse panels and networking/social events with persons with impairments or disabilities; and supporting efforts by organizations, corporations and ADR administrators which improve the employment opportunities for lawyers with disabilities and impairments.

Section of Family Law

The Section of Family Law "enthusiastically embraces the concept of diversity." The Section works to actively recruit lawyers with disabilities; educate lawyers with disabilities about the benefits of section membership; foster an atmosphere of inclusion to assist lawyers with disabilities once they have become members; seek the participation of lawyers with disabilities as speakers and authors for section programs and publications; and provide lawyers with disabilities with opportunities and training to take on leadership roles at both the Committee and Section levels. In its Diversity Plan which was adopted on October 18, 2003 at the Fall Council Meeting of the Section of Family Law, the Section aspires to increase diversity in membership by developing recruitment/retention materials which a focus on lawyers with disabilities.

The General Practice, Solo & Small Firm Section (GPSSFS)

In its diversity plan, the General Practice, Solo & Small Firm Section (GPSSFS) recognized that "diversity encompasses more than racial, ethnic and gender concerns." GPSSFS seeks to actively recruit lawyers with disabilities to foster an atmosphere of inclusion to assist in retaining lawyers with disabilities once they become Section members, to encourage the participation of lawyers with disabilities on all educational program panels and on any task forces that are created, and to provide lawyers with disabilities with the opportunity and training to take on leadership roles at both the committee and council levels.

Health Law Section

The Health Law Section supports the ABA's Goal IX initiative "to promote full and equal participation in the legal profession by minorities, women and persons with disabilities", and works to achieve that goal within the Section. The Section's Diversity Plan states that "its programs and activities at every level must not only be maintained without regard to race, national origin, religion, age, sex, disability, or sexual orientation, but also must be proactively inclusive."

Law Student Division

The Law Student Division strives "[t]o promote diversity in the profession and ensure equal opportunity and inclusion for law students regardless of race, sex, disability, sexual orientation and gender identity in [its] membership, leadership, and activities." To this end, the Division seeks the active participation of law students with disabilities, and makes all reasonable efforts to make law students with disabilities feel welcome and included in all aspects of Division meetings or activities. For example, the Division's diversity plan included a newcomer's reception at the Annual Meeting and during circuit meetings in conjunction with the ABA Commission on Mental & Physical Disability Law, Commission on Racial & Ethnic Diversity, and Commission on Women in the Profession.

Section of Legal Education and Admissions to the Bar

The Section of Legal Education and Admissions to the Bar states in its diversity plan that it "strongly supports the ABA's Goal DC "to promote full and equal participation in the legal profession by minorities, women, and persons with disabilities."

Section of Real Property, Probate and Trust Law

The Section of Real Property, Probate and Trust Law recognizes that "diversity" encompasses more than racial, ethnic, and gender concerns. The Section's diversity plan "is a road map to assist and encourage the members and leaders of the Section to ensure full and equal participation for lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, and lawyers from diverse ethnic backgrounds ..

Section of State and Local Government Lawyers

The Section of State and Local Government Lawyers believes that the term "diversity" includes any group that has been historically underrepresented in the ABA or in the profession, as well as any group that faces discrimination and/or other barriers to full participation. Thus, references in its

Diversity Plan to "diversity" or "minority" encompasses the Section's efforts to include lawyers of color, women lawyers, lawyers with disabilities, and gay and lesbian lawyers. The diversity plan calls for diversity-related outreach during annual and mid-year meetings, and the creation of a diversity task force.

Section of Taxation

The Section of Taxation interprets the term "minority" broadly to include not only persons of color, but also lawyers with disabilities, and gay and lesbian lawyers. The Section's long-range diversity goals include: increasing diversity in leadership and membership, and raising awareness about the value of diversity.

Forum on Affordable Housing & Community Development

One of the Forum of Affordable Housing & Community Development's stated long-range plans is to increase the participation of persons with disabilities among its leadership.



