

Goal III Report: The State of

Racial and Ethnic Diversity

IN THE AMERICAN BAR ASSOCIATION

Commission on Racial and Ethnic Diversity 2009



Goal III Report: The State of

Racial and Ethnic Diversity

Commission on Racial and Ethnic Diversity in the Profession

AMERICAN BAR ASSOCIATION

321 N. Clark Street

Chicago, IL 60654

312-988-5643

312-988-5647 (fax)

abanet.org/minorities

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Table of

Contents

Introduction	1	ABA Sections, Divisions, Forums	
Methodology	1	Analyses	6
ABA Membership	2	Sections	7
ABA Leadership		Divisions	29
Presidential Appointments	3	Forums.....	43
Elected Leadership	4	Strategies Toward Success.....	49
		ABA Goal III Entities	52
		ABA Goal III Commissions	53
		Acknowledgements.....	54

Introduction

The Commission on Racial and Ethnic Diversity in the Profession was created in 1986 to address the ABA's then newly adopted Goal IX.¹ Later, Goal IX would be amended to include, not only racial and ethnic minorities but also, women, persons with disabilities, and persons of differing sexual orientation and gender identification.² In 2008, the ABA House of Delegates reformed its goals and mission reducing them to four key Goals. These newly adopted Goals are:

- **Goal I:** Serve our Members.
- **Goal II:** Improve our Profession.
- **Goal III:** Eliminate Bias and Enhance Diversity.
- **Goal IV:** Advance the Rule of Law.

The ABA encompassed the tenets of Goal IX into the newly created Goal III. The objective of Goal III is to, "Eliminate Bias and Enhance Diversity." To this end Goal III seeks to:

- Promote full and equal participation in the association, our profession, and the justice system by all persons; and
- Eliminate bias in the legal profession and the justice system.

Additionally, the Center for Racial and Ethnic Diversity was formed to coordinate and enhance the ABA's diversity efforts. The Center is comprised of three racial and ethnic diversity entities, the Commission on Racial and Ethnic Diversity in the Profession, the Presidential Advisory Counsel on Diversity in the Profession and the Council on Racial and Ethnic Justice. As a result, these entities allow the ABA to address diversity with a three-pronged approach. The Commission on Racial and Ethnic Diversity in the Profession provides services for racially and ethnically diverse lawyers, judges, and others who are in the legal profession. The Presidential Advisory Counsel on Diversity in the Profession provides programs and services to increase diversity in the educational "pipeline" to the legal profession. The Council on Racial and Ethnic Justice addresses issues related to the racial and ethnic bias in the justice system.

The Commission, the Center for Racial and Ethnic Diversity, and the ABA have continued to work individually and jointly in pursuit of diversity within the ABA, the justice system and the profession. Therefore, the Commission on Racial and Ethnic Diversity in the Profession believes that the diversity aspiration espoused by Goal III should be measured and analyzed annually so that it may serve to:

- Monitor and assess the ABA's own progress in achieving its diversity goals;
- Motivate leaders at all levels within the ABA to continue to promote the objectives of Goal III; and,
- Encourage and inspire our profession to maintain its commitment to diversity.

Footnotes

1. The Original Goal IX's mission was "To promote the full and equal participation in the legal profession by minorities."

2. These areas are now addressed by the Commission on Mental and Physical Disability Law, the Commission on Women in the Profession, and the Commission on Sexual Orientation and Gender Identity.

Methodology

The Annual Goal III Survey is conducted with a view toward:

- Determining the representation of minorities in the ABA and its leadership;
- Presenting information on diversity-related initiatives throughout the ABA;
- Identifying and developing on-going strategies and practices to assist Sections, Divisions and Forums and other ABA entities in increasing minority participation, particularly in those areas where minorities are underrepresented; and,
- Recognizing the practices that have resulted in greater diversity within the ABA and its leadership.

To this end, the data reported herein is jointly collected, and then separately examined and reported by the ABA's Commission on Racial and Ethnic Diversity in the Profession, Commission on Women in the Profession, Commission on Sexual Orientation and Gender Identification, Commission on Mental and Physical Disability Law, and the Standing Committee on Continuing Legal Education, as applicable. Each fall the Chair and Staff Liaison of each

ABA entity to be evaluated submits a joint-reporting survey form. Specifically, the survey is completed by each ABA Section, Division and Forum. The survey form asks each entity for information regarding the composition of its leadership as well as any information regarding programs geared towards increasing diversity within their entity.³

Each year, we continue to refine and improve upon our ability to report information that will aid members and bar leaders in their diversity efforts. This report reflects the composition of ABA membership and examines the progress of diversity in the ABA at various levels of its leadership and membership. Therefore, the data is presented in a historical context, entity by entity. The report is primarily based on a comparative analysis of minority participation in ABA Sections, Divisions and Forum leadership in 2000-01 (the year we first began reporting this data), 2007-08 and 2008-09. When applicable to the entity's analysis, we have included data from other reporting years. Additionally, the report provides raw numbers in addition to percentages so that easier analysis and more meaningful comparisons can be made. The Report provides a sample of successful practices that are currently being employed by ABA's entities in their diversity efforts.

Finally, in an effort to become more ecologically friendly this year's report will be published on-line. An electronic copy of this year's report, in addition to previous Goal IX reports and data, is available at www.abanet.org/minorities/publications/home.html.

Footnotes

3. The Commission is aware that for some individuals the issues of race and ethnicity can be sensitive and as a result can lead to individuals being counted as "Other" or "Unknown." Consequently, identifying leaders as "Other" and "Unknown" is no longer an option. Anyone whose race or ethnicity is unknown or not reported is counted as "Caucasian." Additionally, a provision has been made so that multiracial individuals can be counted accurately.

Membership

According to the 2000 Census, the population of the United States was 24.9% non-white.¹ Within the legal profession, racial and ethnic minorities accounted for 9.7% of all lawyers (not including judges). While this is an increase of 2.1% from 1990, when minorities represented 7.6% of the profession, it is not reflective of the percentage of minorities in the general population.

Among all lawyers, African Americans comprised 3.9%, Asian Americans 2.3%, Hispanics 3.3%, and Native Americans 0.2%. Among judges, 15.9% were reported as a racial or ethnic minority: African Americans 8.8%, Asian Americans 1.7%, Hispanics 4.5%, and Native Americans 0.8%. If we combine lawyers and judges, minorities comprise 10.08% of the legal profession.

Comparing the general population to the combination of lawyers and judges demonstrates the lack of diversity within our profession. The percentage growth of total membership in the ABA has been on a steady rise since 2003. African American and Asian Pacific members have exhibited continuous percentage growth that has mirrored organizational growth since 2003. Hispanic membership has been on the increase since 2007 and Native American membership has shown steady percentage growth since 2006. In terms of actual numbers, every sub-group²

2000	U.S. Census Minority Demographics		
	General Population	Lawyers	Lawyers and Judges
African American	12.90%	3.90%	4.20%
Asian American	4.20%	2.30%	2.29%
Hispanic	12.50%	3.30%	3.70%
Native American	1.50%	0.20%	0.24%

ABA Membership	Total Per Year					
	2000-2001*		2007-2008*		2008-2009*	
	#	%	#	%	#	%
African American	3,777	2.71%	3,698	3.12%	3,914	3.22%
Asian American	3,483	2.50%	3,397	2.86%	3,641	2.99%
Hispanic	3,165	2.27%	2,944	2.48%	3,085	2.54%
Native American	828	0.59%	541	0.46%	611	0.50%
Caucasian	126,480	90.88%	106,530	89.76%	108,663	89.32%
Other	1,439	1.03%	1,572	1.32%	1,738	1.43%
Unknown	0	0	233,205	0	232,419	0
Total	408,685	100%	351,887	100%	354,071	100%

* Members of unknown race are not included in the calculation.

exceeded 2007-2008 numbers. The ABA's steady organizational growth is a good indicator of the minority growth potential of the individual Sections, Divisions and Forums. Although we are concerned about the impact that the global economic downturn may have on membership, we remain cautiously optimistic that the organization will be able to find innovative ways to, at least, maintain its current membership levels and to attract minority participation. The ABA's long-standing commitment to diversity in the legal profession is well known. It is a national and international voice in the ongoing push for inclusion in the legal and non-legal world.

