In 2015, then-ABA President Paulette Brown created the Diversity & Inclusion 360 Commission (“360 Commission”) to review and analyze the state of diversity and inclusion in the legal profession, the judicial system, and the American Bar Association (“ABA”) with the aim of formulating methods, policies, standards, and practices to best advance diversity and inclusion. Among other efforts, the 360 Commission drafted and proposed Resolution 113 to the ABA House of Delegates. Resolution 113 urged all providers of legal services, particularly law firms, to expand and create opportunities at all levels of responsibility for diverse attorneys. It further urged the purchasers of those legal services, particularly corporate and governmental legal departments, to assist in facilitating the creation of opportunities for diverse attorneys and direct a greater percentage of the legal services they purchase, both currently and in the future, to diverse attorneys. At its general session at the 2016 ABA Annual Meeting, the House of Delegates unanimously passed Resolution 113.

To implement the principles behind Resolution 113, the 360 Commission created the Model Diversity Survey, which took the best aspects of dozens of legal diversity surveys into account. The purpose of creating a standard-bearing model survey included uniformity in the collection/measurement of data, easing the burden on law firms that answered multiple surveys annually, and to allow the purchasers of legal services to benchmark diversity data of firms they utilize and firms they contemplate hiring. The Model Diversity Survey aimed to move the legal profession closer to reflecting the full panorama of the public it serves. The Model Diversity Survey was meant to create transparency and comparison of diversity data for law firms and allow clients to make informed decisions.

To demonstrate their commitment to Resolution 113, companies were asked to publicly support the resolution; ask the firms that provide a significant portion of their legal services to complete the Model Survey; agree that firms the companies currently do not retain but that are competing to handle a significant matter for your company will complete the Model Survey; and agree that the information obtained through the Model Survey will be used as a factor in determining what firms to retain or terminate in providing legal service to their company. With the Model Diversity Survey created and companies pledging to use it,
Welcome to *The Innovator*, the newsletter of the ABA Commission on Racial and Ethnic Diversity in the Profession. We use this publication to keep in touch with you regarding our activities and developments to promote diversity and inclusion in the profession and to highlight the diversity and inclusion efforts of the ABA’s various Sections, Divisions and Forums.

This issue highlights two of the Commission’s signature activities, The Model Diversity Survey and the Collaborative Bar Leadership Academy (“CBLA”), and the diversity efforts of the section of Antitrust Law.

The Model Diversity Survey was created in 2015 by the Diversity & Inclusion 360 Commission, under the leadership of then-ABA President Paulette Brown, as part of the ABA’s efforts to implement Resolution 113, which urged all providers of legal services to expand and create opportunities for diverse attorneys. Since our initial launch in 2015, our Commission has increased the number of signatories to 105, including notable Fortune 100 standouts such as Microsoft who utilize the survey, and over 400 law firms participate annually. The Commission is now working on creating a platform that will increase and ease and efficiency for signatories, law firms and the ABA. Most recently, the Commission has been in discussions to expand the Model Diversity Survey for use in the United Kingdom. I invite you to read about these exciting developments in the article by Commissioner Gretchen C. Bellamy, who has been leading the Commission’s efforts on the Model Diversity Survey.

CBLA was launched in 2013 and is a joint initiative of the ABA, the Hispanic National Bar Association, National Asian Pacific American Bar Association, National Bar Association, National LGBT Bar Association and National Native American Bar Association. CBLA strengthens the pipeline of diverse bar leaders by providing leadership and professional development programming for emerging bar leaders. In June 2019, the Commission was pleased to co-host the CBLA in Denver, and I invited you to read the article by Commissioner Colleen Lamarre, who led the Commission’s efforts to organize this year’s CBLA event.

Last, but not least, this issue includes an article from the Section of Antitrust Law regarding its efforts to expand membership, diversity and inclusion through its Mentoring Program, Law School Ambassadors Program, its annual “Women in Antitrust” event, its Women’s Initiative and its plans to launch a Diversity Initiative.

Please help us to increase awareness and advocating for policies to eliminate bias and enhance diversity in our profession and to transform the ABA’s Goal III from a goal into reality.