The Commission believes an increase in the number of ABA entities that include lawyers with disabilities in their leadership and diversity helps to fulfill the ABA's commitment under Goal IX of ensuring the full and equal participation by lawyers with disabilities. The Commission is pleased to recognize six ABA entities for their outstanding contributions in having more than one leadership position held by lawyers with disabilities, and in including lawyers with disabilities in their diversity plans, goals and initiatives. The following entities have demonstrated the ABA's commitment to lawyers with disabilities in the legal profession, and serve as models for other entities to emulate.

Section of Labor & Employment Law

The Section of Labor & Employment Law includes lawyers with disabilities throughout its Diversity Plan. For instance, the Section strives to coordinate with and use the resources of the ABA Commission on Women in the Profession, the Commission on Racial & Ethnic Diversity, and the Commission on Mental & Physical Disability Law, and to utilize the Annual and Midwinter Meetings as a means of fostering diversity within the Section and its committees.

Two of the Section's noteworthy diversity initiatives included its "Midwinter Survey" of Section committees as to their efforts implementing the Section's Diversity Plan, and the Section's "Annual Leadership Development Initiative luncheon", which was held during the Annual Meeting and featured dynamic presentations by minority, women and disabled Section members whose experiences as attorneys and Section members have had a positive impact on their career and leadership development. The Section had nine leadership positions held by lawyers with disabilities.

Young Lawyers Division (YLD)

The Young Lawyers Division created a special committee to address the needs of lawyers with disabilities. The committee focuses on educating the legal profession regarding the needs of lawyers and clients with disabilities, and increasing the participation of lawyers with disabilities in all aspects of the YLD including membership, conference attendance, publishing and conference presentations. Particularly noteworthy are two CLE programs sponsored by the YLD, "Making Your Practice and Bar Association Comply with the Law and How to Reach Out to Lawyers and Clients with Disabilities", and "The Top 10 Changes Since the ADA was enacted." The YLD had three leadership positions held by lawyers with disabilities.

Government and Public Sector Lawyers Division

The Government and Public Sector Lawyers Division "strongly supports the policies of the American Bar Association to improve diversity in the profession and in the ranks of the members and leaders of all its entities." The Division's diversity plan states that in order to increase the participation by lawyers with disabilities, Division leadership and active members must be given guidance, encouragement and training to: actively recruit under-represented lawyers; foster an atmosphere of inclusion to assist in retaining under-represented lawyers once they become members; seek the participation of under-represented lawyers on panels and working groups; and provide under-represented lawyers with opportunities and training to take on leadership roles at both the Committee and Division levels. The Division had two leadership positions held by lawyers with disabilities.

Section of Individual Rights and Responsibilities

The Section of Individual Rights and Responsibilities long has promoted diversity within the profession and society as a whole. The Section noted that although all of its work generally involved enhancing diversity in the legal profession and beyond, the Section significantly furthered that goal with respect to persons with disabilities in FY02-03, by serving as the primary sponsor of the ABA amicus curiae brief in *Grutter v. Bollinger*, the U.S. Supreme Court case involving

state compliance with access requirements under Title II of the Americans with Disabilities Act of 1990. IR&R had two leadership positions held by lawyers with disabilities.

Public Contract Law Section

The Public Contract Law Section's Director suggested, with the approval of its Section Chair, that all current officers and council members submit the names and contact information of women lawyers, as well as lawyers of color and lawyers with disabilities, for use as a source of speakers for future Section programs. The Section had two leadership positions held by lawyers with disabilities.