Footnotes

1. Statistics taken from the Census include those individuals who reported that they were white as well as one or more other race(s).

2. Does not include members identified as "Unknown".

ABA Leadership—Presidential Appointments

Appointments to ABA Standing and Special Committees, Commissions, Task Forces and other entities are made by the incoming President of the ABA.¹ These appointments are highly visible and involve entities that are responsible for a significant portion of the ABA's work. The appointments process provides an opportunity for any member of the ABA to be considered for a position and careful thought and deliberation is involved in making these appointments.

The Office of the President sets the tone for the rest of the ABA with the emphasis it places on racial and ethnic diversity within the organization and the legal profession. The most visible and meaningful way in which the President can convey the importance of diversity and inclusion is through his or her appointments.

The total number of minority appointments made by ABA President H. Thomas Wells, Jr., in 2008-09 was 175. This comprised 25% of President Wells' total number of member appointments. This is an increase from the appointments made by former President William H. Neukom in 2007-08, which totaled 167 (23.6% of his total number of appointments). However, these appointments are a decrease from former President Karen J. Mathis' appointments in 2006-07, which totaled 211 (28.6% of her total member appointments).

Total Member Appointments	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
Percentage of Female Appointments	36.6% (270)	39% (275)	42% (293)
Percentage of Minority Appointments	28.6% (211)	23.6% (167)	25% (175)
Percentage of Female Minority Appointments	10.2% (75)	9.7% (69)	12.5% (87)
Total	736	705	693



Appointments by Ethnicity	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
African American	92	89	90
Hispanic	39	34	38
Asian	36	33	33
Native American	10	11	14
Arab-American			
Other	10		
Total	187	167	175

Chair Appointments	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
(Including Co-Chair, Vice-Chair and Honorary Chair)			
Percentage of Female Appointments	38.5% (30)	30.8% (25)	30.9% (26)
Percentage of Minority Appointments	23% (18)	19.7% (16)	19% (16)
Percentage of Female Minority Appointments	10.2% (8)	12.3% (10)	12% (10)
Total	78	81	84

Female Appointments	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
Caucasian	205	206	206
African American	42	41	51
Hispanic	12	17	19
Asian	11	7	11
Native American	3	4	6
Other			
Unknown	4		
Total	278	275	293

A breakdown of President Wells' minority member appointments shows that he has appointed 90 African American, 38 Hispanic, 14 Native American and 33 Asian Pacific appointees. Additionally, President Wells' made a total of 16 minority chair appointments in 2008-2009, which totaled 19% of his total number of chair appointments. These appointments are equal to the number of chair appointments made by former President Neukom. However, these chair appointments are less than those made by former President

Mathis, which totaled 18 minority chair appointments (23% of her total chair appointments).

ABA leadership continues to take the lead in demonstrating the value of diversity, particularly through appointments and the work of the ABA Center for Racial and Ethnic Diversity, which is housed in the office of the President.

Footnotes

1. Standing Committee Appointments are for a three-year term. Special Committee Appointments are for a one-year term.

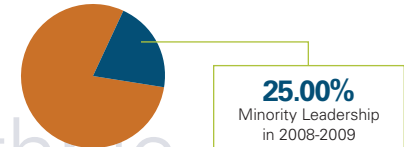
ABA Leadership—Elected Leadership

The percentage of racial and ethnic minorities on the ABA Board of Governors remains the same in 2008-2009 as in the previous year, but there was a slight change in the make up of the minority members. In 2008-2009, six of the 40 (15%) elected members were minorities (five African Americans and one Hispanic). Of the current minority members

only one is an officer of the Association. In 2007-2008, six of the 40 (15%) elected members were minorities (four African Americans and two Hispanics). In the last 10 years a Native American has not served on the Board. Since 2003-2004, there has been no Asian Americans serving on the Board of Governors.

Appointments by Disability	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
Disability			46

Appointments by Sexual Orientation	By President, By Year		
	Karen J. Mathis 2006-2007	William H. Neukom 2007-2008	H. Thomas Wells, Jr. 2008-2009
Gay/Lesbian/Bi-Sexual			11
Transgender			3



Board of Governors	By Year, By Ethnicity		
	2000-2001	2007-2008	2008-2009
African American	2	4	5
Asian American	1	0	0
Hispanic	0	2	1
Native American	0	0	0
Non-Minority	34	34	34
Total	37	40*	40*

* This number includes the Secretary-elect and the Treasurer-elect as well as the student liaison, who is a non-voting member.

sections

- Administrative Law and Regulatory Practice
- Antitrust Law
- Business Law
- Criminal Justice
- Dispute Resolution
- Environment, Energy and Resources
- Family Law
- Health Law
- Individual Rights and Responsibilities
- Intellectual Property Law
- International Law
- Labor and Employment Law
- Law Practice Management
- Legal Education and Admissions to the Bar
- Litigation
- Public Contract Law
- Public Utility, Communications and Transportation Law
- Real Property, Trust and Estate Law
- Science and Technology Law
- State and Local Government Law
- Taxation
- Tort Trial and Insurance Practice

divisions

- General Practice, Solo and Small Firm Division
- Government and Public Sector Lawyers Division
- Judicial Division
- Judicial Division—Appellate Judges Conference
- Judicial Division—Appellate Judges Conference -Council of Appellate Lawyers
- Judicial Division—Appellate Judges Conference -Council of Appellate Staff Attorneys
- Judicial Division—National Conference -Federal Trial Judges
- Judicial Division—National Conference -State Trial Judges
- Judicial Division—National Conference -Specialized Court Judges
- Judicial Division—National Conference -Administrative Law Judges
- Judicial Division - Lawyers Conference
- Law Student Division
- Senior Lawyers Division
- Young Lawyers Division

forums

- Affordable Housing and Community Development Law
- Air and Space Law
- Communications Law
- Construction Industry
- Entertainment and Sports Industries
- Franchising

The following is based primarily on a comparative analysis of minority participation in ABA Section, Division and Forum leadership in 2000-01 (the year we first began to report this data), 2007-08 and 2008-09. When applicable to the analysis, we have included data from other reporting years.

Administrative Law and Regulatory Practice

The Administrative Law and Regulatory Practice Section made good strides toward increased diversity within its leadership ranks in the past year. The total number of minority lawyers participating in Administrative Law and Regulatory Practice Section leadership this year is 70 compared to 12 in 2000-01* and 39 in 2007-08. Minorities comprise 16.09% of the total membership in this Section, up from just 7.55% in 2000-01 and 11.96% in 2007-08.