Helen B. Kim
Chair
*ABA Commission on Racial and Ethnic Diversity in the Profession*

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**From the Chair**

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*The Innovator* is published twice a year by the Commission on Racial & Ethnic Diversity in the Profession, 321 North Clark Street, 17th Floor, Chicago, IL 60654-7598. The opinions expressed in the articles presented in *The Innovator* are those of the authors and shall not be construed to represent the policies of the American Bar Association or the Commission on Racial & Ethnic Diversity in the Profession.

*The Innovator* is accepting, on an ongoing basis, submissions to be considered for publication. Articles should be from 500 to 1500 words and address items of interest to racial and ethnic minority lawyers and/or individuals and organizations seeking to promote racial and ethnic diversity and inclusion in the legal profession. Topics may encompass recent events, case decisions, diversity and inclusion news, emerging trends, or other general topics of interest. Please send submissions or inquiries to Florence Johnson at fjohnson@johnsonandjohnsonattys.com.
American Bar Association Model Diversity Survey Signatories

1. 7-Eleven
2. Abbvie
3. Abercrombie & Fitch
4. ABM Industries
5. Adobe
6. American Express Company
7. Aon Global Law
8. Archer Daniels Midland Company
9. Astra Zeneca
10. Bank of America
11. BASF Corp.
12. Biogen
13. Bloomberg LP
14. BNP Paribas
15. Boise Cascade
16. Booz Allen Hamilton
17. Bristol-Myers Squibb
18. Capital One Financial
19. CBRE, Inc.
20. CBS Corporation
22. Cerner Corporation
23. Cigna
24. Citizen Financial Group
25. The Clorox Company
26. Comcast Corporation
27. CVS Health Company
28. Dana Incorporated
29. Davita
30. Eaton
31. eBay
32. Echo Star
33. Edison International
34. Eli Lilly and Company
35. EMC
36. EnerSys
37. Exelon Corp.
38. Facebook
39. Fannie Mae
40. Freddie Mac
41. General Mills
42. Guardian Life Insurance
43. The Hartford
44. Hess Corporation
45. Honeywell
46. HP Inc.
47. Interpublic Group
48. John Hancock Financial
49. JP Morgan Chase & Co.
50. Kimberly-Clark Corporation
51. Kodak
52. Lincoln Financial Group
53. Lockheed Martin
54. LPL Financial
55. Macy’s
56. Marsh & McLennan
57. MassMutual
58. MasterCard
59. Mattel
60. McDonald’s
61. McKesson Corporation
62. Meritor
63. MetLife
64. Microsoft
65. Molson Coors Brewing Company
66. Nasdaq, Inc.
67. New York Life Insurance Company
68. Northrop Grumman
69. Northwestern Mutual
70. ON Semiconductor
71. One America
72. Orix Corporation, USA
73. Panda Restaurant Group, Inc.
74. Pearson
75. PepsiCo
76. Pitney Bowes
77. The Principal Financial Group
78. Prudential
79. Public Service Enterprise Group PSEG
80. Quest Diagnostics Incorporated
81. Regional Transportation District (Denver)
82. Republic Services
83. Rockwell Automation
84. Royal Bank of Canada
85. Sanofi US
86. Securian Financial Group
87. Starbucks
88. State Farm
89. Synchrony Financial
90. Thrivent
91. TIAA
92. Travelzoo
93. Uber
94. U.S. Bancorp
95. United Airlines
96. University of Southern California
97. Unum Group
98. Varian Medical Systems
99. Verizon Communications
100. Vertex Pharmaceuticals
101. Viacom
102. Visa
103. Voya Financial
104. Walmart, Inc.
105. The Williams Companies, Inc.
Stronger Together

2019 Collaborative Bar Leadership Academy

COLLEEN LAMARRE

The Collaborative Bar Leadership Academy (CBLA) was held on June 23-25, 2019 in Denver, Colorado and was attended by over 70 attorneys from local and national diverse bar associations. Greenberg Traurig hosted the 3-day program at its downtown Denver office. Attendees engaged with ABA and diverse bar association leaders on various topics including association governance, vision & strategy, developing a personal board of directors, crisis management, and transitioning from state & local to national leadership.

