

# GOAL IX

TO PROMOTE FULL AND EQUAL PARTICIPATION IN THE LEGAL PROFESSION BY MINORITIES

Volume 8, Number 1, Winter 2002



## Diversity Training CLE Now Mandatory in the Oregon State Bar

A n g e l L o p e z

On February 21, 1992, the Oregon Supreme Court appointed a task force to review the state of racial and ethnic issues within the Oregon State justice system. This group was chaired by then-Chief Justice Edwin Peterson. It was comprised of lawyers, judges, and key members of the public. In May 1994, the task force issued its report, which, among other things, recommended ethnic and racial diversity training for the state's lawyers. The Oregon State Bar was charged with the responsibility of including diversity training as part of its Mandatory Continuing Legal Education (MCLE) requirement. The task force made it clear that the initial report was intended to be a vital working document and not one intended to sit on library shelves, gathering dust. Having been part of the task force, I took the admonition to heart. As I was later to learn, I was not alone.

I was elected to the Oregon State Bar Board of Governors (BOG) in 1998. Circuit Court Judge Richard Baldwin, then the director of the Oregon Law Center, was also a BOG member. It quickly became clear to us that the concept of mandatory diversity training had largely gone ignored and that the time had come to bring the idea to the BOG for consideration. On Judge Baldwin's recommendation, both racial diversity and the women's issues task force studies were reviewed to determine which of the recommended goals the Oregon State Bar had met, which were attainable, and which were not. A subcommittee was formed to complete the

review and make final recommendations to the BOG.

In Oregon, lawyers are mandated to fulfill a forty-five-hour MCLE requirement every three years in order to keep up their eligibility as active practitioners. Six of those credits must be allocated toward legal ethics. The diversity proposal contemplated keeping the forty-five-hour obligation but renaming the ethics requirement the professional responsibility requirement. The proposed rule then expanded the professional responsibility requirement to nine hours, three of which had to be satisfied by attending a seminar on "the role of lawyers concerning racial and ethnic issues, gender fairness, disability issues and access to justice." The remaining six hours would continue to be made up of legal ethics training. At its presentation to the BOG, the proposed MCLE change was itself modified to include attending seminars dealing with "practice and personal management assistance," along with the diversity requirement.

The Oregon Supreme Court had two reservations about this proposed rule. First, the court was concerned that the proposed rule as amended and presented would dilute the diversity training requirement beyond effectiveness. Second, the court was worried about the memberships' reaction to mandatory diversity training.

These issues were fully addressed in a letter drafted by the Multnomah County

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### Oregon Diversity MCLE Requirement

(a) At least nine of the forty-five credit-hour requirement shall be devoted to accredited CLE activities in professional responsibility. Professional responsibility includes legal ethics and professionalism and education activities pertaining to the role of lawyers concerning racial and ethnic issues, gender fairness, disability issues, and access to justice. Six of the nine credits shall be devoted to legal ethics or professionalism. The other three credits shall pertain to other aspects of professional responsibility referred to above.

(b) Active members who have a reporting period of less than three years shall be required to complete only two credits in ethics and professionalism and one credit in the other aspects of professional responsibility unless required otherwise at the time of admission, reinstatement or resumption of the practice of law.

(c) For reporting periods ending December 31, 2000, and thereafter, one ethics credit hour in each reporting period shall be on the subject of a lawyer's statutory child abuse reporting obligation.

(d) The requirement for credit hours in professional responsibility in addition to legal ethics and professionalism shall be effective for the reporting period that begins on January 1, 2002, and ends on December 31, 2004, and thereafter. Active members whose reporting periods end before December 31, 2004, are required to complete six hours of legal ethics or professionalism credits and 39 general credits.



# Hispanic National Bar Association: Moving and Shaking in Philadelphia

C h a r i s s e R . L i l l i e  
C o m m i s s i o n C h a i r

The Hispanic National Bar Association met in October 2001 in Philadelphia, Pennsylvania. Despite the concerns of some registrants about traveling post-September 11, the conference was very well attended.