African American lawyers show the most significant increase in participation with 52 members compared to nine members in 2000-01 and 15 members in 2007-08. Unfortunately, the number of Hispanic lawyers decreased by 50% from 12 in 2007-08 to 6 in 2008-09. This decrease is an area of concern.

The Section's greatest gain in minority participation is in Programming Faculty. The Section has made continued and steady progress in this category since 2000-01. The Section reports 65 minority lawyers in this leadership category compared to just 30 in 2007-08.

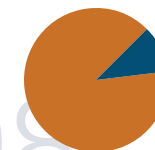
The Section has dropped its Additional Committee Leadership and Other Leadership positions, which has reduced the number of leadership opportunities available. Over the years, minorities have lost ground in the Publication Authors, Nominating Committee, Committee Chairs and Council Members categories. The Section's Primary Leadership category continues to have only one minority member (an African American). This number has remained unchanged since 2006-07.

The Section reports that two of its three Section staff members in 2007-08 were women of color. It is clear that the Section is making an effort to draw more minority participation. The Section's commitment to diversity bodes well for future minority growth in the Section's leadership ranks, particularly in those areas where minorities have lost ground in recent years.

2000-2001		Administrative Law and Regulatory Practice						
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage	
9	2	1	0	12	147	159	7.55%	

*Although the Section's minority participation number of 12 for 2000-01 is the Section's lowest recorded number, this number does not include data for the Additional Committee Leadership, Publication Authors and House of Delegates. The Section's 2006-07 overall minority participation number of 26 is the lowest recorded number reflecting data reported in these three categories, which enables us to make a more accurate comparison to the 2008-09 minority participation numbers.

2007-2008

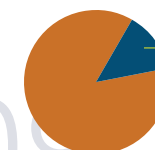


11.96%
Minority Participation

2007-2008	Administrative Law and Regulatory Practice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	6	7
Council or Forum Governing Committee	2	0	1	0	3	24	27
Committee Chairs or Forum Division Chairs	2	1	1	0	4	83	87
Additional Committee Leadership	0	0	0	0	0	0	0*
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	1	0	0	1	2	3
Programming Faculty	10	10	10	0	30	170	200
Publication Authors	0	0	0	0	0	0	0*
House of Delegates	0	0	0	0	0	2	2
Total	15	12	12	0	39	287	326

*This section indicates that these numbers are in the hundreds but it was unable to provide this data.

2008-2009



16.09%
Minority Participation

2008-2009	Administrative Law and Regulatory Practice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	7	8
Council or Forum Governing Committee	1	0	0	0	1	10	11
Committee Chairs or Forum Division Chairs	0	2	1	0	3	96	99
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	125	125
Programming Faculty	50	10	5	0	65	125	190
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	2	2
Total	52	12	6	0	70	365	435

Antitrust Law

Although its growth continues to be slow, the Antitrust Law Section reported an increase in minority participation in Section leadership this year. From 2000-01 through the present, the Section successfully increased the number of minorities in leadership positions from 37 to 50. Between 2007-08 and 2008-09, the number of minorities in leadership increased by seven members, from 4.80% to 5.06% of the Section's general leadership population. Despite the overall minority growth in the Section, there is reason to be concerned about the drop by more than 50% in African American members among Section leadership within the last year, from 22 to 10. This is the lowest level of African American representation in Section leadership since the Section began reporting in 2000-01. On the other hand, Asian Pacific members grew by more than 50%, from 16 to 37 during this same period. The bulk of the minority growth is in Programming Faculty and Other Leadership.

Section leadership's commitment to diversity is evident. The 2007-08 Chair appointed several minorities as committee officers, and for the first time, two of the Section's committee chairs are minorities. We are encouraged by the Chair-Elect's promise to make an even greater impact on minority participation in 2008-09. The Section also has established a relationship with the National Conference for the Minority Lawyer whose goal is to advance the full and equal participation of racial and ethnic minorities in the legal profession.

2000-2001		Antitrust Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
16	16	4	1	37	614	651	5.68%



2007-2008		Antitrust Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	8	8
Council or Forum Governing Committee	1	0	0	0	1	19	20
Committee Chairs or Forum Division Chairs	2	0	0	0	2	57	59
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	3	5	0	0	8	153	161
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	14	8	5	0	27	375	402
Publication Authors	2	3	0	0	5	234	239
House of Delegates	0	0	0	0	0	2	2
Total	22	16	5	0	43	852	895



2008-2009		Antitrust Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	12	12
Council or Forum Governing Committee	0	0	0	0	0	21	21
Committee Chairs or Forum Division Chairs	2	1	0	0	3	56	59
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	4	12	1	0	17	222	239
Nominating Committee	1	0	0	0	1	4	5
Programming Faculty	3	16	2	0	21	404	425
Publication Authors	0	8	0	0	8	217	225
House of Delegates	0	0	0	0	0	2	2
Total	10	37	3	0	50	938	988

Business Law

Since 2000-01, the Business Law Section has been a model for other ABA entities in its ongoing commitment to inclusion at all levels of leadership within the Section. The Section exhibited continued growth among all minority groups until 2008-09. This year, the Section suffered some setbacks, as the total number of minorities in leadership positions in the Section dropped from 244 in 2007-08 to 222, despite an increase in the total number of members (minority and non-minority) in Section leadership from 1,988 to 2,030. Minorities now comprise 10.94% of the leadership positions compared to 12.27% in 2007-08.

Specifically, the Section lost 21 of its African American, 11 of its Asian Pacific and 10 of its Native American member leaders this year. On a positive note, the number of Hispanics in Section leadership grew by 20 members in 2008-09. Most of the minority members are in the Programming Faculty category. It is notable that the number of African Americans in this category of leadership dropped by 25, while the number of Hispanics grew by a commensurate amount, during this same period.

Even with the loss of minority leadership this year, the Section still boasts solid minority leadership numbers that other groups can continue to look to for inspiration. In addition, the Section continues its broad support of several diversity-related initiatives and events, including its CLEO Fellow Scholarship Program, Business Card Diversity Reception, Corporate Director Diversity Program, Business Court Representative Program, Business Law Diversity Clerkship Program and the Business Law Fellows, Ambassadors and Diplomat Programs, which involve lawyers of color and others in the Section's substantive work. We have no doubt that the Section will be able to rebound from its recent setback in minority leadership, given the number of initiatives it has in place, its excellent diversity track record and proven dedication to promoting inclusion.