Senior Lawyers Division

The Senior Lawyers Division's Goal 12 strives "[t]o increase the participation of lawyers of color, women lawyers, and lawyers with impairments or disabilities in membership, on the Committees and in the leadership of the Division." To this end, the Division's objectives include working (1) to identify lawyers with impairments or disabilities and encourage active participation in the Division; (2) to initiate appropriate diversity policy for the ABA; (3) to inform members of ABA entities that all women, lawyers of color, and lawyers with impairments or disabilities who qualify for membership are welcome in the Senior Lawyers Division; and (4) to be informed of the activities of the Commissions on Racial & Ethnic Diversity, Women, and Mental & Physical Disability Law. The Division had two leadership positions held by lawyers with disabilities.

Honorable Mention

The Commission believes that both the Criminal Justice Section and the Tort Trial and Insurance Practice Section are deserving of Honorable Mention recognition for including lawyers with disabilities in several leadership positions. The Criminal Justice Section included lawyers with disabilities in four leadership positions, and the Tort Trial and Insurance Practice Section included lawyers with disabilities in six leadership positions. The Commission also encourages these entities to whenever possible, develop diversity statements, goals and plans, and to explicitly include lawyers with disabilities in such plans.

Conclusions & Recommendations

The Commission on Mental & Physical Disability Law applauds the ABA for supporting the rights of persons with

disabilities in the legal profession, as demonstrated by its Goal IX policy "to promote full and equal participation in the legal profession by minorities, women, and lawyers with disabilities." In 2003-2004, the Commission witnessed an increase in the actual number of ABA section, division, and forum leadership positions held by lawyers with disabilities. Despite this progress, the percentage of leadership positions at the ABA occupied by lawyers with disabilities remains low overall, and some ABA entities have not yet incorporated lawyers with disabilities into their diversity statements, plans, and goals. The Commission also notes that the ABA's new home page does not yet include disability under the ABA's diversity initiatives.

Also in 2003-2004, the Commission noted that the actual number of ABA sections, divisions and forums that had at least one leadership position held by lawyers with disabilities remained constant compared with the previous year. In light of this fact, the Commission continues to urge all ABA entities to embrace the ABA's Goal IX policy in all respects, which means promoting lawyers with disabilities in the same vein that women and minorities are so promoted.

Finally, in 2003-2004, the Commission saw an increase in the number of ABA entities that specifically included lawyers with disabilities in their diversity statements, goals and plans, fully demonstrating that the ABA's major diversity policy, Goal DC, indeed encompasses lawyers with disabilities, along with women and minorities.

Over the past 5 years since Goal IX was amended in 1999 to include lawyers with disabilities, the Commission has strived through its programs, projects and publications to serve as a role model to all ABA entities and the legal profession by fully manifesting the ABA's policy of Goal IX "to promote full and equal participation in the legal profession" by lawyers with disabilities. Over time, the Commission has seen increases in the number of leadership positions held by lawyers with disabilities, the number of ABA entities that include lawyers with disabilities in leadership positions, and in the number of ABA entities that specifically include lawyers with disabilities in their diversity statements, goals and plans. The Commission continues to strive for increases in all three areas over the next five years and beyond. continues to encourage ABA entities to fully embrace Goal IX, and commends those ABA entities which have indeed served as role models for the rest of the ABA and for the legal profession as a whole.

Fully acknowledging the incremental progress noted in this year's *Survey*, the Commission also believes that much work remains to be done in order to increase the participation by lawyers with disabilities in the legal profession. Therefore, we provide the following recommendations:

1. ABA entities are encouraged to actively recruit and include lawyers with disabilities in leadership positions in sections, divisions, and forums.
2. ABA entities are encouraged to maintain long-range

diversity goals and plans that specifically include lawyers with disabilities.

3. ABA entities that did not provide any long-range diversity information are encouraged to do so in the future.
4. ABA entities are encouraged to coordinate with the Commission on Mental & Physical Disability Law in section, division, and forum programs, projects, and CLEs.
5. ABA entities are encouraged to include lawyers with disabilities as speakers and panelists for their Annual and Mid-Year Meetings programs and CLEs.
6. The ABA is encouraged to revise its web-site to include disability under the ABA's diversity initiatives.