While presenting on a panel, National Native American Bar Association President, Robert Saunooke, summed up the CBLA’s purpose and mission succinctly “Our voice becomes stronger when we work together.” Chairwoman Helen Kim and Commission Colleen Lamarre attended the CBLA on behalf of the Commission on Racial and Ethnic Diversity in the Profession. Ms. Lamarre attended the CBLA for the first time in 2016 and explained “The CBLA is a boot camp for future bar leaders.”

The Commission on Racial and Ethnic Diversity in the Profession is proud to co-sponsor the CBLA and is committed to creating a pipeline of diverse leaders. CBLA is effort among the American Bar Association, Hispanic National Bar Association, National Bar Association, National Asian Pacific American Bar Association, National LGBT Bar Association, and the National Native American Bar Association. The CBLA strengthens the pipeline of diverse bar association leaders through leadership training and professional development programs. The CBLA benefits current and future bar leaders, the bar association community, and the legal profession overall and lays the foundation for further collaborative efforts by the sponsoring bar associations to foster diversity and inclusion in the legal profession.

Colleen E. Lamarre (Mohawk) is a senior associate at Pillsbury Winthrop Shaw Pittman LLP, in San Francisco, CA. Ms. Lamarre focuses her practice on executive compensation and employee benefits. Ms. Lamarre currently serves as the National Native American Bar Association’s National Affiliate Representative to ABA Young Lawyers Division Council. She is a member of the Board of Directors of the National Native American Bar Association and serves on ABA Commission on Racial and Ethnic Diversity in the Profession and The National Judicial College, Tribal Advisory Board. Ms. Lamarre received an L.L.M. in Taxation from New York University School of Law, a J.D. from Cornell Law School, and an A.B. from Dartmouth College.
Diversity Events at the 2019 ABA Annual Meeting

The ABA Diversity & Inclusion Center has compiled a basic calendar of diversity and inclusion-related events taking place during the 2019 ABA Annual Meeting—August 8–12, 2019 in San Francisco, CA. All event times listed are Pacific Time.

FRIDAY, AUGUST 9

8:00 AM – 12:00 PM
Commission on Women in the Profession Business Meeting
Sponsor: Commission On Women in the Profession
Location: San Francisco Marriott Marquis
Yerba Buena Salon 8

8:30 AM – 11:30 AM
Coalition on Racial & Ethnic Justice Business Meeting
Sponsor: Coalition on Racial & Ethnic Justice
Location: San Francisco Marriott Marquis
Fourth Level, Pacific Suite E

12:00 PM – 3:00 PM
Commission on Racial & Ethnic Diversity in the Profession Business Meeting
Sponsor: Commission On Racial and Ethnic Diversity in the Profession
Location: Pillsbury Corporation
4 Embarcadero Center, 22nd Fl

12:30 PM – 4:30 PM
Diversity & Inclusion Center Business Meeting
Sponsor: Diversity and Inclusion Division
Location: San Francisco Marriott Marquis
Fifth Level, Sierra Suite C

4:30 PM – 6:00 PM
CLE on Voter Engagement
Sponsor: Commission on Racial and Ethnic Diversity in the Profession
Location: Pillsbury Corporation
4 Embarcadero Center, 22nd Fl
San Francisco, CA 94111

4:30 PM -6:00 PM
Diversity & Inclusion Advisory Council Business Meeting
Sponsor: Diversity and Inclusion Center
Location: San Francisco Marriott Marquis
Fifth Level, Sierra Suite C

6:30 PM – 8:00 PM
Bar Leadership Reception
Sponsor: Commission on Racial and Ethnic Diversity in the Profession
Location: Pillsbury Corporation
4 Embarcadero Center, 22nd Fl

SUNDAY, AUGUST 11

8:30 AM – 11:30 AM
Commission on Sexual Orientation & Gender Identity Business Meeting
Sponsor: Commission on Sexual Orientation & Gender Identity
Location: San Francisco Marriott Marquis
Second Level, Foothill B

12:00 PM – 2:00 PM
Margaret Brent Awards Luncheon (tickets required)
Sponsor: Commission on Women in the Profession
Location: San Francisco Marriott Marquis
Lower B2 Level, Yerba Buena Ballroom