2000-2001		Business Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
17	11	17	1	46	735	781	5.89%



2007-2008		Business Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	1	0	0	2	8	10
Council or Forum Governing Committee	1	1	0	1	3	17	20
Committee Chairs or Forum Division Chairs	8	0	2	1	11	77	88
Additional Committee Leadership	16	12	6	3	37	546	583
Other Leadership	13	7	4	0	24	125	149
Nominating Committee	1	0	0	0	1	7	8
Programming Faculty	74	46	16	9	145	893	1038
Publication Authors	6	10	3	1	20	68	88
House of Delegates	1	0	0	0	1	3	4
Total	121	77	31	15	244	1744	1988



2008-2009		Business Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	1	0	0	3	0	3
Council or Forum Governing Committee	2	1	0	0	3	17	20
Committee Chairs or Forum Division Chairs	11	0	2	0	13	45	58
Additional Committee Leadership	13	6	6	2	27	650	677
Other Leadership	20	10	3	0	33	188	221
Nominating Committee	3	0	0	0	3	8	11
Programming Faculty	49	48	40	2	139	896	1,035
Publication Authors	0	0	0	1	1	0	1
House of Delegates	0	0	0	0	0	4	4
Total	100	66	51	5	222	1,808	2,030

Criminal Justice

The Criminal Justice Section's status relative to minority leadership participation can be described as a mixed bag. The Section has increased the percentage of minorities in leadership positions from 13.86% in 2007-08 to 15.53% in 2008-09. This increase continues the percentage growth trend of minority leadership in the Section that began in 2004-05. It is noteworthy, however, that while the proportionate number of minorities in leadership grew, the actual number of minorities in leadership positions fell from 56 in 2007-08 to 41 in 2008-09. This is the first time since 2002-03 that the raw number of minorities has not increased. In 2008-09, the Section lost ground with regard to minority participation in the Council Members and Committee Chairs categories. It also experienced a significant decline in Hispanic member participation at the leadership level in all areas. The reduction of leadership opportunities within the Section may be one of the reasons that minority and Caucasian leadership numbers are down this year.

The Section and its collaborating partners, the Section of Individual Rights and Responsibilities and the ABA Council on Racial and Ethnic Justice, have been awarded a grant to address the issue of cross cultural communication in the criminal justice system and the underlying disparate impact of the system on people of color. We believe that the Criminal Justice Section can turn around the negative minority growth it experienced this year through focused recruitment, leadership development, particularly among Hispanic members, increased availability of leadership opportunities and its continued advocacy in the area of criminal justice. Given the percentage increase of minorities participating in Section leadership we have reason to believe that the Section will be able to do just that.

2000-2001		Criminal Justice					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
24	1	6	0	31	352	383	8.09%



2007-2008	Criminal Justice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	0	0	2	6	8
Council or Forum Governing Committee	6	0	1	0	7	29	36
Committee Chairs or Forum Division Chairs	7	1	2	0	10	60	70
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	3	0	0	0	3	6	9
Programming Faculty	11	8	12	0	31	196	223
Publication Authors	2	0	1	0	3	49	52
House of Delegates	0	0	0	0	0	2	2
Total	31	9	16	0	56	348	404



2008-2009	Criminal Justice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	0	0	2	7	9
Council or Forum Governing Committee	4	0	0	0	4	0	4
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	6	8
Programming Faculty	23	4	4	0	31	180	211
Publication Authors	1	1	0	0	2	30	32
House of Delegates	0	0	0	0	0	0	0
Total	32	5	4	0	41	223	264

Dispute Resolution

This has been a good year for Dispute Resolution, any way you look at it. The Section continues to make excellent progress in both actual and proportionate numbers, a trend that began in 2005-06. The Section boasts gains in every measurable area. The total number of minority members participating in leadership activities has grown from 65 in 2007-08 to 73 in 2008-09, which puts the percentage of minorities involved in leadership at 14.07% compared to 11.75% in 2007-08. The participation numbers for most sub-groups within the Section have also risen.

Between 2007-08 and 2008-09, African Americans gained four leadership positions and Asian Pacific members gained two. Hispanic members did not gain or lose any positions. We are particularly impressed with the Section's ability to reestablish a Native American leadership presence. Native American members now hold two positions. Participation for this sub-group had been zero since 2005-06. Minority participation increased in most categories, with the exception of Council Members, Other Leadership, Publication Authors and House of Delegates.

The Section has not yet been able to match the peak minority participation numbers that it achieved in 2003-04 of 93 members. However, given the solid progress that the Section has made, thus far, it is well on its way to recapturing and, perhaps, even surpassing these numbers. The Section's ongoing diversity efforts, including its Forum on Expanding Opportunities for Minorities and Women, its participation in the Center for ADR's highly diverse annual conference, its planned focus on race and diversity in the upcoming Spring 2009 issue of *Dispute Resolution Magazine*, its targeted recruitment of diverse faculty for Section programming and its scholarship program benefiting underrepresented groups, can have nothing but a positive impact on minority leadership within its ranks.

2000-2001		Dispute Resolution					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
6	1	18	2	27	504	531	5.08%



2007-2008	Dispute Resolution						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	6	7
Council or Forum Governing Committee	2	3	1	0	6	19	25
Committee Chairs or Forum Division Chairs	7	2	1	0	10	56	66
Additional Committee Leadership	3	1	0	0	4	11	15
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	6	8
Programming Faculty	28	6	8	0	42	386	428
Publication Authors	0	0	0	0	0	2	2
House of Delegates	0	0	0	0	0	2	2
Total	43	12	10	0	65	488	553



2008-2009	Dispute Resolution						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	6	7
Council or Forum Governing Committee	3	3	1	0	7	19	26
Committee Chairs or Forum Division Chairs	8	3	1	0	12	53	65
Additional Committee Leadership	3	1	0	0	4	11	15
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	6	8
Programming Faculty	30	7	8	2	47	347	394
Publication Authors	0	0	0	0	0	2	2
House of Delegates	0	0	0	0	0	2	2
Total	47	14	10	2	73	446	519

Environment, Energy and Resources

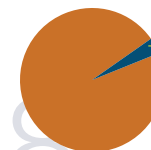
Historical fluctuating progress can best describe the Environment, Energy and Resources Section with regard to its minority leadership. Since the Section first began Goal III reporting, the number of minorities in leadership positions in the Section has see-sawed sharply from year to year. Historically, whenever the Section has posted an increase in minority leadership, it has typically lost that increase the following year (the exception being in 2002-03 and 2003-04, when the Section experienced two consecutive years of loss). This year, the Section's minority leadership numbers were stable. The total number of minority leaders in the Section changed little from 2007-08, dropping to 68. The percentage of minorities in leadership positions grew to 5.78%, up from 3.93% in 2007-08. We are hopeful that the Section's current minority participation numbers and percentages mark the beginning of more stability in its minority leadership.

African American members made the greatest forward stride with 32 now in leadership positions (specifically, Committee Leadership), up from 21 in 2007-08. Unfortunately, Asian Pacific members lost ground in the Section's leadership ranks, dropping from 20 in 2007-08 to 11 this year. Much of this loss in participation among this sub-group can be attributed to the reduction of Other Leadership positions in the Section, where Asian Pacific leaders had the strongest presence last year. Minority participation grew significantly in the Publication Authors category from 2.7% in 2007-08 to 4.23% in 2008-09. Minorities made inroads in the Additional Committee Leadership category as well, moving from 16 to 22 this year. However, minorities lost ground in the Council Members category and still have not been able to make any real headway into the upper echelon of Section leadership.

The Section must continue to look for innovative ways to recruit and groom minority members to take on leadership roles within the Section and beyond. The Section's Diversity Fellowship Program in Environmental Law, which awards 25 fellowships, annually, encourages underrepresented groups to take an interest in environmental law. The Diversity Fellowship Program has enhanced the visibility of the Section's commitment to diversity throughout the environmental law practice arena, which puts it in a good position to attract more minority members. There are unlimited opportunities for this Section to make a meaningful contribution, in view of the heightened importance of environmental and energy issues in our global society. Stable and diverse leadership will help put the Section on the right track to future growth.