Mentor Program for Law Students with Disabilities

In 2003, the Commission's Mentor Program for Law Students with Disabilities received the Nation's Capital Area Disability Support Services Coalition's Award for "the Outstanding Commitment and Contribution by an Organization that Supports Students with Disabilities." The Commission's mentor program for law students with disabilities pairs law students with practicing attorneys who serve as mentors. The mentors may or may not have disabilities, depending on the preferences of the mentees. The mentors can provide a source of guidance concerning law school, careers, and issues such as reasonable accommodations. The Commission works directly with individual law schools, and also welcomes students from around the country to contact the Commission directly if they are interested in being paired with mentors. In 2003, the Commission began a major initiative to partner with ABA accredited law schools in this program.

The Paul G. Hearne Award for Disability Rights

Each year, the Paul G. Hearne Award for Disability Rights is awarded to an individual who or organization that has performed exemplary service in furthering the rights, dignity, and access to justice for people with disabilities. Paul G. Hearne was an activist, a philanthropist, and a leader for all people with disabilities, and the Commission awards the honor

to one that carries on Hearne's vision and life work. The 2003 award recipient was the Disability Rights Advocates, a non-profit law firm that works to end disability discrimination in many areas including housing, transportation and employment.

The Awards Ceremony and Reception

Each year, the Commission sponsors an award ceremony to honor the recipient of the Paul G. Hearne Award, and a reception for lawyers with disabilities. The reception is held during the ABA Annual Meeting, and is attended by ABA leaders, lawyers with disabilities, and other disability rights lawyers and advocates. The 2003 reception was held in during the Annual Meeting in San Francisco.

The Roundtable Programs

In 2003, the Commission was the primary sponsor of a roundtable program for lawyers and law students with disabilities, a program that was co-sponsored by the ABA Public Services Division. The program featured attorneys with disabilities, and law school professionals, and addressed issues faced by law students with disabilities in law school, the bar exam, and in their legal careers. In 2004, the Commission is co-sponsoring a Disability Law Conference with the Washington College of Law—American University. The conference includes national disability experts, attorneys, and professionals, and focuses on assistive technology issues, accommodations, and features a case studies roundtable discussion.

The Diversity Programs

The Commission has co-sponsored diversity programs with the Commissions on Racial & Ethnic Diversity, and Women during the ABA Annual Meeting. At the 2002 Annual Meeting in Washington, D.C., the Commission co-sponsored diversity activities including a minority and non-minority forum, and programs called "Building a Legal Career through Bar Association Activities", and "Full and Equal Participation in the ABA: Opportunities for Minorities, Women and Lawyers with Disabilities." Lawyers with disabilities participated in the programs, and addressed the audience from their unique perspectives. In 2001, the Commission co-sponsored a panel program called "Full and Equal Participation in the ABA: Opportunities for Lawyers Who are Minorities, Women or Disabled."

Commission Co-Sponsors Amicus Briefs

The Commission co-sponsors other ABA entities, such as the Section on Individual Rights and Responsibilities, in amicus briefs in cases involving substantive areas of disability rights. In 2003, the Commission joined IR8R in successfully recommending that the ABA submit an amicus brief to the U.S. Supreme Court in *Tennessee v. Lane*. The ABA brief,

which was written with the assistance of IR&R and the Commission, urged the Supreme Court to uphold the Americans with Disabilities Act Title II against claims that it unconstitutionally impinges the states sovereign immunity rights under the Eleventh Amendment.

Task Force on Persons with Mental Illness and the Death Penalty

In 2003, the Commission joined the Section on Individual Rights and Responsibilities Task Force on Persons with Mental Illness and the Death Penalty. The Task Force was created to formulate standards to prohibit the execution of persons with severe mental illnesses, similar to the constitutional prohibition that the ABA, the Commission, and other ABA entities supported in the U.S. Supreme Court's Atkins decision, which prohibited the execution of persons with mental retardation. A Commission subcommittee is preparing draft formulations that will be submitted to the full Task Force.

