KC Branch: Good day, then Kelly. Nice to see you again and Marion

Kelly Hundley: Are you doing

KC Branch: I'm doing just fine. I can see

Miriam Jacobson: I know a nice

KC Branch: Day about diversity and various issues with regards to how so practitioners, even if they are

KC Branch: In a situation where they're not hiring people or otherwise involving directly with various minority communities, how they can reach out and be helpful and involved in in the diversity and proactively I've become involved in support the various communities.

KC Branch: People know that I'm on the phone.

KC Branch: And so we're going to talk about that and hopefully learned a lot, an awful lot while we're here,

KC Branch: We're going to wait about two more minutes and then we'll go ahead and maybe one let everybody come in. Anybody else in the waiting room, Steve.

Steve Wildi: No. Not at this time. Oh, one more.

KC Branch: All right. Well, I think we should go ahead and start welcome all of you. I'm a

KC Branch: Primarily a wine and spirits lawyer in California with a practice that extends across the country and across the cons.

KC Branch: And I decided to create this I don't know 1015 weeks ago as an opportunity for us all to meet and learn together and be able to ask important people important questions that need to be asked and I think this particular event in light of current

KC Branch: Events is extremely important, and an amazing learning opportunity and I think we're going to let Daniel can introduce himself and tell us a little bit about what he's going to tell us talk about in a few minutes. Daniel the floors yours.
Daniel Tann: Hey. Thank you. My name is Dan. Dan, I'm from Philadelphia, Pennsylvania. I'm a solo practitioner. My practice is heavily in the air of domestic relations; however, I'd done criminal law. I do real estate law wills and estates administrative law and personal injury.

Daniel Tann: This topic is very dear to me because race relations is really why I became an attorney and some of you know the story. There was an article done in GP solo magazine.

Daniel Tann: Years ago, started from baseball. I grew up in an area, Philadelphia, where we were segregated by neighborhoods and we never had 18 people to play baseball

Daniel Tann: Because we never had a can player so white kids and black kids we got together in the park. We played baseball long and short of it.

Daniel Tann: Somebody getting like that back and call the police who came out and told us he can't play baseball in the park, which to me did not make any sense.

Daniel Tann: And it was basically based on race, we made an issue of it. And ultimately, we went to the politicians had an investigation got that police officer terminated.

Daniel Tann: And I then went to a class to learn about how to be a lawyer met an attorney in turned in his office and ultimately ended up becoming an attorney.

Daniel Tann: So today we're I want to throw out some ideas about responsibilities and ways that everybody can be integrated and help with the situation that's going on in America right now.

KC Branch: Well, we appreciate that Daniel I Denise the floors yours.

Miriam Jacobson: She's muted.

Denise Sharperson: Sorry.

KC Branch: There we go. Now, yeah.

Denise Sharperson: Okay, again, everyone. My name is Denise sharper, son. I live in Morristown, New Jersey graduated from Seton Hall Law School.

Denise Sharperson: Been an attorney over 20 years worked in different spaces.

Denise Sharperson: Began beginning with the attorney general's office and Trenton, New Jersey, went to a private firm for a while.

Denise Sharperson: Worked for a bar association and I was there in house counsel and director of diversity.

Denise Sharperson: And love that type of work I was responsible for building a platform at the State Bar helping to increase diversity, everything from engaging our membership base getting

Denise Sharperson: Individuals of diverse backgrounds involved in leadership roles established of leadership academy had a diversity.

Denise Sharperson: Speaker Series and from there I went back to state government and headed up on the civil service workforce diversity and inclusion.
Denise Sharperson: Team and develop some initiatives there, and most recently I've been at Atlantic health.

Denise Sharperson: As a senior diversity program manager and so very excited to be part of this conversation on diversity and inclusion in particular are something that are near and dear.

Denise Sharperson: To my heart as an African American attorney, having been in different spaces. Sometimes being the only one and having

Denise Sharperson: To navigate with you know a lot without a lot of mentors or sponsors and kind of just learning

Denise Sharperson: trial by fire, and then making that my passion and becoming a certified diversity professional, I feel that everyone regardless of what area we practice and

Denise Sharperson: You know, looking at this solo and small firm your group makes up the majority of our 1 million attorneys that practice in the US. So this is a really, really good group to have this conversation about diversity and what we can do and the current climate. So I'm happy to to be part

KC Branch: Well, thank you for joining us. We appreciate your time and I look forward to your input and suggestions CISA, the floor is yours.

Chisa Putman: I'm, I'm here, I'm doing paperwork. I just didn't want to see me doing the paperwork.

KC Branch: Okay, we all have paperwork to do

Chisa Putman: And takes apartment and I am in your county, South Carolina. I started out as a solo practitioner, which is when I joined up solo

Chisa Putman: Left me left my private office and went to South Carolina legal services. So I'll work with an agent clients left there and I went to the city of Rock Hill, where I served as a municipal municipal Solicitor

Chisa Putman: And I was appointed to the bench in March of 2017 I currently serve as the chief magistrate for your accounting courts and

Chisa Putman: I was the first African American

Chisa Putman: Madison here and now the chief magistrate. So that's pretty big in this area.

Chisa Putman: This topic is important to me, just because I've lived the topic. The diversity in the law office.

Chisa Putman: A lot of times, as I believe it was Denise just said sometimes you're the only one who looks like you in the law office.

Chisa Putman: And it makes a difference. Diversity is really good from several aspects. I mean, it's the experience and knowledge coming from different cultures.
Chisa Putman: You have the whole gamut of information. It's not that you're you have tunnel vision. So, it expands your knowledge.

Chisa Putman: But when you're the only person in the office and instead of feeling like you're included you're feeling like you're the one who's on the outside looking in.

Chisa Putman: And makes a big difference how you're able to do your work and also how you're able to function.

Chisa Putman: But I think it helps the clients when they see that there's diversity within who they're working with whether I was a solicitor and it was the

Chisa Putman: The individuals who have been written tickets and, you know, we're trying to figure out how we're going to prosecute or when I was with legal services and I'm helping antigen clients to fill

Chisa Putman: The best way in some kind of way because they're in this courtroom and they look different from everybody else. It's important that they're able to connect with the person who's attempting to assist them so

Chisa Putman: I think it's a very important

KC Branch: Well, thank you, Your Honor. I appreciate you being here today.

KC Branch: Yes, Mario, the floor is yours.

Mario Sullivan: Good afternoon, everyone. Mario Sullivan. I'm the Associate Director for GP solo this year, my practice in Chicago doing real estate litigation and transactional work, unfortunately, not much litigation right now in Chicago everything being shut down.

Mario Sullivan: Diversity, to me, is the knowledge is extremely important. Ever since I started up

Mario Sullivan: In law school as well as in bar associations and LGBT gay man also have Hispanic. So I've had a bit of diversity in me. And I think it's important that we look at how we work together with other communities. And I think this topic is a great way

Mario Sullivan: For to be sold to be doing some programming.

KC Branch: Well, thank you, thank you for being here. We appreciate your time.

KC Branch: For those of you

KC Branch: Who are new here.

KC Branch: We encourage you to ask questions either directly or you can ask pat rooms, but all of our speakers are here to be interrupted and questions about what we're saying. It makes for a good

KC Branch: Opportunity to access that matters openly without having to worry about voting for somebody to finish. So please feel free to interrupt and raise your hand.
KC Branch: Or other ask the question in the group chat and I'll ask it for you. So without further ado, I'm going to give the floor back to Daniel and I had asked him earlier about how

KC Branch: Lawyers, such as me, who are so practitioners can can make a difference and get out there and support the community and the other communities that are less fortunate and that he said there was an easy answer. So I'm going to throw it back to Daniel and let him answer that for us.