2000-2001 Environment, Energy and Resources							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
21	8	13	5	47	720	767	6.13%

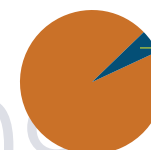
2007-2008



3.93%
Minority Participation

2007-2008	Environment, Energy and Resources						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	11	11
Council or Forum Governing Committee	0	0	0	0	0	14	14
Committee Chairs or Forum Division Chairs	2	1	0	1	4	71	75
Additional Committee Leadership	7	3	3	3	16	183	199
Other Leadership	6	7	2	4	19	554	573
Nominating Committee	1	0	0	0	1	3	4
Programming Faculty	3	6	8	0	17	412	429
Publication Authors	2	3	4.5	3	12.5	450.5	463
House of Delegates	0	0	0	0	0	2	2
Total	21	20	17.5	11	69.5	1700.5	1770

2008-2009



5.78%
Minority Participation

2008-2009	Environment, Energy and Resources						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	11	11
Council or Forum Governing Committee	1	1	0	0	2	12	14
Committee Chairs or Forum Division Chairs	4	0	0	1	5	75	80
Additional Committee Leadership	15	5	1	1	22	120	142
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	6	6
Programming Faculty	7	2	3	4	16	362	378
Publication Authors	5	3	11	4	23	521	544
House of Delegates	0	0	0	0	0	2	2
Total	32	11	15	10	68	1,109	1,177

Family Law

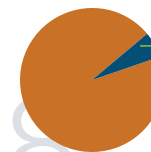
There is good news and bad news with regard to the progress of minority leadership in the Family Law Section. The good news is that the total number of minorities in leadership positions in the Section did not decrease between 2007-08 and 2008-09. The bad news is that the number did not increase either. The percentage of minority participation increased only very slightly, from 6.41% to 6.60%. The Section made notable gains in minority leadership participation between 2006-07 and 2007-08. We were hopeful that the Section would record additional gains this year. While we take some solace in the fact that the numbers did not drop, we are disappointed at the lack of movement forward, particularly in light of the fact that Family Law is a practice area well populated with minority practitioners.

Most of the minority leaders in the Section can be found in the Publication Authors category. Minority leadership in this category grew by 50% between 2007-08 and 2008-09. The Section also shows nice growth in the Committee Chairs category with three minority leaders compared to zero in 2007-08. Unfortunately, the Section suffered a significant decline in minority participants in the Other Leadership category, dropping from 11 in 2007-08 to just two in 2008-09. To the Section's credit, the number of Native American members participating at the leadership level has jumped significantly from four in 2007-08 to nine in 2008-09, making it one of the few ABA entities with a sizeable Native American leadership population.

Section leaders state that most minority family law practitioners are in solo, small-firm and/or general practice and have limited budgets, which make ABA membership dues cost-prohibitive. We do not doubt that this has been a contributing factor to the Section's low minority participation numbers. We also appreciate the added difficulty that this and other ABA entities are having in growing their membership during this period of economic downturn. However, we believe that the strategies the Section has implemented will counter some of these negative impacts. The Section has begun to take steps to promote diversity within its ranks, by convening its diversity committee during both the fall and spring CLE conferences, scheduling conference calls to discuss the Section's minority presence and distributing promotional CLE conference brochures to minority bar associations. The Section also invited a member of the Commission on Racial & Ethnic Diversity in the Profession to its spring Diversity Committee meeting to assist the committee in its minority outreach effort. We believe that the Section is sincere in its attempts to bolster minority participation and leadership. One of the most encouraging developments is the election of a Hispanic woman as the Section's 2008-09 Chair. We are hopeful that her tenure will be marked by aggressive outreach to Hispanics and other minorities.

2000-2001 Family Law							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
2	3	1	0	6	298	304	1.97%

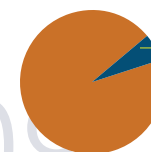
2007-2008



6.41%
Minority Participation

2007-2008	Family Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	1	0	1	5	6
Council or Forum Governing Committee	0	0	1	0	1	19	20
Committee Chairs or Forum Division Chairs	0	0	0	0	0	35	35
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	2	0	6	3	11	63	74
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	2	1	3	1	7	135	7
Publication Authors	1	3	1	0	5	102	107
House of Delegates	0	0	0	0	0	2	2
Total	5	4	12	4	25	365	390

2008-2009



6.60%
Minority Participation

2008-2009	Family Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	1	0	1	5	6
Council or Forum Governing Committee	0	0	1	1	2	18	20
Committee Chairs or Forum Division Chairs	1	0	0	2	3	43	46
Additional Committee Leadership	0	0	0	0	0	2	2
Other Leadership	0	0	1	1	2	50	52
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	2	0	3	2	7	156	163
Publication Authors	1	2	4	3	10	74	84
House of Delegates	0	0	0	0	0	2	2
Total	4	2	10	9	25	354	379

Health Law

Once again, the Health Law Section has posted very respectable numbers (actual and percentage) relative to minority leadership within its ranks. The total number of minorities active in Section leadership increased from 60 to 70 this year. Minorities now comprise 16.87% of the Section's leadership, which is up from 15.63% in 2007-08.

The Section continues to retain minorities in several upper echelon leadership arenas, including Primary Leadership, Council Members, Nominating Committee and Committee Chairs. The most significant movement occurred in the Other Leadership category, which saw an increase in minority participation from zero to 39 members this year.

Other than revamping its diversity plan, the Section does not intend to veer from the diversity policies that have brought it success in the past. We hope this strategy will further enhance the effectiveness of the Section's existing diversity programming.

2000-2001		Health Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
7	5	2	0	14	149	163	8.59%



2007-2008	Health Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	5	6
Council or Forum Governing Committee	1	1	0	0	2	5	7
Committee Chairs or Forum Division Chairs	3	0	0	0	3	10	13
Additional Committee Leadership	14	5	6	0	25	84	109
Other Leadership	0	0	0	0	0	11	11
Nominating Committee	2	1	0	0	3	4	7
Programming Faculty	15	2	1	0	18	101	119
Publication Authors	3	5	0	0	8	102	110
House of Delegates	0	0	0	0	0	2	2
Total	39	14	7	0	60	324	384



2008-2009	Health Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	5	6
Council or Forum Governing Committee	1	1	0	0	2	5	7
Committee Chairs or Forum Division Chairs	2	0	1	0	3	11	14
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	20	8	11	0	39	130	169
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	17	1	1	0	19	113	132
Publication Authors	1	4	0	0	5	74	79
House of Delegates	0	0	0	0	0	2	2
Total	43	14	13	0	70	345	415

Individual Rights and Responsibilities

The Section of Individual Rights and Responsibilities is doing okay despite a suffering a few setbacks this year. The total number of minorities in Section leadership this year is 30 compared to 42 in 2007-08, a 28.57% decrease. The percentage of minorities in the Section also has decreased from 26.25% in 2007-08 to 22.22% in 2008-09. As was the case last year, it appears that these setbacks may be related, at least in part, to a reduction of leadership opportunities in the Section, which fell by another 16%.

The Section lost ground in almost every sub-group this year, the exception being Asian Pacific members, who retained the nine leadership positions that they held last year. African Americans lost seven leadership positions, Hispanics lost three, Native Americans lost two and Caucasians lost 25. Despite these losses, the Section continues to have minority representation in several high level leadership positions, including Primary Leadership, Council Members, Committee Chairs and the House of Delegates. Minority leadership increased in the Programming Faculty and Publication Authors categories.