Bar Association Committees and Lawyer Groups

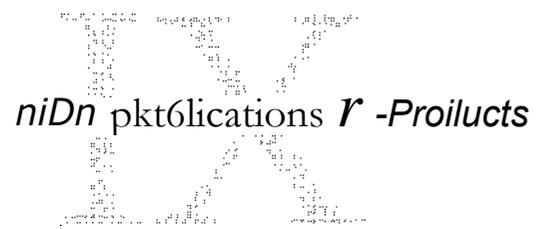
The Commission strives to establish relationships with state and local bar associations that have disability law committees, and lawyer groups that focus on disability law. The Commission actively encourages state and local bar associations to establish disability law committees. We currently maintain a list of state and local bar association disability law committees, and national and state lawyer groups that focus on disability law. The list serves as a valuable resource to anyone who is interested in learning about what bar associations and lawyer groups are doing in the area of disability law.

Database of Lawyers with Disabilities

The Commission is updating its Database of Lawyers with Disabilities, not to be confused with our Database of Lawyers Practicing Disability Law. The Commission maintains the confidentiality of the members in the database, and informs members of Commission activities such as the award ceremony and reception, and its publications.

Scholarship for Law Students with Disabilities

The Commission maintains a list of scholarship opportunities for law students with disabilities that are provided from sources outside of the ABA. This is a valuable resource for law students with disabilities who are in need of financial assistance to attend law school. In addition, the Commission is actively involved in creating a scholarship for students with disabilities to encourage them to attend law school, and to provide some financial assistance in order for them to pursue their goals of attending law school and eventually making meaningful contributions to the legal profession.



Since 1976, the Commission has published the *Mental & Physical Disability Law Reporter*, books, and articles. A complete list of the Commission's publications is available on-line at www.abanet.org/disability.

Mental & Physical Disability Law Reporter

For more than 25 years, the *Reporter* has provided analyses of key disability law developments, and coverage of leading state and federal court decisions, legislation, and regulations. The *Reporter* is an invaluable resource for advocates, lawyers, judges, disability professionals, universities, and libraries. Topics included in each bimonthly issue include access, ADA, Rehabilitation Act issues, education, employment, insurance/private disability coverage, mental health rights & services, FMLA, social security, Medicaid and Medicare, civil/criminal commitment and incompetency, and sexually dangerous persons.

Mental & Physical Disability Law Digest: Newfor 2004

Beginning with the January/February 2004 issue, the *Mental & Physical Disability Law Reporter* was reorganized so that its subject matter topics are the same as the topics used in the new *Mental & Physical Disability Law Digest*: 1) mental disability law (civil and criminal) and 2) disability discrimination law. Used in conjunction with or independent of the *Reporter*, the *Digest* provides a comprehensive summary and analysis of federal and state disability law, regularly updated.

On-Line Resources

Law Reporter Web Board

The Law Reporter Web Board allows subscribers to access current issues of the *Reporter* about a month before it is published.

Web Site

The Commission's web-site includes a listing of all available Commission publications, as well as excerpts from the current issue of the *Reporter*. In addition, the Commission's state-by-state directory of lawyers practicing disability law is available on-line, and referrals to disability lawyers, law firms, federal agencies, and organizations. The web-site also

highlights Commission news and special projects, and the recent activities of the Subcommittee on Lawyers with Disabilities.

Directory of Lawyers Practicing Disability Law

This first-of-its kind on-line directory is a must-have resource for referrals and networking. It provides listings of lawyers, law firms, and organizations for individuals seeking representation on disability law-related claims. It covers all 50 states plus the District of Columbia and Puerto Rico.

Handbook on Disability Discrimination Law 2003

This new handbook provides a comprehensive analysis of federal and state statutes and case law with a disability discrimination focus. Topics include disability discrimination in employment, public services, public accommodations, housing, education, and telecommunications and the internet. The book also includes a history of disability rights, pre-ADA disability rights legislation, and ADA and state law.