2:15 PM – 4:30 PM
Women’s Caucus
Sponsor: Commission on Women in the Profession
Location: San Francisco Marriott Marquis
Lower B2 Level, Nob Hill

3:00 PM – 5:00 PM
LGBT Caucus
Sponsor: Commission on Sexual Orientation & Gender Identity
Location: San Francisco Marriott Marquis
Second Level, Foothill F

3:00 PM – 5:00 PM
Minority Caucus
Sponsor: Commission on Racial and Ethnic Diversity in the Profession
Location: San Francisco Marriott Marquis
B2 Level, Golden Gate Ballroom A

MONDAY, AUGUST 12

5:30 PM – 6:30 PM
Reception for Lawyers with Disabilities
Sponsor: Commission on Disability Rights
Location: San Francisco Marriott Marquis
Lower B2 Level, Nob Hill
ABA Section of Antitrust Law Seeks to Expand Membership, Diversity and Inclusion

MICHAELA SPERO

The Membership, Diversity and Inclusion Committee of the Section of Antitrust Law has been working hard to live up to its name by fostering engagement from and between its members, both old and new, in a range of programs and initiatives aimed at improving diversity and inclusion within the Section and the organizations of its many members.

Many of the Antitrust Section’s initiatives are focused on supporting the next generation of antitrust, consumer protection and privacy practitioners. The "Why Antitrust?" Program brings diverse panels of practitioners to law schools to discuss their personal experiences and answer questions from students on the many unique paths to a successful career.

In the same spirit, the Mentoring Program pairs senior lawyers with junior mentees, and junior lawyers with law students. One-on-one sessions, as well as group lunches and other informal get-togethers, offer students and new attorneys personal and professional guidance that sets them up for long-term success, no matter what career path they pursue.

A new Law School Ambassadors Program, developed by Section Council Member Svetlana Gans, provides the Section with law student representatives at over thirty law schools across the country. The program offers law students not only the opportunity to dig in substantively on current antitrust issues, but also provides them opportunities to engage with leadership in a two-way dialogue.

Another profoundly successful Antitrust Section program is its Women’s Initiative. The Initiative, which commenced approximately five years ago, currently coordinates a diverse range of publications and events aimed at celebrating the successes of female antitrust practitioners, while also providing a platform for younger attorneys and economists to follow in their footsteps. In a short time, membership in the Initiative has grown to several hundred individuals.

Among its various outreach efforts, the Women’s Initiative publishes a "Ten Things" series of written interviews with prominent women in the Antitrust bar. Interviewers are often younger professionals, who not only have the opportunity to connect personally with stellar mentors, but also are particularly adept at asking questions that elicit sound advice on balancing personal and professional demands—one of the crucial challenges facing female attorneys today.

Building on this concept, a monthly webinar program allows practitioners from across the country to tune in for in-depth interviews with titans of the bar, including most recently, an interview of Federal Trade Commissioner Christine Wilson by Section Chair Deborah Garza.

The Antitrust Section also holds an annual, in person, “Women in Antitrust” event, held in conjunction with the Section’s Fall Forum. This event allows Women’s Initiative participants and supporters to come together in person to further develop the personal connections that can truly foster diversity in the profession.

Channeling the successes and feedback that has come out the programs currently in place, the Committee recently obtained approval to launch a “Diversity Initiative.” This program, intended to be similar in scope and success to the Women’s Initiative, will formalize the Section’s outreach to affinity bar associations and law student groups, working with these partners to highlight diverse leaders within the bar as well as support diverse candidates as they rise through the Section’s ranks.

Finally, the Section continues to encourage its members to both recreate the Section’s initiatives within their own organizations as well as submit new ideas for diversity programming, so as to develop a positive feedback loop that is slowly but surely improving inclusion within the Section and bar.

Michaela Spero is Co-Vice Chair of the Section of Antitrust Law Membership, Diversity and Inclusion Committee and an Associate at Clifford Chance in Washington, DC.
Photos from the most recent Women in Antitrust Convening event.
the 360 Commission passed the survey on to the Commission on Racial and Ethnic Diversity in the Profession (the “CREDP”).