The percentage of minority involvement in Section leadership, though lower than last year, still outpaces other ABA entities. This Section was founded with the express purpose of ensuring equal opportunity and civil rights for all Americans. Its general goal has always been to enhance ethnic and racial diversity in the legal profession and society. This should encourage the Section to adhere to the principles it espouses relative to inclusion among its own leadership.

The Section continues to lead in recruiting diverse attorneys and promoting them to committee and Section leadership through the implementation of its Diversity Plan. Under this plan, the Section requires each of its Committees to report twice a year on diversity levels and short- and long-term goals for increasing diversity. The Nominating Committee considers the Section's diversity needs when selecting new officers and Council members. In 2007-08, racial minorities comprised one quarter of the Section's Council members, while minorities comprised half of the Section's Executive Committee membership. The Section focuses a significant amount of its advocacy on advancing the rights of Native Americans and the sovereignty of Native Hawaiians through its Native American Concerns Committee. Clearly, the Section takes its commitment to diversity very seriously.

2000-2001		Individual Rights and Responsibilities					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
21	7	4	3	35	143	178	19.66%



2007-2008	Individual Rights and Responsibilities						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	1	0	3	5	8
Council or Forum Governing Committee	2	2	1	2	7	12	19
Committee Chairs or Forum Division Chairs	2	2	0	1	5	28	33
Additional Committee Leadership	5	3	1	1	10	30	40
Other Leadership	3	1	1	1	6	25	31
Nominating Committee	1	0	1	0	2	3	5
Programming Faculty	1	0	1	1	3	0	3
Publication Authors	3	1	0	0	4	15	19
House of Delegates	1	0	1	0	2	0	2
Total	20	9	7	6	42	118	160



2008-2009	Individual Rights and Responsibilities						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	1	1	0	3	6	9
Council or Forum Governing Committee	3	1	0	2	6	13	19
Committee Chairs or Forum Division Chairs	2	1	0	1	4	25	29
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	2	2	1	1	6	17	23
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	2	2	1	0	5	16	21
Publication Authors	3	2	0	0	5	27	32
House of Delegates	0	0	1	0	1	1	2
Total	13	9	4	4	30	105	135

Intellectual Property Law

The Intellectual Property Law Section has made reasonable progress in minority leadership, since 2000-01—that is until this year. With the exception of 2001-02 and 2006-07, the Section made significant yearly progress in promoting minorities into leadership roles. However, in 2008-09, the Section was unable to sustain the minority leadership gains that it made the previous year. Its minority leadership numbers are significantly down in every sub-group and in almost every category.

The total number of minorities in Section leadership is 24, down from 52. Minorities comprise 6.15 % of the leadership positions, down from 12.09% in 2007-08. The number of African Americans in Section leadership declined 50%; the number of Asian Pacific members in leadership declined by more than 50%. Hispanic members hold only one quarter of the leadership positions that they held last year. Minority leadership decreased from one to zero in the Primary Leadership category, from 23 to 10 in the Committee Chairs category and from seven to zero in the Other Leadership category. Minority leadership numbers are also down in the Programming Faculty and Publication Authors categories.

Other than asking Section leaders to bear diversity in mind when making appointments and contributing funding to two minority scholarships for outstanding minority students interested in IP law, it appears that the Section has not set any specific diversity goals or objectives for recruiting and developing minority leadership. We recommend that the Section dedicate more time and focused resources to developing a comprehensive diversity game plan to help it recoup its losses and sustain minority leadership growth.

2000-2001		Intellectual Property Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
10	2	0	0	12	325	337	3.56%



2007-2008	Intellectual Property Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	10	11
Council or Forum Governing Committee	0	1	0	0	1	15	16
Committee Chairs or Forum Division Chairs	11	10	2	0	23	112	135
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	4	3	0	0	7	52	59
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	8	9	1	0	18	169	187
Publication Authors	1	0	1	0	2	14	16
House of Delegates	0	0	0	0	0	2	2
Total	24	24	4	0	52	378	430



2008-2009	Intellectual Property Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	10	10
Council or Forum Governing Committee	0	1	0	0	1	15	16
Committee Chairs or Forum Division Chairs	7	3	0	0	10	74	84
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	25	25
Nominating Committee	0	0	0	0	0	5	5
Programming Faculty	5	6	1	0	12	190	202
Publication Authors	0	1	0	0	1	45	46
House of Delegates	0	0	0	0	0	2	2
Total	12	11	1	0	24	366	390

International Law

Last year, we expressed concern about the International Law Section’s minority participation numbers and percentages, which had fallen dramatically to its lowest levels in five years. We are optimistic about the progress that the Section has made this year in regaining the ground it lost in 2007-08. Last year, the Section added a Diversity Officer to its leadership and developed a comprehensive Diversity Plan. Based on the increase in the number of minorities active in Section leadership this year, it appears that these initiatives are working.

The number of minorities in leadership roles rose from 164 to 186 (a 11.82% increase) in just one year. Although this number is still considerably lower than the Section’s peak number of 256, it is definitely a good step toward closing the gap. The percentage of minority participation this year is 12.39%, just slightly under last year’s 12.44%. Hispanic members have expanded their participation in Section leadership by almost 40%; most of this increase was in Programming Faculty. The Section also shows impressive growth in the number of Native American members in leadership service. The loss of three African Americans from Primary Leadership positions is a concern; however, we are pleased to see that a minority member regained a slot on the Nominating Committee. Asian Pacific members lost a significant number of Additional Committee Leadership positions, and there are significantly fewer opportunities available in the Publication Authors category this year, compared to last year. However, all minority sub-groups continue to be well represented within the Section’s leadership ranks.

The Section has developed a five-year diversity plan and has appointed a new Diversity Officer, who has regular input in Nominating Committee discussions and program planning sessions. The Section sponsored a “Pathways to Employment in International Law” program at the 2008 National Black Law Student Association meeting. It also presented two programs at Howard University School of Law to recruit and educate diverse law students about the ABA and international law practice. We are hopeful that the Section’s long-range diversity planning will continue to pay off well into the future.

2000-2001		International Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
8	11	27	0	46	597	643	7.15%



2007-2008	International Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	3	0	0	0	3	15	18
Council or Forum Governing Committee	1	2	5	0	8	24	32
Committee Chairs or Forum Division Chairs	2	1	8	0	11	96	107
Additional Committee Leadership	8	17	13	0	38	311	349
Other Leadership	3	2	0	0	5	35	40
Nominating Committee	0	0	0	0	0	6	6
Programming Faculty	29	27	34	0	90	665	755
Publication Authors	1	4	4	0	9	0	9
House of Delegates	0	0	0	0	0	2	2
Total	47	53	64	0	164	1154	1318



2008-2009	International Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	17	18
Council or Forum Governing Committee	1	1	0	1	3	31	34
Committee Chairs or Forum Division Chairs	1	1	1	1	4	117	121
Additional Committee Leadership	5	2	7	1	15	265	280
Other Leadership	1	1	4	0	6	237	243
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	26	38	91	0	155	606	761
Publication Authors	0	0	1	0	1	35	36
House of Delegates	0	0	0	0	0	2	2
Total	35	44	104	3	186	1,315	1,501

Labor and Employment Law

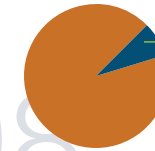
The Labor and Employment Law Section's efforts to promote more minorities to positions of leadership within the Section seem to be paying off. The Section has successfully increased its minority participation rates for the last three years. The Section garnered its highest level of minority leadership participation this year. The number of minorities in positions of leadership is 238, up from 205 in 2007-08.