Handbook on Mental Disability Law 2002

Intended for attorneys and judges new to mental disability law practice, mental health professionals, advocates, and law students, this handbook covers 1) mental disability terms and definitions; 2) ADA-related mental health issues involving employment, housing, education, health, and insurance; 3) institutional rights and de-institutionalization; 4) liability of mental health professionals; 5) sexually violent predators; 6) civil and criminal commitment; 7) diminished culpability; 8) rights in institutions; 9) attorneys' fees; and 10) treatment related privileges.

Handbooks on Psychiatric and Psychological Evidence and Testimony

Provides lawyers, judges, and forensic experts with comprehensive, in-depth treatment of psychiatric and psychological evidence and testimony keyed to specific civil and criminal mental health law standards. The *Civil Law Handbook (2001)* addresses incompetency and informed consent, dangerousness to self and others, care and treatment standards, and mental impairment and mental harm. The *Criminal Handbook (2000)* addresses incompetency to stand trial and testify; diminished culpability, including the insanity defense; dangerousness; and criminal commitment proceedings. Both handbooks discuss mental health law concepts and principles; and clinical dimensions.

Disability Law and Policy: A Collective Vision (1999)

This publication presents recommendations to guide policy-makers in formulating a disability rights agenda for the new millennium. Part I reviews the disability rights move-

ment from the 1960s to the present day. Part II presents recommendations and commentary on issues related to employment, health, housing and community support, treatment/habilitation, education, criminal justice, and court access.

Technical Assistance and Referrals

For technical assistance and referrals, or if you are a lawyer who wants to register for the databases and lawyers with disabilities and lawyers who practice disability law, email cmpd@gabanet.org or call (202) 662-1571.

We Are A Commission on Mental and Physical Lair

Honorable Richard B. Teitelman, Chair

Judge Teitelman, of the Missouri Supreme Court, was appointed to the American Bar Association's Commission on Mental and Physical Disability Law in 2001 by President Paul and reappointed by President A. P. Carlton. He is also the Chair of the Supreme Court of Missouri's Task Force on Disabilities. Judge Teitelman is legally blind. He received his law degree from the Washington University School of Law.

Robert Burgdorf, Member

Professor Burgdorf is a professor of law at the University of the District of Columbia, David A. Clarke School of Law. He directs the school of law's Legislation Clinic and teaches Disability Rights Law and Constitutional Law. Professor Burgdorf is a long-time activist in disability policy, and was an author of the original draft of the Americans with Disabilities Act which was enacted in 1990. He is the author of the treatise, *Disability Discrimination in Employment Law*. Professor Burgdorf received his law degree from the University of Notre Dame School of Law.

Harold J. Bursztajn, M.D., Member

Harold J. Bursztajn, M.D., maintains an active patient practice, consults nationally, and is currently a senior clinical faculty member at Harvard Medical School and co-Directs the Program in Psychiatry and the Law at the Massachusetts Mental Health Center. Dr. Bursztajn is a Harvard Medical School (1977) honors graduate.

J. Michelle Childs, Member

Michelle Childs is a Commissioner of the South Carolina Workers' Compensation Commission. She was recently ap-

pointed by the governor to serve a six-year term. Michelle was formerly the Deputy Director for the South Carolina Department of Labor, Licensing and Regulations Division. She received her J.D. from the University of South Carolina.

Madeline Cohen, Member

Madeline Cohen is an Assistant Federal Public Defender in Denver, Colorado. Previously, she was a litigation associate with several large, international law firms, where her work included disability-related employment litigation. Ms. Cohen has Usher Syndrome, a congenital condition that causes both severe hearing loss and retinitis pigmentosa, a degenerative retinal condition involving progressive vision loss. Ms. Cohen is a graduate of Stanford Law School.