Since the resolution’s passage, the CREDP gotten numerous signatories, and that list includes general counsel from companies such as Walmart, Inc., Facebook, Verizon, Bloomberg LP and Bank of America. Gretchen C. Bellamy, Senior Director for Education, Operations and Initiatives at the University of North Carolina at Chapel Hill has led the Model Diversity Survey for the last three years, after taking the reins from Alan Bryan, Senior Associate General Counsel at Walmart, Inc. The CREDP is currently working on an MOU with Microsoft, in conjunction with the Law School Admissions Council, to create a dynamic platform for the Model Diversity Survey and the ABA exponentially. Based on a platform created to enhance the Model Diversity Survey reporting, Microsoft, in conjunction with the Law School Admissions Council, will support the easy-to-maneuver and manage system.

In addition to that progress, there has been significant interest in the United Kingdom (“UK”) to expand the Model Diversity Survey for use internationally. Interlaw Diversity Forum, a well-known organization that promotes diversity, equity and inclusion in the legal profession has initiated a request to the CREDP to adapt the ABA Model Diversity Survey for use in the United Kingdom. The Law Society of England and Wales as well as the Solicitors Regulations Authority have also demonstrated their willingness and intent to support the Interlaw Diversity Forum’s efforts to promote the distribution and adoption of the UK legal sector version of the Model Diversity Survey. Ultimately, the Attorney General for the Commonwealth, Baroness Patricia Scotland, has indicated a strong interest in utilizing an adapted version of the Model Diversity Survey in the other 52 commonwealth countries as appropriate. The CREDP currently is requesting that the Board of Governors to authorize the ABA to enter into an MOU with Interlaw Diversity Forum to adapt the ABA Model Diversity Survey for use in the United Kingdom and ultimately the greater commonwealth.

Gretchen C. Bellamy is the senior director for education, operations and initiatives in the University Office for Diversity and Inclusion at the University of North Carolina at Chapel Hill. In addition, she is the president and consulting director of Bellamy Management Consulting. She currently serves as a commissioner on the ABA Commission for Racial and Ethnic Diversity in the Profession where she leads the Model Diversity Survey efforts nationally and internationally.

The National Native American Bar Association (NNABA) has published a report cataloguing the American Indian law offerings and programs within U.S. law schools to inform prospective Native law students and students interested in practicing Indian law. NNABA’s goal is to update this resource every two years. The report is available at

https://www.nativeamericanbar.org/young-lawyer-committee/

The National Native American Bar Association Publishes Report on State of Indian Law at ABA Accredited Law Schools

The State of Indian Law at ABA-Accredited Law Schools
ABA YLD Addresses Voting Rights

SIERRA SENOR-MOORE, LA’JESSICA STRINGFELLOW, KRISTINA BILOWUS, ANDREW HAIRSTON, AND NICOLE DEL RIO

In 2019, access to the ballot in America remains an extremely hot-button issue. After the historic turnout of the 2018 midterm election, many Americans find themselves engaged in conversations about how to maintain and strengthen the momentum as 2020 quickly approaches. Recognizing the unique role that lawyers play in upholding the rule of law and advocating for democratic principles, the Young Lawyers Division of the American Bar Association (ABA YLD) felt it necessary to weigh in on this topic and provide recommendations to young lawyers as they engage in this space.

Throughout our lives we have all been told “your vote counts,” but many of us were not able to truly see that sentiment in action until 2018. The 2018 midterm elections were a monumental experience, as the United States saw a record turnout of voters for a midterm election. Not only did the highest percentage of voters in a half-century make their way to the polls, but a tremendous showing came from people under the age of forty.

Yes, the “millenial” generation, often mocked as lazy and too engrossed in their phones, showed up and voiced their opinions loudest of all. While the “millenial” generation, often mocked as lazy and too engrossed in their phones, showed up and voiced their opinions loudest of all. While the “millenial” generation, often mocked as lazy and too engrossed in their phones, showed up and voiced their opinions loudest of all. While the “millenial” generation, often mocked as lazy and too engrossed in their phones, showed up and voiced their opinions loudest of all.