Daniel Tann: Okay, thank you.

Daniel Tann: Um, that that is an easy answer, because there's so many grains and so many organizations out there in the community.

Daniel Tann: From the standpoint of being philanthropic we can start at home base.

Daniel Tann: I'm a member of phi beta sigma fraternity, which is at one of the historically African American fraternities, we are always out in the community doing

Daniel Tann: Scholarships educational endeavors. And right now we're going across the country doing feeding people, because people are out of jobs and they don't have food.

Daniel Tann: So over the last few weeks, we as an organization, many other organizations like ours, have been basically just feeding people

Daniel Tann: Combining with the food banks across the country and you don't have to come out and do it. But you can write a check.

Daniel Tann: And you can donate it to us. And that's one easy way to do it. Another mechanism is you have legal skills and legal talents. There are so many

Daniel Tann: Nonprofit organizations in the African American community that need board members. I just finished the eight year stint on a federally qualified health center.

Daniel Tann: In West Philadelphia, which is a predominantly African American community where there are no corner doctors, but we have this great health center.

Daniel Tann: And they approached me and said, Can you join our board because they needed some direction. So even if you're not African American, you have a legal skill you have legal talents. That's another place you can contribute

Daniel Tann: Thirdly, you can

Daniel Tann: Hire or bring in in terms

Daniel Tann: Of minority base people who want to learn about the legal field, you know, every year in my office, even though I'm a solo

Daniel Tann: I bring in two to three college students sometime high school students if they are tremendous to just see what lawyers do

Daniel Tann: And give them that inroads and from that I've produced and I'm very proud of it at least five or six attorneys, many of whom
Daniel Tann: Trance pose themselves and became GP solo diversity fellows and are now very successful returns. So, we can have an impact in a footprint.

Daniel Tann: In our own profession, just by reaching out and reaching back. So it's very, very easy. And then finally,

Daniel Tann: One of the other nonprofits. I work with this organization called can't new joy and I love this story. It's a

Daniel Tann: Friend of mine who his father was a minister and his father had cancer and he was dying. He had a piece of property in Virginia.

Daniel Tann: That none of us kids would go to and he went down with his father, while he was dying out and said this would be a tremendous place to have a camp. So as a memorial to his father. He established what's called Camp new joy.

Daniel Tann: And we decided to buy the 18 acres around the one acre that his father. Oh, to establish the camp.

Daniel Tann: And the first thing we did was we approached it miss before he passed away.

Daniel Tann: And everybody said, Why would you go to. I miss. He's the guy who came up with the saying about the Rutgers basketball players and it's very negative. And it was very racially motivated. Well, when you sit down and you talk to miss time this

Daniel Tann: Is really not the races that you think, and Mr. Miss wrote us a six figure check for camp.

Daniel Tann: And he gave us six hours on his show to raise money and we raised another six figures for that can. So it's a camp for Inner City children.

Daniel Tann: To go to a role experience Unconference and what do we mean by that we built a luxury home in the middle of the woods. So kids from the inner city who never get a chance to experience horseback riding, fishing, swimming

Daniel Tann: But have the opportunity to sleep in a real nice bed and have real nice food. They now can do that at no cost to them.

Daniel Tann: So again, another opportunity if you want to write a check. You want to volunteer, you can do that and as a solo practitioner. We make good money.

Daniel Tann: And we have connections with other people that we can come join and do something like that. So those are opportunities that I think a real easy because, you know, just as we say you're in the wine business or you represent wineries, yes, you know,

Daniel Tann: You could get those wine companies to donate if they want to donate product to some of these organizations for events or they can write checks. So that's how you can contribute
KC Branch: And and i do that for a community here in Los Angeles, called the homeboys. And they actually have restaurants and they take gang members out of prison and do that. So I arranged for taking care of other ones supplies for other gatherings.

Daniel Tann: So you're already doing it.

KC Branch: All right, CISA, you're up.

Chisa Putman: And just to piggyback off what Dan was speaking about why don't they, I think one of the best ways is definitely interns, because in the

Chisa Putman: In the black community. I know when I was one of I want to be an attorney, but I didn't have anybody that looked like me.

Chisa Putman: So always take the opportunity to reach back and it doesn't matter where I where I worked when I was in private practice. I had an intern.

Chisa Putman: When I was at legal services. I have multiple interns and here while I've been on the bench. I've had several interns, because a lot of times

Chisa Putman: They don't have that same opportunity that you know people because again we were not exposed to the same opportunities. I didn't have anybody that looked like me. So it really is a big deal, even if they decide that they do not want to go into legal practice, it's still beneficial.

Chisa Putman: The legal skills.

Chisa Putman: We have so much. We are so blessed to have the skills that we have Dan mentioned given back with the legal skills. Different states have different programs but legal services, the majority of my clients. There were they like me.

Chisa Putman: So they're often under funded, so you don't have a lot of attorneys there so you can volunteer your time, we have what we're called PA eyes or private attorney. So as a as a private attorney, you can actually

Chisa Putman: Take a case from legal services and sometimes it may be something minor like this modification of child custody or child support whatever the case may be, but it makes a big difference in somebody's life.

Chisa Putman: The same thing also will be like legal clinics free legal clinics. I apologize because I'm still working for you in your own. Sorry.

Chisa Putman: But legal clinics. When I was president of our local bar association.

Chisa Putman: Reached out to our community and we actually reached out to the attorneys in our community and we actually host a free legal clinic to answer questions.

Chisa Putman: For the local residents and it may it had a big impact to the point, there were people were asking, you know, WHEN Y'ALL GONNA HAVE THIS AGAIN. And that was the first time we had had one
Chisa Putman: In the person who came after me as a President that not take over the same responsibility.

Chisa Putman: But it makes a big impact. But because our community is not educated on laws.

Chisa Putman: So either a host a community forum or doing a legal clinic, but all of those are ways to actually help the community and and it sparks an interest in young people’s lives and not even just young people.

Chisa Putman: People my age people our age, it gets them interested in the law. So even if they're not

Chisa Putman: Wanting to work in a law office, they can still benefit their community on the legal aspect I may join a committee or board as Dan was saying. And that could be beneficial to the community as well.

KC Branch: Thank you.

KC Branch: Denise, you’re up.

Denise Sharperson: Okay. Um, thank you so much judgment and Dan. I'm going to approach my comments from a different perspective. And it's, you know, right where I sit in New Jersey, that, you know, when I think about the recent events, the

Denise Sharperson: You know, individuals being murdered and the protests going on I back up a little. We are depending on where you sit in the country coming off of covert

Denise Sharperson: And having worked in the healthcare space coven impacted communities of color in a disproportionate way and then on the tail of that we have the recent events. And so when we think about diversity.

Denise Sharperson: You know, I look at it, you know, as treating everyone with dignity and respect and that diversity work is patient work but it starts one communication conversation at a time. I can imagine as solo practitioners or small shops you very

Denise Sharperson: You know, NC I know someone in southern Virginia who owns a winery. So when everything shut down this small business was, you know, on the brink of bankruptcy because there was, there weren't there wasn't money to pay back the loans and different things. And so when we think about

Denise Sharperson: How we can impact on diversity, just be understanding the community, um, you know, coming out of our comfort zone.