The continuing legal education component of the conference was especially enlightening and very informative.

The Multicultural Women Attorneys' Network (MWAN) presented a panel of *Dear Sisters, Dear Daughters* authors, along with some outstanding local attorneys. I was honored to participate as a panelist with the following stellar cast of authors:

Paulette Brown, partner, Duane Morris & Heckscher, LLP, Newark, New Jersey, a former president of the National Bar Association; Macarena Tamayo-Calabrese, Chicago, Illinois, director, Latin-American Legal Initiatives Council, and director, International Bar and Outreach Office at the American Bar Association; and Clarissa Cerda, vice-president and general counsel, Madison Information Technologies, Chicago, Illinois, a current member of the Commission. Other panelists included Diana Liu, partner, Wolf, Block, Schorr & Solis-Cohen, LLP, Philadelphia, Pennsylvania, the first Asian female partner in a Pennsylvania law firm, and Lydia Hernandez-Velez, chief administrative officer, United Way of Southeastern Pennsylvania. The panel was moderated by Linda Wright Moore, an award-winning journalist who challenged us and brought the ear of a seasoned journalist to analyze, deconstruct, and place our conversation in a more universal context. The panelists were direct, open, and brutally honest about the challenges of being multicultural women in the legal profession.

Following the program, each panelist was approached by attendees seeking

additional information and advice. One young woman spoke to me about how she is the only Hispanic person in her law firm of 200 lawyers in the Midwest. She believed one of the partners for whom she worked was

retaliating against her because she had complained about racist and sexist remarks he made in her presence. There is only one attorney in the firm to whom she feels she can speak—a young partner who is not very powerful. She is looking for job opportunities in another city because she is seriously considering filing a lawsuit against the law firm.

We talked about her options, including litigation, as well as values and overcoming obstacles. She promised to stay in touch with me. I have spoken to her once since October, and she has sent me a couple of e-mails, updating me on her deliberations. I am acutely aware that this young Hispanic female lawyer is not a rarity, not an exception. A version of her story is being repeated countless times across the country in law firms and government offices and corporations. She is one of the reasons why the American Bar Association, through the work of the Commission on Racial and Ethnic Diversity in the Profession, the Diversity Center, the Council on Racial and Ethnic Justice, the Advisory Council on Diversity, and the efforts of all of its Sections and committees, must stay on task and continue to devote substantial resources to increase diversity in the legal profession.

The *Goal IX* newsletter is one of many resources produced within the ABA that is concerned with highlighting programming and substantive issues to contribute to much needed dialogue about the value of diversity in the legal profession and the importance of keeping the pressure on decision makers and opinion leaders. Please join us in our mission.

The time is now.

The panelists were brutally honest about the challenges of being multicultural women in the legal profession.

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## New & Noteworthy from the Commission

### And the Winner Is . . .

The 2002 Spirit of Excellence Award winners have been announced! They are:

- **Peter A. Garcia**—*Acting New Jersey Public Defender, New Jersey Office of the Public Defender.* Mr. Garcia takes an active approach to recruiting minority candidates for positions of all levels in the New Jersey Office of the Public Defender. As a result, his agency far surpasses others in state government in terms of the percentage of minorities it employs. He has been instrumental in creating an internship program to boost the recruitment and retention of minority law students within the Office of the Public Defender.
- **Honorable Clifford Scott Green**—*Senior judge, United States District Court for the Eastern District of Pennsylvania.* Judge Green has been an inspiration, a mentor, a teacher, a role model, and a friend to innumerable minority and nonminority law clerks, interns, and students. In 1999, in appreciation of his work, several of his current and former law clerks, interns, and students, as well as lawyers, established The Honorable Clifford Scott Green Scholarship Fund in honor of his distinguished career in public service.
- **Honorable Harry W. Low**—*Insurance commissioner, State of California, Department of Insurance; retired judge, California Court of Appeal, San Francisco Superior Court; former municipal court judge.* Commissioner Low, by personal guidance and example, has provided opportunities for the advancement for many women and persons of color. He fought racism from the bench and continues to fight it through his community activism.
- **Rebecca Tsosie**—*Lincoln Professor of Native American Law and Ethics; executive director, Indian Legal Program, Arizona State University; and supreme court justice for Fort McDowell, Yavapai Nation.* Professor Tsosie has excelled in her profession and was recently selected as a Woodrow Wilson Fellow. She demonstrates her commitment to diversity by actively serving on a committee for the recruitment and retention of minority law professors established by the Association of American Law Schools, and has written several publications on the subject of cultural pluralism.
- **William G. Paul**—*Shareholder, director, Crowe & Dunlevy and past president, American Bar Association.* During his term as president of the American Bar Association, Mr. Paul reignited the legal profession's commitment to racial and ethnic diversity and inspired a heightened awareness of its importance throughout the Association.
- **Peter Herbert**—*Barrister, Law Chambers of Michael Mansfield, Q.C.* Renowned as one of the United