Now that people are engaged, the challenge is to maintain the momentum and keep them tuned into the political process. Social media and technology provides the average U.S. citizen with a constant barrage of information, both positive and negative. The key to utilizing various social media platforms is striking the right balance in engaging individuals without causing them to become overwhelmed, overburdened, or just becoming “over it” and they decide to tune out the noise all together.

The various political campaigns are now scrambling to retain the hold on the voters who have emerged, as well as enacting innovative ways to pull in new voters. Individuals who have declared their candidacy for the 2020 Presidency have taken to social media to become more relatable and more accessible to voters.

Considering all of this, members of the ABA YLD have a duty to uphold the law and protect the democratic process. Attorneys are the best equipped to lead the movement in educating voters and protecting voter rights. Moving toward the 2020 elections we each need to ask ourselves what we can do to be involved in the democratic process and engage others. Just like every vote—every step we take next will count.

Throughout history, Americans have faced hurdles to exercise their right to vote. Flowing from the extension of the franchise to Black men after the Civil War to women only having the franchise for just under a century, the battle for voting rights has been a long one—and one that continues with great intensity.

States across the country have enacted laws that clemency was used for restoration of civil rights unconstitutional. Considering all of this, members of the ABA YLD have a duty to uphold the law and protect the democratic process. Attorneys are the best equipped to lead the movement in educating voters and protecting voter rights. Moving toward the 2020 elections we each need to ask ourselves what we can do to be involved in the democratic process and engage others. Just like every vote—every step we take next will count.

Felony Disenfranchisement

The majority of the country allows for individuals with prior felony convictions to vote, however, many states do not have an automatic restoration of voting rights. Three states permanently disenfranchise potential voters with felony convictions even after they have served their sentence and complete probation or parole. Some states restore the right to vote if you’re convicted of certain crimes, but they retain permanent disenfranchise for certain felony convictions.

Some of the requirements in place to regain the right to vote in states include, but are not limited to completion of parole, completion of probation, and completion of prison sentence. These requirements disproportionately impact particular racial groups and income levels. Low income households, for examples, are greatly impacted when required to pay all associated court fees and fines. Such a burden can make it impossible for an individual to regain the right to vote.

Felony disenfranchisement was recently at issue in Florida. In 2018, Floridians passed Amendment 4, which returned voting rights to individuals with certain felony convictions who have completed their sentence—including parole or probation. Prior to the amendment it was likely you would be unable to vote for the rest of your life since the only recourse was through the governor’s clemency rules. In four years, Florida’s former governor restored voting rights to less than 2,000 citizens and at that time over 20,000 applications were pending. In 2018, a Judge found Florida’s process by which clemency was used for restoration of civil rights unconstitutional.

Voter Purges

The 2018 election saw an extensive amount of voter purging. Voter purging occurs when potential votes are thrown out or an otherwise eligible voter is removed from the voter registration list. The statistics are staggering and continue to increase. Between 2014 and 2016, approximately 16 million voters were purged. Some of the most prevalent causes of voter purging in the 2018 election included “use it or lose it laws” as well as voter registration and absentee ballot issues.

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1 See generally, http://www.electproject.org/2018g
4 https://www.brennancenter.org/analysis/voting-rights-restoration-efforts-florida
5 Id.
6 https://www.brennancenter.org/publication/purges-growing-threat-right-vote
Another issue dealt with matching voter names and signatures to those in the voter registration. During the 2018 election, many states, including Georgia and Florida, dealt with this issue. If signatures and/or names did not match, the voters were purged. Examples include problems with hyphenations, missing names, misspelling of any name, or mismatching government-issued identification. For similar reasons, there was also a massive purging of absentee ballots for technicalities. In some states, people joined forces and tried to contact voters who encountered this problem, but had strict timelines and many voters could not be reached. Those voters were purged from the rolls. These types of issues have resulted and will continue to result in massive voter purges. In some states, races were so close that voter purging was critical.

**Voter Identification Requirements**

Many states have legislation that require government identification to vote. Typically, the purported purpose for this legislation is to prevent voter fraud. States are concerned that people will impersonate voters to cast more than one ballot. While voter fraud is a concern, it has been shown that the instances of voter fraud are exceedingly minimal. Requiring government-issued identification can dissuade people from the polls either in general or because obtaining it is a burden. Instead of government-issued identification, some states accept other forms of identification such as: hunting or fishing licenses; student or employee photo identification; any valid photo identification; government documentation, utility bills, etc.