Marguerite Downing, Member

Marguerite D. Downing is a Deputy Public Defender with the Los Angeles County Public Defender's Office. Her appointment to the ABA Commission on Mental and Physical Disability Law follows a lengthy involvement with State Bar of California and local bar associations. She is a member the Judicial Council of California's Access and Fairness Advisory Committee. Marguerite has served as President of the California Association of Black Lawyers and Black Women Lawyers of Los Angeles.

Eric Drogin, Member

Eric Drogin is a Fellow at the American Academy of Forensic Psychology (AAFP), and a Diplomate of the American Board of Professional Psychology (ABPP) and the American Board of Forensic Psychology (ABFP). Eric is an Associate Clinical Professor of the Department of Psychiatry and Behavioral Sciences, University of Louisville School of Medicine, and an Adjunct Professor of Law and Mental Health of the Franklin Pierce Law Center. He has co-authored the ABA's Criminal Law Handbook on Psychiatric and Psychological Evidence and Testimony. Eric received his Ph.D. degree in Clinical Psychology from Hahnemann University, and his J.D. degree from Villanova University.

Joan Durocher, Member

Joan Durocher is a staff attorney at the National Council on Disability, an independent federal agency that makes recommendations to the President and Congress regarding ways to promote equal opportunity for all people with disabilities. She is also Vice-chair of the Committee on Diversity for the ABA Section of Business Law. Ms. Durocher received her J.D. from the University of Maryland School of Law.

Eric W. Iskra, Member

Eric W. Iskra is an employment attorney in the Charleston, West Virginia law firm of Spihnan Thomas & Battle, PLLC,

located in Charleston, West Virginia. Mr. Iskra is the Vice Chair of the ABA's Young Lawyers' Division's Labor and Employment Law Committee, and the ABA's Fellow to the Section on Labor and Employment Law. Mr. Iskra graduated from Wake Forest University School of Law (J.D.).

Arlene Kanter, Member

Arlene Kanter recently completed her 15th year as the Director of Clinical Legal Education at Syracuse University College of Law. Arlene teaches disability law courses, and is the co-director of Syracuse University's new joint degree program in law and disabilities studies, the first joint degree program in the United States. Previously, Arlene served as a teaching fellow at Georgetown University's Institute of Public Representation, and as a staff attorney at the Mental Health Law Project (the Bazelon Center for Mental Health) in Washington, D.C. She received her law degree from NYU Law School, and her LL. M. from Georgetown University Law Center.

Scott LaBarre, Member

Scott LaBarre owns and operates LaBarre Law Offices P.C. (LLO). LLO specializes in employment law, disability rights, Social Security appeals, personal injury claims, estate planning, and some business law. Mr. LaBarre was general counsel for the National Federation of the Blind of Colorado. From 1996 until June 2002, he served as President of the National Federation of the Blind of Denver. He currently serves as the President of the National Association of Blind Lawyers. Mr. LaBarre has served as the Committee/Liaison Director to the ABA's Young Lawyers Division, and as Vice Chairman and Member of the ABA-YLD Bar Leadership Team. Mr. LaBarre received his Juris Doctorate from the University of Minnesota in 1993.

Charles Lamb, Member

Charles W. Lamb serves as a member of the Indigent Defense Committee for Terrell County, Georgia. He is an associate with the law firm of Beauchamp & Associates in Albany, Georgia. Mr. Lamb is a member of the ABA's Young Lawyers Division, the ABA Litigation Section, the Law Practice Management Section and the General Practice, Solo & Small Firm Section. Mr. Lamb sustained a C6-7 incomplete spinal cord injury (quadriplegia) as a result of a 1989 diving accident. Mr. Lamb is a graduate of the University of Georgia School of Law.