Denise Sharperson: When I worked at the Bar Association. We had beaters who were well I don't have anyone diverse, you know, in my neighborhood. How do I connect with

Denise Sharperson: Attorneys of color. Well, all over the state. There are diverse bar associations. I used to be president of the Association of black women lawyers and

Denise Sharperson: You know sponsoring you know the membership of a diverse attorney, the judge talked about internships so people can shadow
Denise Sharperson: But when we look at, you know, even our small shops, there are opportunities to increase diversity from our staff.

Denise Sharperson: Paralegals our secretaries, if we have one. And so, you know, we are talking about being creative, but not

Denise Sharperson: Creating more work than we're already challenged with if we, you know, don't have a large staff and I'm you know one aside. I'm a runner and I listened to tapes every day and they were talking about how Nike got into the skateboard.

Denise Sharperson: Community and I thought about diversity in this respect that the person who headed up the Nike skateboard.

Denise Sharperson: Community had to establish trust had to establish authenticity had to, you know, just be sincere in their attentions. And so when we look at the world events of Kobe it and you know

Denise Sharperson: The, the shootings that are going on and we want to do something. Sometimes it's a matter of listening to our friend or listening to the people in our community. When we hear information, you know, on new on the news online and just

Denise Sharperson: Trying to understand the perspective of another person.

Denise Sharperson: We all present there are several dimensions of diversity, you know, from gender to racial to religious to, you know, solo versus be a crime, there's there's diversity in everyone.

Denise Sharperson: And so it's not this you know enigma that we have to conquer. I know people feel, you know, very emotional.

Denise Sharperson: From you know different sides of the camp but I look at it from just simply treating Human. Human beings with dignity, dignity and respect and if

Denise Sharperson: Diversity is something that is important. You know, it does start with a conversation. If you have a colleague who haven't heard from in a while, you know, maybe a text, maybe a phone call. How's everything

Denise Sharperson: Going because if we look at, you know, social media. We can see one picture of the big courts, you know, making these statements. But what I'm interested in. Whereas the action behind the statement and that comes from, like I said, you know, reaching out contacting individuals.

Denise Sharperson: Participating in activities.

Denise Sharperson: You know Sam mentioned, you know, he's a sigma. We have so many civic organizations that are, you know, having conversations becoming part of that conversation.

Denise Sharperson: As an ally, you know, as we have these roundtables. There are so many opportunities to lend our voices lens our time, you know, not always money because not every
Denise Sharperson: Community of color. While there is need out there. Sometimes it's a matter of being heard being seen being supported, um, you know, no matter what background you come from, so

Denise Sharperson: Those are some of my thoughts in terms of, of what you can do is, you know, just try to understand

Denise Sharperson: You know, and look at it, you know, try while you're not going through what the person is going through just understand that there's a lot going on in the world, and we're in a very different space than we were four months ago so

Denise Sharperson: You know, we have to, you know, be prepared to have those uncomfortable conversations. I'm really excited, from a diversity perspective.

Denise Sharperson: That these conversations are happening. And so many different spaces. And I think when we're through this, you know, the world will be a better place. And people will be

Denise Sharperson: more open to listening and saying, because sometimes it's not until someone is hit smack in the face. They're like, oh, that's what

Denise Sharperson: The, you know, someone has been mentioning. That's what it must feel like to be isolated and to be, you know, separated from, you know, loved ones or opportunities are anything else.

KC Branch: I get a nice alright Mario Europe.

Mario Sullivan: Thanks.

Mario Sullivan: And I think one of the best things you can do. As Dan said, it's just volunteering.

Mario Sullivan: And I've done a lot with the bar associations, and I think that's an important thing. But I've also gone and spoken to students at various different schools about coming a lawyer and diverse students

Mario Sullivan: And sometimes they just bring up random opportunities for you to volunteer. And in fact, there was a

Mario Sullivan: Black Lives March this past Sunday here in Chicago that was put on by the LGBT community. It was called drag march and supportive black lives matter.

Mario Sullivan: And a friend of mine just called me up and said, would you be available on call in case something happens, somebody gets arrested or detained that you could give them legal advice or direct them in the right direction, and especially tell them to

Mario Sullivan: That speak to the police without a lawyer. So that was one way that I was able to do something, not necessarily having to go out on the streets and march with black lives matter.

Mario Sullivan: But being able to be a support for that movement there and as lawyers, I think it's important that we all continue to support various different communities and the various
system diversity is in whatever ways we can you know I'd make an insert of effort here at our firm to hire

Mario Sullivan: law clerks law students as well as our other staff to make sure that we're pretty diverse here and we're doing a pretty good job even though we're only a five person shop here of having some diversity, you know, we're an LGBT owned firm.

Mario Sullivan: But I have other diversity in our staff and then I think that's important that we do that as well. You've been different, a small firm.

KC Branch: Thank you. So I'm going back to Denise's comments. She reminded me of a word called empathy.

KC Branch: And my query to to all of you is, is that if we're empathizing with a particular individual or particular issue or something and also

KC Branch: How do we let people know that, do we just come out and say, you know, I really empathize with your problem and and which, which means of course that you're identifying as part of it. It's not sympathy empathy.

KC Branch: And some people are true impasse and other people applied to be that. But my query is how do you, how do you go beyond that to say, you know, I really trying to feel what you feel and how do you just create that image without coming across does disingenuous.

Denise Sharperson: I'll take that. Um, it's a conversation, um, you know, I, I have a lot of colleagues, you know, when I was

Denise Sharperson: You know, first starting out in this space. Initially, you know, full time with the Bar Association, and it's a matter of a communication of

Denise Sharperson: You know, it means a lot. And not everybody will take everything the same way. But I think it goes, you'll never know until you have that conversation.

Denise Sharperson: And, you know, speak to the person. It's like I said it's not shut out with, you know, just

Denise Sharperson: A MEMO. I'm thinking about you, but actually picking up the phone and saying, Hey, how's it going, just wanted to

Denise Sharperson: Talk to you. I know there's been a lot going on in the world lot going on in my world, and just, you know, exchanges, as human beings, I, it means

Denise Sharperson: A lot when people, you know, hear from people. Some people, you know, um, you know, will you know COMMUNICATE AND YOU KNOW, RESPOND. Some people may not be ready but

Denise Sharperson: I think it means that if you have that thought on your mind to reach out and

Denise Sharperson: You know, show your solidarity, your support that it's as simple as picking up the phone and having that conversation and taking that time because
Denise Sharperson: You know, in a day of technology. I was looking at technology as a tool and a weapon. It's allowed us to

Denise Sharperson: distance ourselves from each other. It's helped us survive Jordan Colvin but I also look at it as a barrier nothing beats a

Denise Sharperson: phone conversation and taking time out of your day dividing your time up between family, work and you know recreation, whatever you do to let someone know that you're you're thinking about them. Um, it definitely you know will go a long way. I feel in my opinion.

KC Branch: Okay, thank you. Um, I think Lisa has a question.

Lisa Callaway: Yeah. Thank you Casey and thank you guys for your time and participating to them. This is, this is really useful.

KC Branch: A lot

KC Branch: Before before us weekly. So let me remind somebody everybody will be improved when when you speak. Let's tell us where you're from and the nature of your practice.

KC Branch: So we can get to know everybody who's here. Each week, and we hope that those of you who are new here will continue to join us each week duration of this roundtable which may go on for a long time. Sorry, Lisa. Go ahead.