New &  
Noteworthy

Kingdom's foremost advocates for racial diversity, Mr. Herbert is widely hailed as the driving force in placing race issues on the agendas of professional organizations such as the Bar Council and the Law Society and key governmental institutions such as the Crown Prosecution Service and the Lord Chancellor's Department. He serves as a mentor and championed the causes of African American and Asian students during the formal investigative inquiry into equal opportunities at the Inns of Court School of Law.

*The Spirit of Excellence Awards, presented annually at a luncheon during the ABA Midyear Meeting, is one of the highlights of the meeting. For the*

*past two years, the luncheon has sold out, so order your tickets now via the Commission Website at [www.abanet.org/minorities](http://www.abanet.org/minorities) or call Candace Smith at 312.988.5508.*

### Conference of Minority Partners in Majority Corporate Law Firms

The Conference will be presenting a CLE program titled "What Are the Law Firm Diversity Practices That Really Work?" on Friday, February 1, 2002, in Philadelphia at the Philadelphia Convention Center. The program will address the way corporate law firms across America market their diversity practices. The panel will look at how firms have sought to racially and ethnically diversify. Some of the areas that will be addressed include: practices that work and those that don't; firms that have adopted diversity plans resulting in a dramatic increase in their number of diverse attorneys; and why minority associates leave law firms in greater numbers than their nonminority counterparts.

There is no fee for the program. A reception sponsored by Duane Morris & Hecksher will be held in the firm's law offices following the program. If you'd like to join the Conference or learn more about its upcoming programs, contact Candace Smith at 312.988.5508 or [smithc@staff.abanet.org](mailto:smithc@staff.abanet.org).

### Minority In-House Counsel Group

The Minority In-House Counsel Group will be presenting two programs designed especially for corporate lawyers during the ABA Section of Business Law Spring Meeting, April 4-6, 2002, in Boston:

- *Managing Mass Tort Litigation from the In-House Perspective.* Mass tort litigation has become a fact of life for many of the major industries in the United States. A panel of experienced in-house counsel will discuss strate-

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# Growing a Diverse Legal Community

S a n d r a S . Y a m a t e

When asked to list areas of the country where the lawyers are racially and ethnically diverse, Oregon probably doesn't spring to mind right away. And the folks in Oregon probably wouldn't blame you. After all, they readily acknowledge that their legal community is predominantly nonminority. That is, for now.

For now, because the lawyers in Oregon who are committed to a more diverse profession are doing something to change the racial and ethnic composition of their community. They are growing their own diverse legal community through a program called OLIO.

OLIO stands for "Opportunities for Law *in Oregon*." Launched four years ago by the Oregon State Bar Association, it is a three-day program presented each August for approximately forty-five incoming minority law students from the three law schools in the state. There, prior to starting classes the students get a chance to meet each other, as well as some twenty second- and third-year minority law students from each of the three law schools. The students maintain contact with each other via e-mail. Thus, throughout their law school experience they feel a part of a bigger community with whom they can share their thoughts and experiences as they deal with exams, moot court competition, job interviews, and all the other things that make law school stressful. A variety of judges, bar association leaders, and other lawyers and role models also participate in the program, speaking to the students and offering guidance, insight, and reassurance.