African American members made the greatest leap forward with 122 members in Section leadership (up from 91 in 2007-08). Asian Pacific members also increased their presence, from 47 to 56. Unfortunately, the number of Hispanic members took a few steps backward with the loss of seven positions. The bulk of the progress made by minorities this year was in the Programming Faculty category. The Section has not had minority representation in Primary Leadership since 2002-03. This disappointing trend continues in 2008-09. Last year, we were pleased to see two minority members on the Nominating Committee. So the loss of a minority presence on the Nominating Committee this year is regrettable. The good news is that the Section has increased the number of leadership positions available, which presents more leadership opportunities for minority members. Minorities are well represented in most of the other leadership categories. We are heartened by the sizeable minority membership currently involved in these other areas and look forward to many of these members eventually moving into upper echelon leadership roles within the Section. We are aware that the Section has in place several initiatives designed to secure more minority participation.

The Section sponsors a Committee on Equal Opportunity in the Legal Profession (EOLP) and diversity receptions at its annual CLE Conference and mid-winter committee meetings. The Section's EOLP committee members participate in a conference call with the Chair of the National Bar Association's (NBA) Labor and Employment Section to discuss: 1) the establishment of a mentoring program in which experienced Section practitioners mentor NBA members, 2) the provision of networking opportunities for members of both groups, 3) the development of opportunities for NBA members to speak at Section programs, and 4) the provision of Section publications to NBA members. In addition, the Section has appointed two liaisons to the Commission on Racial and Ethnic Diversity in the Profession to share ideas and work on projects of joint interest. The Chair of the Commission is a member of the Labor and Employment Section. The Section also has appointed liaisons to the Commission on the Status of Women in the Profession and reports that it will be sponsoring the second phase of the Commission's Women of Color Study. The Section's goal is to increase participation of minority lawyers in the profession and in all Section functions. It is our expectation that these initiatives will pay future dividends for the Section.

2000-2001		Labor and Employment Law						
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage	
44	10	17	3	74	1230	1304	5.67%	

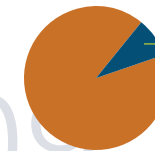
2007-2008



8.61%
Minority Participation

2007-2008		Labor and Employment Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	12	12	
Council or Forum Governing Committee	2	0	0	0	2	25	27	
Committee Chairs or Forum Division Chairs	10	0	3	0	13	64	77	
Additional Committee Leadership	29	10	14	0	53	287	340	
Other Leadership	0	0	1	0	1	15	16	
Nominating Committee	1	0	1	0	2	1	3	
Programming Faculty	30	12	20	0	62	533	595	
Publication Authors	19	25	28	0	72	1236	1308	
House of Delegates	0	0	0	0	0	2	2	
Total	91	47	67	0	205	2195	2380	

2008-2009



9.67%
Minority Participation

2008-2009		Labor and Employment Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	9	9	
Council or Forum Governing Committee	2	0	1	0	3	0	3	
Committee Chairs or Forum Division Chairs	10	0	1	0	11	59	70	
Additional Committee Leadership	17	8	8	0	33	251	284	
Other Leadership	1	0	1	0	2	13	15	
Nominating Committee	0	0	0	0	0	3	3	
Programming Faculty	77	36	24	0	137	752	889	
Publication Authors	15	12	25	0	52	1,135	1,187	
House of Delegates	0	0	0	0	0	2	2	
Total	122	56	60	0	238	2,224	2,462	

Law Practice Management

In 2004-05, Law Practice Management had 38 minorities in positions of leadership; this is the highest number of minorities in leadership that the Section has posted, to date. The following year, the number of minorities dropped to 24, a 36.84% decrease. In 2006-07 and 2007-08, the Section made incremental increases in minority leadership participation, but in 2008-09, the Section experienced another downturn. This year, the Section posted a loss of five minority leadership positions, bringing the number of minorities in leadership to 22, the lowest number in five years. This is particularly discouraging in a year when the Section saw substantial expansion in the number of leadership opportunities available, an increase in the number of Caucasians in leadership positions and its first minority Chair. Given these factors, we would have expected commensurate growth in minority leadership. On a more positive note, the minorities who remain active in leadership are serving in high level Primary Leadership, the Council and Committee Leadership positions.

It is apparent that the decrease in minority participation at the leadership level is not due to the Section's lack of good intentions in this area. We are aware of the various initiatives that the Section had in place in 2007-08 to boost minority participation, including the creation of a three-part program entitled, "A Culture of Inclusiveness," which was developed to educate the Section's members about the value of diversity in the profession. The Section devoted its entire June 2008 issue of *Law Practice Magazine* to the subject of law firm diversity. The Section re-established its Standing Committee on Diversity to assist in the implementation of diversity initiatives and to educate the Section, ABA and legal community about the importance of inclusion as a best practice management initiative. In 2007-08, the diversity committee presented two programs on Diversity and Inclusion, one of which was a Presidential Showcase at the Annual Meeting. The Section regularly contributes to the ABA Legal Opportunity Scholarship Fund and engages in outreach to the National Bar Association to encourage greater minority participation among African American attorneys.

We would like to see the Section continue its current diversity work, but we also suggest that the Section investigate the underlying reasons for the decrease in minority participation in a year that, arguably, should have seen an increase in these participation numbers.

2000-2001		Law Practice Management					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
5	0	0	1	6	225	231	2.60%



2007-2008	Law Practice Management						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	4	5
Council or Forum Governing Committee	1	1	1	0	3	10	13
Committee Chairs or Forum Division Chairs	2	0	0	0	2	17	19
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	1	0	1	1	2
Nominating Committee	1	1	0	0	2	7	9
Programming Faculty	8	6	4	0	18	65	83
Publication Authors	0	0	0	0	0	13	13
House of Delegates	0	0	0	0	0	2	2
Total	13	8	6	0	27	119	146



2008-2009	Law Practice Management						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	4	5
Council or Forum Governing Committee	1	1	1	0	3	18	21
Committee Chairs or Forum Division Chairs	0	0	0	0	0	18	18
Additional Committee Leadership	1	0	0	0	1	24	25
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	8	8
Programming Faculty	2	0	0	0	2	127	129
Publication Authors	9	3	3	0	15	182	197
House of Delegates	0	0	0	0	0	2	2
Total	14	4	4	0	22	383	405

Legal Education and Admissions to the Bar

The Section of Legal Education and Admissions to the Bar continues to experience some back slide in minority leadership participation this year. In fact, the Section lost ground across the board. There are a total of five minorities in positions of leadership this year, which represents the continuation of a three-year downward slide for minorities in the Section. The proportionate number of minorities participating in Section leadership is down for the fourth straight year. There were fewer leadership positions available overall, and Caucasian members also lost leadership presence. However, we are heartened to see that the minorities who remain in Section leadership continue to serve in high level-capacities, including the Nominating Committee, House of Delegates and Council.

Relative to minority leadership participation, we suggest that the Section conduct an analysis of where it is, where it would like to go and how it plans to get there. Such an analysis may help the Section prevent the continued loss of minorities from positions of authority within its ranks.