Lisa Callaway: Thanks. Katie I should I should know the rules by now. So

Lisa Callaway: My name is Lisa, I practice in Chicago, the Chicago area and my practices management side labor and employment law and I'm kind of an interesting

Lisa Callaway: Place and I participated in a number of protests and rallies so far. But I, being that I represent municipalities, I am frequently dealing with

Lisa Callaway: Police officers who go rogue so you know it's kind of a kind of an interesting perspective.

Lisa Callaway: But in any event, you know, I think a lot of the talk has been that, you know, this is really bad timing. We've got the pandemic and then, you know, and then everybody's out there protesting and

Lisa Callaway: That's a certainly a health, health concern. There's no question about it. But, you know, I've been thinking about, you know, how many times have we seen this stuff happening.

Lisa Callaway: And it's almost been other than the health concerns. It's been kind of the perfect storm because we aren't as busy generally as we usually are people are paying more attention.

Lisa Callaway: And, you know, Denise like you're saying, pick up the phone and check on someone, Mario. I loved your example of, you know, being

Lisa Callaway: Available. That was a great March this weekend and being available and and call if someone needs you. And you know, I think it's really a great opportunity for us to when we are a little slower like this to really pay attention and say, this needs to be a permanent
Lisa Callaway: Permanent re that's and you know we're serious about this. We got to figure out how to how to support our community, how to support our fellow lawyers, how to support the profession and do what we can. And so

Lisa Callaway: It's less of a question, I guess, and really a statement, but I think some of the examples that you guys have given are really practical examples that any one of us can do

Chisa Putman: And let me just jump. Can I just jump in.

Chisa Putman: You made a statement in regards to the bad timing. It's interesting that you would say that because with the timing and I know to sound like a perfect storm, but

Chisa Putman: Like I've experienced while I've heard people not empathizing, we talked about empathy before and like this bad timing. Why are you out protesting a while people. Why are people out protesting at this time there was a pandemic going on but

Chisa Putman: It wasn't like the black community plan for this to be happening at this time. And going back to that empathy aspect of it having that conversation, sit down and talk to somebody before you make that statement because that could be really offensive to the party that you're speaking

Chisa Putman: And I don't think everyone takes that into consideration.

KC Branch: Well, you know, one of the things that I learned early on in my education was and I use it in negotiation all the time across, across

KC Branch: national boundaries state boundaries etc is you really got to learn the perspective of the people you're talking to. And you really got to understand what they're

KC Branch: What they're all about because you're never going to be able to accomplish anything with them, are they trying to

KC Branch: Do a deal, trying to get them to come to some kind of common ground, but if you don't understand their perspectives and their customs.

KC Branch: And their way of doing things, then you're then you're not going anywhere. So it's super important to really understand who you're who you're dealing with and how they want to be affected and how they want to be touched, or not. And I don't mean physically touched

KC Branch: Yet have a relationship. And so that's that's super important to learn those perspectives first long before you do anything else.

Christy Albano: Hi, thank you. I just had a comment. Um, I'm Christelle banjo. I'm from McKinney, Texas, which is a suburb north of Dallas and I have a solo family law practice and I was just going to say before

Christy Albano: Last three months what I was doing to help with diversity was

Christy Albano: In a, in a show every year called the show produced by the Dallas Bar Association through the Dallas bar foundation and this show is create
Christy Albano: Five years ago by a young lawyer committee on the Dallas Bar Association, and I can't remember if they were tasked with diversity or fundraising, but

Christy Albano: They created this show to raise money for minority scholarships. The Dallas and North Texas law schools and the people that get those scholarships

Christy Albano: Commit to stay in the area to make the profession more diverse so

Christy Albano: It's the same director and same producer. The last 35 years and they raised over $2 million

Christy Albano: And they give out several scholarships every year. And they're full ride scholarships. So these are two people who would never have been able to be lawyers. Otherwise, and now they're diversifying our community, which is amazing and

Christy Albano: So I've been participating in that which has been really fun and good at the show was canceled. This year, and we're looking at other ways to fundraise because we still want to have the scholarship

Christy Albano: So I participated in that I also participated Texas and Lawyers Association did a tremendous video called they have a dream to

Christy Albano: And this is about 15 years ago where we interviewed the actual student leaders of the civil rights movement and made a 20 minute video about it and

Christy Albano: And that one in me. So, and that had nothing to do with me with it, winning in it, but maybe and and so it just participated in things has been good.

Christy Albano: And now. Okay, now I'm just trying to listen because that first weekend with a protest in the writing. I mean like within 24 hours, my, my whole perspective did sort of change. And I was trying to figure

Christy Albano: Out what I'm thinking. And why what I don't understand. So I really just been trying to listen and empathize as much as possible and not to say anything that would offend anybody just because I don't have the same experiences that everybody else has

Christy Albano: Those are kind of my thoughts on what's what I'm doing here.

Daniel Tann: And I think that's a good point that

Daniel Tann: Christy bought off is that, you know, she's listening and she

Daniel Tann: doesn't have the same experience because, you know, being an African American male in Philadelphia. When, when I talked to some of my white counterparts about growing up in Philadelphia.

Daniel Tann: Just a story that I put on the internet about a week ago when we had the big controversy about removing the former mayor Sachi

Daniel Tann: And there was a big issue. And personally, you know, I've put out there, the fact that as a pre teen
Daniel Tann: His police force when he was the police commissioner. It was routine where they would drive through the black community if you were male and you were black. You were susceptible to being placed in a police car.

Daniel Tann: Driven to a white community and let out of the police car and the ideology was OK.

Daniel Tann: We have no record of you being a wrestling because you were not. We have no record of US picking you up because we didn't report it. And if you happen to get beat up on your way back to your neighborhood. Uh, well, and that was routine.

Daniel Tann: And you know, when people said, well, why are we moving the statute, it was because of things like that, which created a racial divide in the city.

Daniel Tann: So when the mayor came out and said, we're just gonna remove the statute. Get rid of that piece of, you know, patriots that exists in the city.

Daniel Tann: There was an uproar, and he came out said we're going to end it. And a lot of my friends who didn't know that history.

Daniel Tann: Say what he really bad, bad. And I said, Yes, there's a historic photo of the former mayor who had was at an event in a tuxedo and something had happened he shows up with a billy club and his gun.

Daniel Tann: And that night because he's the big police commissioner and he's going to solve the issue. And that's the type of mentality is police force.

Daniel Tann: And that's what we grew up with. You could be driving your car for no reason you're pulled over and again no record of it, but those types of things happen in this type of city and it created issues with people. So fast forward.

Daniel Tann: You now have what occurred, three months ago where, for the first time it wasn't just a bullet shooting someone that was very quick. It was the eight minutes and 46 seconds.

Daniel Tann: On film on video live where everybody solid and for the first time the protests weren't just segregated protest. It was everybody

Daniel Tann: And I think that's what made the difference in this cause and why people are now taking a pause and saying, Hey, this is real and it's gotta stop.

Christy Albano: Yeah, it's been very interesting. I was just gonna say to participating in a reverse parade on Saturday for gene to

KC Branch: What is what is right. I saw slide for that the other day.

Yeah.

Christy Albano: It's a new thing. So

It's where the spectators.

Christy Albano: Oh, that's funny. Um, no. It's where the spectators are in their cars and they drive by and the floats and the classic cars. Sit stagnant and
Christy Albano: So my understanding that for this particular phrase the cars are going to die by really slow because there's going to be all kinds of giveaway stuff given to them as they drove by

Christy Albano: And minis food pantry is going to be. They're giving out food boxes and they're gonna have free testing for coven diabetes and what blood pressure.