The program itself focuses on the practical. It is *not* remedial. The students, many of whom are the first generation of their families to graduate from college, much less law school, learn how studying in law school can differ from studying in college. They are taught how to read case law and brief cases. They are given information on the pros and cons of study groups, commercial study guides and outlines, and extracurricular activities. They learn time management. They have the opportunity to discuss the horror stories they've heard about life in law school, and are provided information about internships, clerkships, and job opportunities—in Oregon, of course. They hear about the strains and stresses that the demands of law school can cause on married life and relationships with family and friends. And throughout it all, they each explore the impact and influence that their own cultural heritage and identity may have on the way they experience and deal with law school and their future careers as lawyers.

The program is held at a "resort" in Oregon where students get a chance to experience what is likely an unfamiliar region of the state. It is not the sort of resort with poolside bars, gaming tables, or spa and salon services. Instead, program sites that offer few distractions other than the beauty of rustic nature are selected.

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Wallace P. Carson, Jr., chief justice of the Oregon Supreme Court, speaks to incoming law student Colleen Bantor.



Nicole Graham (third year), Jeff Brown (second year), and Melanie Spraggins (first year) participate in Iron Chef.



Amazing what you can do in two hours when you have teamwork.

OLIO is the brainchild of lawyer Stella Manabe, who now works for the Oregon State Bar Association and coordinates the program with the assistance of dedicated staff members Donna Gigoux and Samer Rabadi. Clearly, it is a labor of love for them. Manabe has designed the program so that it offers an abundant mix of tough love, calm reassurance, and most importantly, humor. Explains Manabe, “Law school is a once in a lifetime privilege for a select few. And when ethnic minorities comprise a very small number of that select few, every one of those students is precious to the whole. . . . With information and community, these law students are better equipped to deal with a culture that embraces difference but rewards assimilation. . . . OLIO empowers students . . . to remember from where they came.” Entering law school suddenly seems only challenging rather than intimidating. And remaining in Oregon after law school becomes a likelihood.

The Oregon State Bar Affirmative Action Program funded OLIO for its first three years. Most funding for the current program comes from grants and contributions from benefactors such as the Oregon Law Foundation, the Oregon Minority Lawyers Association, Ball Janik, LLP, Cosgrave Vergeer & Kester, attorney Will Childs, and the unstinting support of bar leaders such as Oregon State Bar President Angel Lopez. In addition, each law school in the state sends a staff representative to the program at the law school’s expense.

This year, the first class of OLIO students graduated. Sixteen of them took the July 2001 bar exam and 50 percent of them passed. In a state with an historic trend of minority bar applicants falling behind the nonminority bar passage rate by 22 percent, this is significant.

It remains to be seen whether the size of Oregon’s minority legal community will ever rival those of states like California or New York, but regardless, OLIO will ensure that there will be a strong and vibrant one in Oregon.

*Sandra S. Yamate is the director of the ABA’s Commission on Racial and Ethnic Diversity in the Profession. Formerly, she was the executive director of the Chicago Committee on Minorities in Large Law Firms. She is a graduate of Harvard Law School.*



A mixture of upper division and incoming students in attendance at one of the panels.



Upper division student Monica Campbell and incoming student Julius Cruz plan strategy with attorney Linda Law.



Upper division students on a panel talk about their experiences in law school and clerking. Left to right, top to bottom: Jeff Brown, Elizabeth Kelly, Nathan Perea, Jamie Jones, Tisa Rose Escobar, Nicole Graham, Luis Perez, Marisa Mandujano.



Upper division students on a panel talk about their experiences in law school and clerking. Left to right: Kenny Kennedy, Jamie Jones, Matthew Fitzgerald, Jeff Brown, Luis Perez, Tisa Rose Escobar.