Low income individuals, seniors, and individuals with disabilities are impacted by this burden. There are normally fees associated with obtaining government identification or the necessary proof to obtain such identification. The trips associated with trying to accomplish this task may be difficult and expensive for individuals, especially when access to transportation may be an issue. Even if the person gets to the office they might not meet the standards required in order to be issued the proper identification. The difficulty in obtaining the identification is due mostly in part to the Real ID Act which places additional burdens and requirements to prove identity in order to obtain a government-issued identification. This limits the number of people who can cast a ballot. There are instances where an individual actually gets to the polling place, but forgets their identification. In this situation they might cast a provisional ballot and return to the polling place at a later date with their identification. Unfortunately, they usually fail to return to the polling place to present proper identification and their ballot is purged. The requirement of government-issued identification is an additional hurdle that disproportionately affects lower income individuals, minorities, and disabled persons.

**How Young Lawyers Can Get Involved**

Advocacy is at the core of what it means to be a lawyer. As such, lawyers have a unique skill set that can advance the movement for comprehensive voting rights. Regardless of political affiliation, young lawyers can provide timely assistance to ensure voters have access to the ballot. Below are several ways that young lawyers can advocate for voting rights in your local county and states:

1. **Lobby**—Lawyers can partner with local organizations to craft voters’ rights policy to lobby to the state legislature. Lawyers can also review proposed legislation and suggest changes that would help facilitate better access to the polls on Election Day.

2. **Educate**—Lawyers can assist in implementing voters’ rights trainings in their communities. At the training, lawyers can provide nonpartisan issue guides outlining critical issues that are prevalent in the election cycle.

3. **Expungement/Pardon clinics**—Lawyers can volunteer at local expungement and pardon clinics to assist individuals interested in restoring their voting rights. Many states have legal aid organizations that often host expungement/pardon clinics to provide restoration of rights assistance.

4. **Serve as Poll Watchers**—Lawyers can volunteer at the polls to act as nonpartisan poll workers. Poll watch-ers help promote transparency and openness by ensuring there are no acts of intimidation or other acts of impropriety inside a polling location.

5. **Legal Call Center**—Organize and/or volunteer at call centers to provide legal advice the day of elections when voters can call and ask questions related to voting, polling places, ballots, and other issues.

Recognizing the full landscape of voting rights in the United States—and the on-going fights to fully secure them—we urge young lawyers to get involved with voter registration efforts and bolster the civic life of their communities. There remains a great deal of work to be done to secure the full promise of American democracy, and young lawyers are in a good position to ensure that our democracy ultimately achieves this goal.

Sierra Senor-Moore is the current Chief Investigator with the Office of the Inspector General at the Illinois Department of Children and Family Services. She has previously served as an Assistant State’s Attorney in Sangamon County and an Assistant Attorney General with Illinois. Ms. Senor-Moore is a 2015 graduate of Indiana McKinney School of Law and a 2018–2019 ABA YLD Scholar.

La’Jessica Stringfellow is an associate at Robinson, Gray, Stepp & Laffitte. She practices commercial and business litigation and insurance defense.

Kristina Bilowus is from Novi, Michigan, where she is a family law attorney and an adjunct professor at Western Michigan University Cooley Law School. She is a YLD Scholar and serves on both the Diversity and Inclusion Team and Women in the Profession Committee.

Andrew Hairston is presently the School-to-Prison Pipeline Project Director of Texas Appleseed. After working as a racial justice lawyer in DC for a few years, he now resides in Austin, Texas. He is licensed to practice law in Louisiana.

Nicole M. Del Rio is a graduate of Florida International University, College of Law, 2015. She is in her third year of practicing housing and family law in Tampa, Florida.
Commissioner Spotlight

Meet the Commissioners! Be sure to check out the “Commissioner Spotlight” section in each issue of The Innovator and read about the ABA members who service as Commissioners on the ABA Commission on Racial and Ethnic Diversity in the Profession.