Christy Albano: So there's a lot going on. But, um, anyway, I'm going to participate in that to partly because I'm a candidate, so it's good exposure. But also, I'm interested you know here and I'm still interested to listen in here. And, you know, talk to people, too. So

Chisa Putman: Yeah and we keep talking about listening big part of everything that's going on if if we can all sit down and listen for the conversation because the end had a story. I'm sure Denise has a story.

Chisa Putman: Story. We all have a story and those stories. Once you're able to

Chisa Putman: Hurt. Somebody said, Well, you know, I'm not racist. I have a black friend. You know I you hear that, but all because you have a blood friend does not mean that your, your mindset.

Chisa Putman: Is not an original mindset, unless you actually understand what that person is going through, because to you. It may be different.

Chisa Putman: You don't understand, like Dan said, You getting picked up a black person getting picked up and taken to a white neighborhood.

Chisa Putman: A white male in that area. Couldn't empathize with that couldn't understand that. But until you sit down and listen to that conversation.

Chisa Putman: What if it was fun, but it put yourself in that person's shoes. What if it was your son who was getting picked up and taken to another neighborhood.

Chisa Putman: And left and that person that child had to make it back to their neighborhood. Hopefully safely, you know, once you're able to put yourself in their shoes, then it can help you understand what's going on.

Chisa Putman: But until you're willing to have that conversation and the conversations are going to be really uncomfortable and I have

Chisa Putman: brands of all races. I'm sure we all do. And they are comfortable asking me questions, I'm okay with you out so many questions because I want you to understand

Chisa Putman: I want you to understand why and excuse me I can't let my son do what you let your son. Do you know my 13 year old can't walk down the street with his hands in his pocket.

Chisa Putman: Or, you know, be in a store with his hands in his pocket, because I don't want somebody think that he's shoplifting.
Chisa Putman: Live somebody else's child may not have that experience, you know, sit down and listen and talk it out and get uncomfortable because until you get uncomfortable. You're not going to understand. You're not going to be willing to understand.

Chisa Putman: And that's with someone working in your office, somebody of them minority work in your office or somebody that you meet on the street. In general, but that's it expands past office. It's everywhere.

Denise Sharperson: Exactly and Judge, I just want to piggyback on that as well. I think it also comes down to perspective, I think what I've found you know in life experience is that

Denise Sharperson: People like to generalize and lump. And so my experience is different than Dan's experience is different than your experience. And so it's critical, just like you said to have these conversations, you know,

Denise Sharperson: Um, you know, I recommend with a friend. But in listening. It can't be generalized because that's where biases come up. Oh, that's what that group is. Oh.

Denise Sharperson: That's because that mother is single that's because that mother, you know, or whatever generalization. You know that person.

Denise Sharperson: May have had through life experiences, you know, depending on how they grew up and what their community look like, um, so I think that's also, you know, important point, and I think it was Kristin, that was talking earlier about Dallas and

Denise Sharperson: The scholarship program and that you know brings me back to diversity. When we have been talking about diversity for years in particular within our law firm and legal environments.

Denise Sharperson: That you know diversity is more than a number or bringing in a certain amount of, you know, people have one, you know, gender, or one race.

Denise Sharperson: But it's that inclusion piece. So when we have scholarship programs and we mentor people if we don't understand their perspective. And you know what will make them feel like they belong.

Denise Sharperson: And should be part of an organization, we're going to lose them. And so the inclusion, to me, is, you know, almost as critical as that diversity, when we have these conversations of, you know, let's increase diversity, but okay.

Denise Sharperson: If we increase diversity we on the back end have to make sure

Denise Sharperson: That we're putting things in place so that person or those individuals want to stay with an organization wants to continue

Denise Sharperson: You know, practicing law, whether it's a small firm or government practice. And so I see that a lot that you know we might have the numbers, but we don't have the mechanism or we're not ready.
Denise Sharperson: To make sure that you know that person doesn't feel isolated in, you know, the practice of law where everything ends up landing after we've invested all of that time and resources into that individual.

And I think the nice

Daniel Tann: To nice. I think the nice that's

Daniel Tann: Very good points and you know as an attorney practicing for more than 30 years and and we've had this discussion with the GP solo group about the implicit bias within the profession.

Daniel Tann: You know, we have we've talked over the last year or two. We've actually had workshops where some of us will go out to some of the counties outside of the big cities.

Daniel Tann: And you show up for court and the clerks will say, Is your attorney coming or they'll say, you need to have a seat over there.

Daniel Tann: And wait for your attorney and we are the attorneys because they look at us and make a judgment call. Even though we're in suits and ties with briefcases that whether we're not the attorney you

Daniel Tann: You know where the defendant or where the plaintiff in a suit and it's interesting. I've recently discovered in talking to some other friends and and

Daniel Tann: You know, since we all have some extra time Harvard has one line this. It's called the Harvard implicit bias.

Daniel Tann: That you can take and it can be. It's a little lengthy, but it's interesting what you find out about yourself and it doesn't cover just raised covers things like being disabled and you're just opinions on on a whole range of things and it's insightful.

Daniel Tann: And I would encourage everybody on here to just take some time, take it and see what pops up as to what your views are own bias, but in this profession, we still have problems in the courthouse just

Daniel Tann: Because of the color of our skin. Our handicaps and things of that nature. Because people make assumptions.

KC Branch: Kelly. I think you had a question.

Kelly Hundley: Thank you Casey. Um, yeah, a question. But first,

Kelly Hundley: A couple of comments kind of based on a lot of the stuff that I've that I've heard and what's been going on the last last several, several months, um, you know,

Kelly Hundley: I'm 58 years old, I don't have the experience that nice has or the Daniel has or the CISA have and um, it's been at times over the course of of events, the whole George Floyd thing is just one in a series of events that have occurred.

Kelly Hundley: And they come in such an isolated fashion, at least from a reporting standpoint that
Kelly Hundley: And we hadn’t seen the wave of

Kelly Hundley: Of anger and anger and desire for change. I think in the past, you get it for a while, but I don't think it's been extended as long as it has right now.

Kelly Hundley: And it's had a tremendous impact on me and I know my wife to I you know I practice labor and employment law from the North Georgia mountains.

Kelly Hundley: If you see an African American in this community arm it's a it's a rare sighting it's like seeing the dodo bird. And it's not that common appear

Denise Sharperson: So,

Kelly Hundley: And so opportunities for someone like me to to work on the diversity side of its

Kelly Hundley: Present.

Kelly Hundley: present challenges, but

Kelly Hundley: I'm looking more for because of the impact that everything has had on me because this is my wife and I were talking recently.

Kelly Hundley: I think I’ve understood or I feel like I'm better understanding for the first time that if I locked myself out of my house and I have to Jimmy the window to get inside. I'm not going to have to worry about the police come in and asking me if that's my house.

Kelly Hundley: And actually lots of stories along those lines that involve

Kelly Hundley: African Americans and it is become very troubling to me.

Kelly Hundley: Um, so I am. I'm pleased to hear all the suggestions on things that you can do as a way to to channel the feelings that are really taken hold for the first time, I think for me in my lifetime. Shifting gears slightly,

Kelly Hundley: You know where

Kelly Hundley: This is a group of people that

Kelly Hundley: in some form or fashion are committed to the whole notion of diversity and understand the benefits of

Kelly Hundley: Of different workplaces and and even diverse personal relationships.