Gerry Gaydos, attorney and member of the Oregon State Bar Board of Governors, speaks to incoming law student Monica Gutierrez.



# The Kansas Student Legal Internship Program

M e l i s s a T a y l o r

*Author's Note: Several of the quotes in this article are taken from an article that originally appeared in the Kansas City Kansan, August 13, 2000.*

The Kansas Student Legal Internship Program (SLIP) is a paid summer internship program for Kansas high school students interested in law as a potential career, who can demonstrate a knowledge of, or familiarity with, any one of a broad range of minority and/or ethnic cultures. The initiative was launched by the Kansas Bar Association's (KBA) Diversity Committee two years ago in partnership with the Kansas City, Kansas, school district and is based on a similar program in Missouri.

Through SLIP, law firms provide students with full-time jobs at a minimum hourly rate of \$7.50 for an eight-week period during the summer. Interns are paid directly by the law firm. The KBA provides the students with uniforms consisting of navy blazers, khaki pants, and white shirts. The program provides uniforms so the interns will not be required to purchase professional business attire they may not already own. SLIP is currently funded by grants from the Kansas Bar Foundation and the Wyandotte County Bar Foundation. The Honorable Marla Luckert, chief judge of the Shawnee County Circuit Court in Topeka, Kansas, and I volunteer our time as coordinators of the program in our respective cities.

Student applications are screened by school administrators based on the cultural criteria set forth above, as well as academic performance, school and community involvement, and teacher recommendations. KBA Diversity Committee members make final selections based on these factors and a personal interview.

As interns, the students perform a variety of tasks, including acting as couriers, providing office administrative support, and answering telephones. The students also participate in educational seminars on topics ranging from office etiquette to careers in law. Each intern is matched with an attorney mentor and an office staff person who supervises the intern's work on a daily basis. The Diversity Committee strongly encourages attorney mentors to take the interns to scheduled depositions,

**The goal of the program is to provide positive work experiences for a diverse group of Kansas high school students.**

trials, hearings, and other legal proceedings, as well as lunch from time to time during the summer.

"The goal of the program," said Dennis Harwick, executive director of the Kansas Bar Association, "is to provide positive work experiences for a diverse group of Kansas high school students." Through this experience, the students learn about the legal system, are exposed to a healthy, productive work environment, and are placed in daily contact with lawyers, judges, and other positive role models. "In the process, it is our hope that many of these students will be encouraged to pursue legal careers and eventually practice law in the State of Kansas," said Harwick.

Chris Foster, an attorney working in the Overland Park, Kansas, office of Shook, Hardy & Bacon, LLP, was assigned to mentor a SLIP student last year. Foster said his law firm took part in the program because it is committed to having a diverse workforce and wants to be a good citizen of the community. The law firm also benefits from having the interns do actual work, he said. "And, should the students someday graduate from law school, they might consider coming back to Kansas to work in the law firms where they spent their high school summers."

In principle, Foster said, the program is "just the right thing to do." That is because corporations of all kinds hire summer high school interns "and these positions are filled by people who know people," said Foster. "There is a systematic advantage to people who have a foothold in the workplace, and usually these people are not minorities. Minorities do not have the same

opportunities. This is a way for those who do not have that foothold to get in the door."

Each Friday during the eight-week summer program, the interns meet for a luncheon presentation. Over the past two summers, guest luncheon speakers have included federal and state judges; the dean of Washburn School of Law; both the president and the executive director of the Kansas Bar Association; the executive director of the local chapter of the American Civil Liberties Union; the general counsel for a National Football League franchise; the legal correspondent/news anchor for a local television station; the president of the local affiliate of the National Bar Association; and attorneys who have tried high profile/highly publicized local cases.

Nellie Terry, a recent graduate of Washington High School in Kansas City, Kansas, was an intern in the Summer 2000 SLIP program. She said the judges she met seemed just like regular people—only they had a title. "One of the judges told me he used to drive a taxi," said Terry. "Then he decided to go into the law and there he was, a federal judge."