Kimberly Norwood

HOW LONG HAVE YOU BEEN ON THE COMMISSION?

WHAT IS ONE OF YOUR FAVORITE THINGS ABOUT SERVING ON THE COMMISSION?
Working with other lawyers from around the country

WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS ATTORNEYS?
I would ask the firm to invest in Bias and Cultural Competency training. Lots of firms do something, but the effort is typically more of a “check the box” type thing than an actual roll up your sleeves and let’s seriously tackle this approach. Firms do an hour or two of diversity and inclusion training and then they fell that they are done. We all have biases and we have been biased all of our lives. One or two hours will not solve our challenges. We need to dig deeper. In my experience, firms resist the deeper dive. Yet, firms will not become diverse if they continue during whatever it is that they have been. The firm has to change its mindset, its approach, its culture. All that starts with education, exposure, training.

WHAT IS YOUR FAVORITE MIDNIGHT SNACK?
I don’t really have a midnight snack but if I did, it would be some kind of cold dairy free dessert—a coconut or cashew or almond milk frozen dessert.

WHAT WAS YOUR LEAST FAVORITE LAW SCHOOL SUBJECT AND WHY?
I loved every course. Lucky, blessed, and honored to be in the room. Love it all. Hardest by far was Income Tax. Lost lots of sleep over that one. Ended up ranking the course though so it all worked out.

WHAT IS YOUR DREAM VACATION?
I want to travel around the world for 6 months.

WHAT IS ONE OF YOUR HIDDEN TALENTS?
I make a mean carrot cake—from scratch!

Pamela Enslen

HOW LONG HAVE YOU BEEN ON THE COMMISSION?
I am just completing my first year on the Commission.

IN WHAT OTHER ABA ENTITIES ARE YOU INVOLVED?
Other than occasional law school accreditation site visits, I am not involved with the ABA in any other capacity.

WHAT IS ONE OF YOUR FAVORITE THINGS ABOUT SERVING ON THE COMMISSION?
I come away from every Commission meeting reminded of why I became an attorney. This Commission does such important work, and has a group of genuinely committed members that inspire me to work harder to do better, to meet their example.

WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS ATTORNEYS?
I serve on my firm’s diversity and inclusion committee, and always try to stress the need to be open and welcoming in our discussions internally and externally on the subject. Too many entities pay lip service by perhaps having a nice paragraph about diversity in a brochure or on their website, but never really get down to the important discussions about their culture and concrete steps being taken to make it a place where a diverse group of people will want to work.

WHAT IS YOUR DREAM VACATION?
Sometimes it is to go to a beach and read books by the ocean. Other times, I love to travel to a new country and learn about its history. Exploring old castles and villages is a lot of fun.

WHAT IS YOUR LEAST FAVORITE LAW SCHOOL SUBJECT AND WHY?
In all honesty, I liked all of the subjects. I found tax to be intimidating because I have absolutely no background, or talent, in areas having anything to do with math.

WHAT IS YOUR DREAM VACATION?
I was a classical musician in my first career. The oboe was my instrument.
Racial & Ethnic Diversity
Calendar of Events

JULY 20–26, 2019
National Bar Association
94th Annual Convention & Exhibits
Sheraton New York Hotel | New York, NY

AUGUST 7–9, 2019
National LGBT Bar Association
2019 Annual Lavender Law Conference & Career Fair
Philadelphia Downtown Marriott Hotel | Philadelphia, PA

AUGUST 8–13, 2019
ABA 2019 Annual Meeting
San Francisco Marriott Marquis | San Francisco, CA

SEPTEMBER 26–29, 2019
Hispanic National Bar Association
2019 Annual Convention
New York Hilton Midtown | New York, NY

NOVEMBER 7–10, 2019
National Asian Pacific American Bar Association
2019 Annual Convention
JW Marriott Austin | Austin, TX

MARK YOUR CALENDARS FOR THE
2020 SPIRIT OF EXCELLENCE AWARDS LUNCHEON
TAKING PLACE ON
SATURDAY, FEBRUARY 15TH, 2020
IN AUSTIN, TX
For sponsorship opportunities, please contact Staff Director Keevin Woods at keevin.woods@americanbar.org.