Kelly Hundley: In early in my career, I was at a bigger firm. I spent my whole career downsizing, where now it's just me and I'm much happier for it.

Kelly Hundley: But that he was the difficulty I kept running into when I was at the bigger firm and we talked about bringing in summer candidates and new lawyers and whatnot. And that is talking to somebody that looks like me an old white guy.
Kelly Hundley: Who 20 years ago is 20 years further in from the past that, then I am now about they hear the word diversity, but they don't understand what is the benefit of having a diverse workforce. How do we sell that to

Kelly Hundley: A bunch of guys that look like me and it was it was a tremendous challenge because the diversity was trying to be sold by somebody who was a younger version of me. The white guy in the room. And so I'm curious.

Kelly Hundley: About suggestions or

Kelly Hundley: How do you sell diversity to a bunch of people that look like me that don't have anything close to the shared experiences and even the shared professional experiences that folks like Denise and CISA and and Daniel and even Mario

Daniel Tann: That that's a great question and I'm glad you asked that we have a young lady that was one of our diversity fellows by name is Cheryl Axelrod

Daniel Tann: And she's done the research that shows monetarily and statistically that when you have a diverse law firm who make tremendously more money and she

Daniel Tann: Does presentations specifically on the economic impact of diversity and she's done it for our division.

Daniel Tann: And any point you can reach out to her and she will give you the statistics from A to Z, showing that as you increase your diversity in both females disabled people, people of color, you increase your range of opportunities.

Daniel Tann: And when you think about it, it makes sense because as your diverse

Daniel Tann: You can go into different communities and just for a simple instance if you have

Daniel Tann: Different tentacles in terms of different backgrounds. You know, you said you work and I'm a coach at old white guy.

Kelly Hundley: I'm an

Daniel Tann: Older black guys so my circles different than your circle so I can bring in different

Denise Sharperson: Businesses than you.

Daniel Tann: Can and you multiply that by people who have, you know, if you're in the disabled community community or if you're in the

Daniel Tann: alternative lifestyle community you reach different businesses, different people relates into different economic avenues to make more money and she's done the research.

Daniel Tann: And I've seen it and it's phenomenal. So with that in hand, you can do those types of things. And I experienced it personally. When I first started practicing law. I worked for a union side labor law firm.

Daniel Tann: They had some unions that were predominantly African American, and they said to them, If you don't have a diverse attorney base, we're taking our business elsewhere.
Daniel Tann: So I still believe that was one of the reasons I was hired was that I was African American. Plus, I went to law school and Iowa.

Daniel Tann: So I can speak two languages, so to speak, and it was very beneficial because I was immediately given those clients to work with and develop and nurture. So I think that's your answer.

Denise Sharperson: I'd like to add something. This is Denise I'm to the point that damn made. I also look at it that corporations are demanding diversity when they are looking at law firms, because a diversity, while it's still not you know I'm

Denise Sharperson: Fulfilled everywhere corporations are ahead of law firms in

Miriam Jacobson: Terms of diversity so

Denise Sharperson: We have GCS who make the decision on what firm, you know, gets the book of business and they're asking the questions like, how many people in your law firm.

Denise Sharperson: Are women. How many are Asian Pacific. How many are LGBT and are they working on the work, or are they for show, are they actually doing substantive billable work. I mean, in New Jersey.

Denise Sharperson: What some of the law firms have done is the larger, more established law firms have strategic partnerships with minority own law firm, so that the minority law firm that has the

Denise Sharperson: The business you know experience can partner with the law firm that has the resources and it's a win win so that

Denise Sharperson: You know, both firms are making you know money, Derek. The corporation is happy because they have the substantive work from an established 30 year partner that may not, you know, have the

Denise Sharperson: I guess the you know the bandwidth for a really, really large project, but with merging with the firm, just for strategic purposes, they're accomplishing that goal. And so it's just a mount a matter of being

Denise Sharperson: Creative and savvy, because we look at society society is very diverse and so when you know we are talking about business and our firms.

Denise Sharperson: You know why diversity is important not only you know from a perspective of, you know, more connections. But also, you know, more business opportunities, but also perspective when you have this sameness, you have the thought.

Denise Sharperson: Of two white men, but when you have the perspective of women when you have the perspective of other communities.

Denise Sharperson: There's a richness in that problem solving that I look at things totally different.
Denise Sharperson: Than you know other people look at things and there's a freshness and that have more people at the table, making those decisions on how to best serve our client and so

Denise Sharperson: Just from an evolution standpoint, it makes sense and also to the gentleman who

Denise Sharperson: Guess lives in the south mountains of Georgia where there's not a lot of diversity.

Denise Sharperson: It goes back to the point that the judge and I made earlier that it's about coming out of your comfort zone of, you know, maybe attending because I know parts of

Denise Sharperson: Georgia very diverse going to a black church going to an N double A CP meeting, we will not kick you out, we would, we love diversity in terms of

Denise Sharperson: You know, just coming to the table and you know experiencing something different.

Denise Sharperson: I can give you an example from my work experience at the bar association, I developed an action plan which was a roadmap of helping increase diversity.

Denise Sharperson: And helping convince our leaders that diversity is a two way street. We just can't open up our doors and say, Come on, diverse people pay your membership, we have to go outside. We have to be sincere. We have to become

Denise Sharperson: Part of the community and one of that the aspects of the action plan was an accountability checklist.

Denise Sharperson: We're saying, you know, diverse attorneys you're importing your perspective is important. You know, we can partner together and accomplish a lot

Denise Sharperson: But how much do I know about you, how many times you know have invited somebody to dinner. That looks different than I do. And so it was holding the leadership accountable.

Denise Sharperson: For the diversity efforts to not just welcome people and but what am I doing, you know, Dan mentioned the implicit bias test that was part of the accountability checklist and it was a requirement.

Denise Sharperson: Of the board every year they have to certify that they had done at least 10 or so things and you know as we're all attorneys around this round proverbial round table.

Denise Sharperson: attorneys are very skeptical was certified. It didn't go out without a hitch without a lot of conversation, but it was something to really

Denise Sharperson: Solidify a commitment to diversity and a very visual way to say board member your and leader of this organization diversity is important. Put your efforts, where your mouth is show put action to it.

Denise Sharperson: And they, you know, a suggestion was read a book by an African American author pay for the bar membership have a diverse attorney.
Denise Sharperson: Go to a diverse Bar Association and so off. It didn't lead to lively discussions.

Denise Sharperson: And some attorneys. Did you know 10 items on the list some did 12 items and it was it made for a richer conversation around the board table and

Denise Sharperson: You know, demographics within the board room, you know, over time, change where there were designated seats for diverse members and I, you know, like to think that some of the efforts of getting

Denise Sharperson: The leadership to think differently to come out of their comfort zone of getting used to, you know,

Denise Sharperson: being around people, and that perspective shifting is very important when you put yourself in the perspective of another person when you're the only woman that or a room or you're the only Jewish person at any event, it changes, you know,

Denise Sharperson: It shifts the mindset where you're like, oh, that does that would be sort of awkward if I had to do that 30 years into the the practice of law.

Denise Sharperson: But I think that there's a you know definitely you know a development and a richness that goes

Denise Sharperson: Goes with that. That helps advanced diversity. When we all become part of the solution and just, you know, you know, instead of waiting for this miraculous diversity day

Denise Sharperson: You know, just start making different efforts of doing something that we probably, you know, might not have done in our entire lives no matter whether we're you know 42 or 52

Denise Sharperson: It's never too late to, kind of, you know, shift your mindset, especially with all of the things that are going on in our world today.