Stephen J. Schanz, Member

Stephen J. Schanz has engaged predominantly in a healthcare related practice since the early 1980s. Mr. Schanz has lectured and written extensively on domestic and international medical-legal topics. In 2002, Mr. Schanz founded Legalook Corp., which markets a patented legal information

search service known as -Comparalaw.- Mr. Schanz has a JD from Pepperdine University School of Law, and a LL.M. in Health Law from Loyola University Chicago.

Deirdre M. Smith, Member

Deirdre Smith is a member of the Trial Services Group at the law firm of Drummond Woodsum and MacMahon in Portland, Maine. Her varied practice includes representing Deaf Mainers in several litigation matters. In addition, Deirdre regularly counsels schools and businesses on complying with the requirements of the Americans with Disabilities Act. Deirdre served two terms on the Board of Directors of the Maine Center on Deafness. She is the 1998 recipient of the Clifton Rodgers Award for her advocacy on behalf of the Deaf community. Deirdre is a summa cum laude graduate of the University of Maine School of Law.

Andrew E. Weis, Member

Andrew Weis is Senior Counsel for the U.S. House of Representatives Select Committee on Homeland Security. He currently sits on the partnership development board for the Disability Rights Education & Defense Fund. Andrew has worked on disability issues as a Legislative Assistant to Senator Bob Dole. He received a Dean's Public Service Award for his work with the disability resource center as an undergraduate at Stanford University, where he graduated Phi Beta Kappa. In addition, he has authored several law review articles on disability issues, and is a frequent speaker on disability issues. Andrew graduated Order of the Coif from Stanford University Law School.

Commission Liaisons

Catherine Richardson, Liaison to the Board of Governors

Catherine Richardson serves as the Commission's liaison to the ABA Board of Governors. She is a Fellow of the New York State and American Bar Foundations, and a member of the American Law Institute. She is also the Past President of the New York State Bar Association. Currently, Catherine serves on the corporate boards of the St. Camillus Health and Rehabilitation Center, the Hiscock LegalAid Society, and the State of New York University Hospital at Syracuse Ethics Committee. Catherine is a magna cum laude graduate of the Syracuse University College of Law.

Gregory Metzger, Liaison to the Young Lawyers Division

Gregory Metzger is the Associate General Counsel to ResCare, Inc., where is responsible for litigating and managing various civil litigation matters as well as matters arising before federal, state and local administrative agencies. He is a member of Leadership Louisville, Louisville Chamber of Commerce, and a volunteer for JCPS Champions Children Project, Gregory is a University of Kentucky College of Law graduate.

Margaret Alsbrook, Liaison to the Law Students Division

IX *Acknowledgments*

The Commission thanks the Commissions on Racial & Ethnic Diversity, and Women, for their collaborative effort with the ABA's Goal IX initiative. Thank you to all of the Sections, Divisions, and Forums that contributed data for this report.

Chair

The Honorable Richard Teitelman

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Harold J. Bursztajn
J. Michelle Childs
Madeline Cohen
Marguerite Downing
Eric Drogin
Joan Durocher
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Arlene Kanter
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Board of Governors Liaison

Catherine Richardson

Young Lawyers Division Liaison

Gregory Metzger

Law Student Division Liaison

Margaret Alsbrook

Commission Staff

John Parry, Director
Cathleen West
Amy Allbright
Renee Dexter
Phil Gilliam
Sarina Khan

Notes

1. Figures from 2002-2003 do not include the number of Meetings Chairs and Meetings Faculty occupied by lawyers with disabilities. For 2003-2004, there were no non-CLE Meetings Chairs and Faculty positions occupied by lawyers with disabilities.
2. Note that the figures do not include the number of leadership positions within the Commission on Mental & Physical Disability Law itself, nor do they include the number of non-CLE meetings chair and faculty positions occupied by lawyers with disabilities.
3. Last year, the data did not indicate the precise number of lawyers with disabilities who held council member positions. However, last year, there were 0 Council Member positions occupied by lawyers with disabilities.
4. Includes 1 Vice Chair appointed by the current Chair.

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