During her internship, Terry worked at the law firm of Payne & Jones in Overland Park, Kansas, where she performed filing and administrative work. She traveled to the county courthouse as a courier on numerous occasions. In addition, Terry attended a preliminary criminal hearing and a murder trial during her summer. Although she has not decided whether she actually will pursue a career in the law, she noted the internship gave her valuable insight into the legal world. Before participating in the program, her perception of the law was based mainly on legal television shows and movies. Her thoughts about the profession are different now. "I saw all the work it takes to go to court . . . it opened my eyes," she said.

*Melissa Taylor is a member of the Kansas Bar Association Diversity Committee and a coordinator of the SLIP program in Kansas City, Kansas. She currently serves as Elbow Law Clerk to the Honorable David J. Waxse, magistrate judge for the U.S. District Court for the District of Kansas.*

gies for managing mass tort litigation from an in-house perspective. The discussion will include practical suggestions on public relations and media statements, legislative and regulatory initiatives, selection and supervision of outside counsel, coordination of discovery when cases have been filed in multiple federal and state jurisdictions, advice to business clients about the impact of litigation on ongoing business operations, conduct of settlement negotiations, preparation for the “bet the company” trial, and implementation of preventive measures within the corporation.

- *Employment Law Issues in the Large Corporation after September 11.* The events of September 11, 2001, have raised difficult employment law issues in large corporations. A panel of experienced in-house counsel and government attorneys will discuss some of these issues, including claims of religious or national origin discrimination, workplace speech, and extensive background checks and investigations in anticipation of fear or threats of workplace violence. The discussion will include practical suggestions and preventive measures to resolve problems before litigation is filed.

For more information, contact Candace Smith at 312.988.5508 or [smithc@staff.abanet.org](mailto:smithc@staff.abanet.org).

Also, if you are a minority lawyer in a corporate law department and want to be included in the next edition of the Minority In-House Counsel Directory or if you want to receive regular e-mail postings of job opportunities for in-house lawyers, contact Doug Knapp at 312.988.5679 or [knappd@staff.abanet.org](mailto:knappd@staff.abanet.org).

### Investing in Diversity: Investing in Ourselves

The Commission on Racial and Ethnic Diversity in the Profession and its constituent groups will be working with the Ethnic Minority Lawyers Committee of the State Bar of California and the California Minority Counsel Program to present a megameeting of programs for lawyers from diverse backgrounds. “Investing in Diversity: Investing in Ourselves” will be held **April 11-13, 2002**, at the Park Hyatt in San Francisco. Kenneth C. Frazier of Merck & Co. and Don H.

Bar Association under the leadership of then-President Ruth Beyers, in collaboration with the Multnomah Bar’s Executive Director Mona Buckley. The Multnomah County Bar Association represents a wide area comprising almost half of all Oregon legal practitioners. The letter advocated against dilution of a diversity CLE requirement and very forcibly proclaimed the need for a diversity requirement. The court ultimately rejected the proposed rule change for these reasons.

I subsequently made a motion before the BOG to submit to the supreme court the original version of the diversity MCLE requirement, which designated it as part of the professional responsibility requirement. The “practice and personal management assistance” requirements were deleted from the revised version. The motion carried, the recommended MCLE rule change was submitted to the

Liu of IKON Office Supplies, two minority lawyers who serve as general counsel of Fortune 500 companies, will be the keynote speakers. In addition, the ABA Government and Public Sector Lawyers Division will be presenting its renowned Public Lawyers Ethics Program and the ABA Minority Counsel Program and the California Minority Counsel Program will be holding joint sessions. Mark your calendars now!

### National Conference for the Minority Lawyer

The National Conference for the Minority Lawyer, a unique program for litigators, business lawyers, and public sector lawyers, will be held **June 10-11, 2002**, at the Intercontinental Hotel in Houston. This joint program is presented by the Commission, the ABA Section of Litigation, and the ABA Section of Business Law. It is one of the most popular programs in the nation for minority lawyers so you won’t want to miss it. For more information, contact Candace Smith at 312.988.5508 or [smithc@staff.abanet.org](mailto:smithc@staff.abanet.org).