KC Branch: Well, thank you, you know, you bring up an interesting issue and it sort of answers Kelly's question a little bit more and and maybe, maybe it's an answer to my question, Guinea and that is

KC Branch: Learning about people's past and learning about their perspectives, even if we're solo practitioners and we're white, but you're

KC Branch: Reaching out to other lawyers who may not be white, or other friends who may not be white to get their opinions, because a group of 20 white man.

KC Branch: Is going to give you one perspective, whereas a group of diverse

KC Branch: Individuals, whether they're lawyers clients business people. What have you will give you different perspectives and whether they're from the African American community, the Chinese community.

KC Branch: The Jewish community, what have you. And I think that diversity of ideas in terms of how to solve problems, which is what what you're just supposed to be doing.
KC Branch: Could be very well handled by people with different perspectives, if it's the same 25 people who all went to the finest elite schools.

KC Branch: And all had the finance degrees and didn't have a day of training in the trenches and they're going to have one perspective. And if you branch out pardon my icon to people of color to people.

KC Branch: In the LGBT community. Everybody's got a different perspective and a different way to solve the problem. And I think that the more ideas you get in terms of solving the problem. The more benefit we can provide to our clients.

KC Branch: Where we are at the top of the hour. And I'm happy to stay on for anybody who needs to leave. You're welcome to excuse yourself. We appreciate your attendance.

KC Branch: I'd like each of the individuals before too many people leave who made presentations to give a little bit of closing remark, and then why don't we start with Mario. And if you've got anything else that you wanted to go through this is your, your floor.

Mario Sullivan: Sure. Thanks. You know, I think I just echo everything that's been said. I mean, it's important for us to

Mario Sullivan: Not only be active and engaged in bar associations and with other communities, but to also bring them into our lives and to learn from them.

Mario Sullivan: And I always find a very beneficial to hear somebody else's story in the here to things that they're going through.

Mario Sullivan: And helps me get through some of the implicit biases that I know I have. I think we all do as as an individual, have some sort of implicit bias and sometimes you catch and sometimes you don't. But the only way we can get beyond that is by learning from each other and keeping this

Denise Sharperson: Me. Yes.

Denise Sharperson: Okay, but I think I heard Denise. I just like to end.


Denise Sharperson: Molly, for inviting me. But if I can leave our guests attendees with anything I'd like to leave with the definition of diversity and inclusion and sense of belonging. I'm going to borrow from

Denise Sharperson: One of my first city idols were named Myers. When asked about diversity, everybody's like, what is diversity and as a diversity practitioner for more than 10 years

Denise Sharperson: You know, they're very definitions, but I like to keep it simple so diversity is like being asked to the party and inclusion.

Denise Sharperson: Is being asked to dance and a sense of belonging is being able to dance to music like no one is watching. And so when we think about
Denise Sharperson: Diversity, you know, it's about human relations, but it's just also about accepting and respecting that while we're all different.

Denise Sharperson: We all, you know, want to to belong somewhere and want to feel connected and want to feel comfortable and so just think about that when you're at, you know, your next social when we're back to

Denise Sharperson: Being able to you know be less than six feet apart from each other without a math maybe far into the future, but just keep it, you know, really, really simple, really natural and just be yourself and

Denise Sharperson: You know, remember the platinum rule that when we think about diversity is not you know treating people the way we want to be treated, but treating them as they want to be treated. So in these trying times

Denise Sharperson: Just, you know, continue to respect you know everyone and their perspective and their where they come from. So thank you.

KC Branch: Thank you. You're nice

KC Branch: Just Pacman

Chisa Putman: And we everything that's been said it's been a good thing three things I want to leave you with is respect dialogue and one thing

Chisa Putman: Just be respectful of other people's positions, how they're feeling and what they're going through dialogue, don't be afraid to have that uncomfortable conversation. I was speaking with

Chisa Putman: A couple of months, we've been trying to figure out what to do, what to do. And they've been like walking on eggshells, I don't want to be too political be only be too political

Chisa Putman: And I told one group was like, You know what, I feel like I'm on record because I keep saying forget politics. You know, it's not about politics.

Chisa Putman: Is about having that uncomfortable conversation. But that's, you're not going to get anywhere to you have that uncomfortable conversation. So don't be afraid to dial. Someone said earlier, you know, it starts with a friend.

Chisa Putman: These people, the friend about it you branch out your Frank and introduce you to someone else. It could be a work. It could be a co worker or whatever the case may be.

Chisa Putman: But have that uncomfortable dialogue so that you can learn to empathize. Learn to put yourself in somebody else's position, we learned that like when we're in elementary school. Be nice Empathize, you know, listen, listen, listen, listen, be able to empathize.

KC Branch: Thank you Daniel, you're up.

Daniel Tann: Okay. I think this was a great roundtable and I'd like to thank the division for it and fall off of what the judge said
Daniel Tann: It's all about having an uncomfortable conversation and just like to leave you with one final word. And one of my mentees that I have. That's going to be a to Ellen law school, we have this thing going on that we started because we will we go to. We go to work in school every day together.

Daniel Tann: And as we walk through the city. We have this thing called Hey buddy. And what that is is that we try to meet a new person where they are every day.

Daniel Tann: And that's our way to develop our network because what I noticed with the younger generation is

Daniel Tann: So much email so much text, not a lot of real communication. So we developed the hey buddy system.

Daniel Tann: So if we could all just develop our own version of Hey buddy, to reach out to somebody that you may not feel comfortable with, or may not have develop that relationship with just to get to know them a little bit more. You might develop a better understanding.

KC Branch: Well, thank you so much. Thank you to all the panelists as anybody else who's come on. Even if you came on a little late, um, have any questions or comments to make. The floor is yours. If you speak.

KC Branch: If not, we will conclude this. And once again, we'll

See

Cassandra Georges: Had posted a question in the chat. It was, will you be sharing. Hi, this is Cassandra George's in Philadelphia past diversity fellows. Hello. I'm just curious, would you be sharing the, you know, participants contact information.

KC Branch: I think we

KC Branch: Think, well, actually I think we need to get

KC Branch: Daniela judge Putman Mario and

KC Branch: Denise, are you willing to share your email addresses in the chat with everybody.

Denise Sharperson: Is probably the ass.

KC Branch: Okay, so just that.

Daniel Tann: Is probably the easiest way to get

Daniel Tann: Sure and I forgot one thing I wanted to thank those people who are lawyers who joined from all our various blogs and groups.

Daniel Tann: Because they signed on, they said, Do I have to be arrested. No, just join us and I see a few of them did joints. I wanted to thank them for joining.
KC Branch: And Daniel if you're wanting to help people who are working with you would like to join. Next time, we'd love to have them.

Daniel Tann: Sure.

KC Branch: The more the merrier and

KC Branch: The more interactive. We all have

KC Branch: The more we can learn from each other. And that's really the purpose of this roundtable is to integrate ourselves with the other members of the profession around the country and around the world. So

KC Branch: That like forum for that and we would be pleased

Steve Wildi: And there was one other question posted in the chat.

Steve Wildi: With like know our guests opinion on recent progress here. We made much progress at times. It feels like the heavens and it's discouraging.

Steve Wildi: Greg Miller asked that.

Chisa Putman: I think the progress has been made him in regards to getting the intentionality of bringing it to the forefront. But as far as progressing to the solution. No, but at least bringing it to light so that hopefully

Chisa Putman: It will solution and

Chisa Putman: Come out

Chisa Putman: Soon sooner rather than later. But I think the main thing was getting it out there first, because you can have a conversation. Monica work. We're talking earlier.

Chisa Putman: You can have that conversation until somebody was happening like Dan could tell somebody about the issue that was happening as the community, but until you actually see it. So getting it out there so people can talk about it.

Chisa Putman: That's the progress that's been made, but not towards a solution as of yet. And that's just my personal thing.

Mario Sullivan: Yeah, man. I think sometimes I feel like we've made progress and then we've taken two steps backs and other way. You know, it's always an ongoing thing and are always fighting to have equality for all

Mario Sullivan: We're definitely made progress, but, you know, a lot of times if you look at who's in the office of the President will take three or 510 steps back. Unfortunately, so it's always an over a fight, and we have to keep fighting.

Miriam Jacobson: This, this reminds me of consciousness raising the second wave feminism. I think the message is getting out and it really depends on what kind of laws will come into place and how they will be enforced and obeyed.
Miriam Jacobson: Will see

Miriam Jacobson: I'm hopeful sort of

Aaron Abram: This is Aaron a broom. I'm a current and very grateful.

Aaron Abram: Fellow diversity Fellow at this point I just had a quick question. So I'm in Eau Claire, Wisconsin. I practice a family as well as criminal law.

Aaron Abram: Anybody who knows about the issues of segregation in the state of Wisconsin, but also know that it's not just a Milwaukee thing. It's also found in some of the professions.

Aaron Abram: One of the ways in which I have attempted to really get to people to be more inclusive is to put their money where their mouth is.

Aaron Abram: However,

Aaron Abram: You know, when we have things like Juneteenth that are taking place. When I do suggest to some of the law firm to some of the folks in the legal community, um, you know, contribute monetarily

Aaron Abram: Um, they don't necessarily want or think they need to have a conversation beyond the check that they wrote. And so my question is, how can I, especially for the legal community here because I can tell you there's only three African American attorneys in the entire western side of Wisconsin.

Aaron Abram: Entire thing. Um, and so, how can I go about having a conversation with some folks that don't yet want to have the conversation because they think that simply because I put my money down. I've done my part for equality and justice for all.

KC Branch: I think you've got to show them where the money is being spent and introduce them to people who are spending their money.

KC Branch: There's a lot of questions about money being handed out millions of dollars by corporations etc and not a lot of good tracking and I think that

KC Branch: You have to use that to your advantage to say, you know, Mr. Smith of the Smith law firm, which is all white. I want you and your partners to come down and see what good your buttons doing. I want you to see the benefit that you're providing

KC Branch: And we're not using it for administrative costs. We don't have 16 different administrators who are controlling this our fundraising cost is not 92%

KC Branch: But your money's really going to the sources and these people would like to thank you and they just wanted to show their appreciation for your donation and eat with them. And I think that if you can get them.

KC Branch: To show up. And frankly, you know, people just want to write a check. I'd really be hesitant to take their money, you know, because they're being in some sense disingenuous. They want to be able to say that they have
KC Branch: Taken care of this issue and checked it off their list without really having any conversation and money in the short term is nice, but it doesn't solve the problem.

KC Branch: Anybody disagree.

Denise Sharperson: I

Lisa Callaway: Think that's a really, really great.

Lisa Callaway: Point.

Lisa Callaway: You know the other thing, and you'd always hope. Aaron that people would do this on their own initiative, and that you wouldn't have to figure out some way but

Lisa Callaway: I think, you know, finding someone who's a huge supporter in the community and in your urine small community. It's a small town.

Lisa Callaway: But finding someone who they will listen to. It's bad that you have to go to those measures you need hopefully for the right reason but

Lisa Callaway: But I think, you know, a personal phone call from someone saying, hey, we've got this really great event going on. We know you support it monetarily but

Lisa Callaway: We need people we need. We want to see you out there physically out small community support us and and seeing if you can't get people more involved that way.

KC Branch: Even in a sense of going to bring in one of the big giant checks and having it handed off and they just want to meet you and shake your hand and say thank you.

KC Branch: As opposed to just accepting you know a wire transfer or a credit card they want to thank you and they want to have a picture with the big check mean that that all mean something to our community made really love to come down and do that, you know,

KC Branch: And I think involving them is so important and that that that once again continues the dialogue that we're talking about.

Aaron Abram: I appreciate those suggestions. Thank you very much.

KC Branch: Oh, you're welcome. Good luck with that. If you, if you need more. Feel free to to touch base something offline. And we'll do it. I've done a lot of work for homeboy, is a Southern California.

KC Branch: Charity, where we take gang members off out of prison and and put them in the hospitality industry. And so we've had some some good success with with that.

KC Branch: In a difficult sell in some sense, and they've really taken off to be very successful. So if you need some more ideas. I'm happy to help you.

Aaron Abram: And

Denise Sharperson: I have one thing to add on Aaron and I also, you know, has some challenges with having support, but not having people coming into the room.
Denise Sharperson: And so I had to start to be creative. I always tell people when they come to diversity events.

Denise Sharperson: And they say, oh, well, so and so, you know, non diverse people should have been here.

Denise Sharperson: I bring I say, well, you're responsible for bringing that information back. Whether it's collateral like

Denise Sharperson: You know posters or pictures or, you know, video, you know, having a follow up conversation like a nice like thank you for your support. This is what you know transpired. Hope to see you at the next event.

Denise Sharperson: Whether it's personalized by the event organizer, or you're the go between I think some people don't always get the connection.

Denise Sharperson: Or understand the importance of being connected to the community. They want to write a check and say, I've done my part, but there's so much more that can be done in terms of resources in terms of

Denise Sharperson: You know, there may be people within your organization that could benefit from connecting with that community. So sometimes

Denise Sharperson: You know, we become the de facto

Denise Sharperson: Person that has to galvanize people in groups together and social media is a great tool, you know, jump on a zoom you know your Facebook, you know, send, and it may take a little bit of effort, but eventually the message will get across.

Denise Sharperson: To, you know, maybe one or two people at first and then it'll, you know, it might become contagious. But sometimes we have to kind of need the dough.

Denise Sharperson: To make the bread to come out. You know what our end game is. But it's sometimes about strategizing and just making sure that there's a reciprocal relationship between the benefactor, and the community. You know that we're trying to support

KC Branch: Well, thank you so much. Nice.

Denise Sharperson: You know, we're welcome.

T Harvey: I just like

T Harvey: It just quickly, I just wanted to say, I think that we should also bridge the gap from our older generation to our younger generation. Especially now in 2020 our younger generation is brilliant in ways that

T Harvey: I think are overlooked sometimes. So just having a conversation with the younger generation about their experiences because the older generation has the history

T Harvey: So we can connect that together. I think that also will help things move forward, just in a general conversation about diversion diversity.
KC Branch: I think that's awesome.

Denise Sharperson: Great comment.

Denise Sharperson: All right.

KC Branch: Well, thank you so much. Any other comments, otherwise we will close the session. I appreciate everybody attending and we'll see hopefully all of you back next Thursday, same time, same place and the speakers are certainly welcome to continue to join us.

KC Branch: So we can continue this discussion as it relates to other topics that we might be covering. So thank you again to all the speakers. We really appreciate your time and energy and opportunity to learn from you. Thank you so much.

Denise Sharperson: You're welcome. Take care.

Daniel Tann: Take care.