### Diversity Fellows Program

The ABA General Practice, Solo and Small Firm Section has launched a Diversity Fellows Program designed to promote ethnic diversity within the Section, recruit new members of color, and provide them with leadership development opportunities. Each year, three lawyers of color will be selected for funded fellowship positions within the Section. If you are a minority attorney in solo practice or in a small firm, this is an exceptional opportunity to advance your career through participation in the General Practice, Solo and Small Firm Section. To apply or for more information, call 312.988.5648.

### Keep Up with the Commission

If you aren’t receiving the monthly e-mail update about the Commission and its activities and you would like to, send an e-mail to [knappd@staff.abanet.org](mailto:knappd@staff.abanet.org) and ask to be added to “Keep Up with the Commission.”

*For more information on any of the above programs or events, contact the Commission office at 312.988.5643 or visit our Website at [www.abanet.org/minorities](http://www.abanet.org/minorities).*

court, and eventually was adopted with an effective date of January 1, 2002. The new MCLE credit requirement, so far, has met with overwhelming approval of the bar membership. This is a big step forward and we look forward to a successful implementation. Our first training seminar on diversity took place in January 2002, in conjunction with the state bar leadership conference.

Those considering adopting a similar requirement for their state, would be well advised to coordinate an effort between their state bar board of governors and strategic local and specialty bar associations. In addition, the state supreme court should be made aware of popular support for the requirement and any state racial or gender task force studies (or those of sister states) that cite a need for this training.

*Angel Lopez is president of the Oregon State Bar and can be reached at [alopez@squireslopez.com](mailto:alopez@squireslopez.com).*

February 21, 2002	SCCLA MCLE on Substance Abuse and the Legal Profession	RSVP to Robert W. Chong 626.403.3332 RChong9138@aol.com by Feb. 18 Cost: \$15.00 per person
February 22-24, 2002	"Race, Values and the Legal Process: A Conference in Honor of the Legacy of the Honorable Leon Higginbotham, Jr."	Yale Law School Contact Riva 203.865.3338
March 7-9, 2002	ABA Council on Racial & Ethnic Justice National Conference on the Impact of Race & Ethnicity on the Justice System	Wyndham Inner Harbor Hotel Baltimore, Md. Contact Rachel Patrick 312.988.5408
March 14-16, 2002	HNBA Moot Court Competition	Hotel Inter-Continental Chicago, Ill.
March 21-24, 2002	NBA Small Firms and Solo Practitioners Division 7th Annual Conference	Aruba
April 4-5, 2002	NABA Annual Meeting	Albuquerque, N.M. Marriott Hotel
April 5-6, 2002	ABA TIPS BioEthics, Minorities and the Law	Kellogg Executive Conference Center Tuskegee University, Tuskegee, Ala.
April 10-14, 2002	NBA Midyear Conference & Gertrude E. Rush Award Dinner	Baltimore, Md.
April 11-12, 2002	<i>Invest in Diversity: Invest in Ourselves</i>	Park Hyatt San Francisco San Francisco, Cal. Contact Candace Smith 312.988.5508
April 13, 2002	Commission Business Meeting	San Francisco, Cal.
May 16-19, 2002	HNBA Spring Meeting of the Board of Governors	Hotel and Meeting Site TBD Washington, D.C.
June 10-11, 2002	National Conference for the Minority Lawyer	Inter-Continental Houston Houston, Tex. Contact Candace Smith 312.988.5508



**ABA Commission  
on Racial and  
Ethnic Diversity in  
the Profession**

**Master Calendar  
of Meetings**

- Abbreviations**
- ABA American Bar Association
  - HNBA Hispanic National Bar Association
  - NABA Native American Bar Association
  - NBA National Bar Association
  - SCCLA Southern California Chinese Lawyer Association
  - TIPS Tort and Insurance Law Section

**GOAL IX**

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