2000-2001		Legal Education and Admissions to the Bar						
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage	
9	2	3	1	15	82	97	15.46%	



2007-2008		Legal Education and Admissions to the Bar						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	5	5	
Council or Forum Governing Committee	2	0	2	1	5	12	17	
Committee Chairs or Forum Division Chairs	2	0	0	0	2	25	27	
Additional Committee Leadership	0	0	0	0	0	0	0	
Other Leadership	0	0	0	0	0	0	0	
Nominating Committee	1	0	1	0	2	7	9	
Programming Faculty	0	0	0	0	0	0	0	
Publication Authors	0	0	0	0	0	0	0	
House of Delegates	0	0	1	0	1	1	2	
Total	5	0	4	1	10	50	60	



2008-2009		Legal Education and Admissions to the Bar						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	2	2	
Council or Forum Governing Committee	0	0	1	0	1	15	16	
Committee Chairs or Forum Division Chairs	1	0	0	0	1	22	23	
Additional Committee Leadership	0	0	0	0	0	0	0	
Other Leadership	0	0	0	0	0	0	0	
Nominating Committee	1	0	1	0	2	5	7	
Programming Faculty	0	0	0	0	0	0	0	
Publication Authors	0	0	0	0	0	0	0	
House of Delegates	1	0	0	0	1	1	2	
Total	3	0	2	0	5	45	50	

Litigation

Last year’s minority leadership numbers were the highest ever reported by the Section of Litigation—that is until this year. Litigation has surpassed the gains it made last year in minority leadership participation. The total number of minorities in leadership this year is 209, up from 180. Minorities now comprise 22.28% percent of the leadership positions in the Section. This is up from 20.88% in 2007-08. The number of Caucasians in leadership and the number of leadership positions available overall have also increased.

Minorities from every sub-group are amply represented in almost every leadership category, including Primary Leadership, the Nominating Committee and the House of Delegates. The Section of Litigation has a very active publishing arm. Minorities are better represented in this area this year than they were last year. The Chair-Elect of the Section is a minority woman. Two of the past chairs of the Section’s Executive Committee are women of color. One of the Section’s delegates to the House of Delegates is a minority woman. Two of the members of the five-member Advisory Committee on Nominations, which recommends a slate for future top leadership positions, are women of color. Twenty-one percent of the members of the Section’s governing council are minorities.

In addition, the Section’s Minority Trial Lawyer Committee publishes *Minority Trial Lawyer* magazine, which has a target audience of minority trial lawyers. The Section sponsors other diversity initiatives including a Judicial Intern Opportunity Program and outreach to minority bar associations. The Section provides financial support to the Commission on Women for its Women of Color research. It has produced CLE programs with diverse presenters on diversity topics, such as “Women of Color in the Legal Profession: Why It Means Success for Everyone,” “Leadership: The Last Frontier” and “Keep Elevating Your Game: Lawyers of Color Harnessing Power.” In 2007-08, the Section spent more than \$250,000 on its diversity initiatives, and judging from the data, it was money well spent. We commend the Section on its good works in support of meaningful diversity.

2000-2001		Litigation					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
44	12	6	0	62	697	759	8.17%



2007-2008	Litigation						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	1	0	0	3	10	13
Council or Forum Governing Committee	2	0	0	0	2	21	23
Committee Chairs or Forum Division Chairs	19	2	5	2	28	112	140
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	28	10	9	1	48	151	199
Nominating Committee	0	1	0	0	1	4	5
Programming Faculty	56	18	12	3	89	339	428
Publication Authors	4	1	3	0	8	42	50
House of Delegates	1	0	0	0	1	3	4
Total	112	33	29	6	180	682	862



2008-2009	Litigation						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	1	0	0	3	10	13
Council or Forum Governing Committee	4	0	0	0	4	19	23
Committee Chairs or Forum Division Chairs	23	5	8	3	39	158	197
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	25	5	7	0	37	106	143
Nominating Committee	1	0	0	0	1	3	4
Programming Faculty	70	17	18	1	106	398	504
Publication Authors	10	5	1	2	18	32	50
House of Delegates	1	0	0	0	1	3	4
Total	136	33	34	6	209	729	938

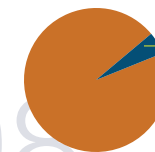
Public Contract Law

Last year, we noted that we were hopeful that the Public Contract Law Section would soon be among the vanguard of the ABA's diversity movement. Unfortunately, this was not the case. The Section posted its lowest minority leadership participation numbers (12) and percentages (2.48%) ever. Minorities have no presence at the Section's top levels of leadership; they have lost their only two slots on the Council, their only Committee Chair slot and 10 of their 11 slots in Programming Faculty. Minorities recouped some of these lost positions in Additional Committee Leadership work and actually gained a position on the Section's Nominating Committee. On a promising note, the Section launched its Diversity Scholarship program in 2007-08. The scholarship targets underserved lawyers, which includes lawyers of color.

The Section has no where to go from here but up. Out of 148 Committee Chair positions, it is reasonable to expect that a few would be held by members of color. Moreover, of 142 Programming Faculty members, we would expect that there would be more than one minority member. We are hopeful that the Section can put into place some workable strategies to increase the imprint of minority members on Section leadership. The Diversity Scholarship is a good start, but should be only one of several strategies the Section initiates to counter its historically low minority involvement, particularly at leadership levels.

2000-2001		Public Contract Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
3	0	13	0	16	479	495	3.23%

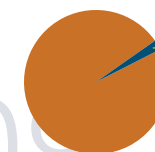
2007-2008



5.49%
Minority Participation

2007-2008		Public Contract Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	7	7
Council or Forum Governing Committee	1	0	1	0	2	11	13
Committee Chairs or Forum Division Chairs	0	1	0	0	1	145	146
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	6	3	0	0	9	141	150
Nominating Committee	0	0	0	0	0	3	3
Programming Faculty	6	2	3	0	11	121	132
Publication Authors	0	5	1	0	6	69	75
House of Delegates	0	0	0	0	0	2	2
Total	13	11	5	0	29	499	528

2008-2009



2.48%
Minority Participation

2008-2009		Public Contract Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	7	7
Council or Forum Governing Committee	0	0	0	0	0	13	13
Committee Chairs or Forum Division Chairs	0	0	0	0	0	148	148
Additional Committee Leadership	4	1	0	0	5	85	90
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	1	2
Programming Faculty	0	1	0	0	1	142	143
Publication Authors	1	1	3	0	5	74	79
House of Delegates	0	0	0	0	0	2	2
Total	6	3	3	0	12	472	484

Public Utility, Communications and Transportation Law

The Public Utility, Communications and Transportation Law Section is showing some modest improvement with regard to minority leadership involvement. Last year, the Section had only five minorities in leadership positions. This year, the Section has doubled that number. Last year, the percentage of minorities in positions of authority was 1.85%. This year, the percentage is 3.56%, an improvement, but still a relatively low number. African American members have shown the most growth in terms of involvement. Minorities have made some progress on the Council, where they added one member; Additional Committee Leadership, where they have added two new members; and Programming Faculty, where they added two members.

We are pleased the Section is taking steps to propel itself forward relative to the diversification of its leadership. The Section sponsored a well-received program entitled, "Driving Diversity from Within: A Look at One Company's Approach" last spring. The Section Council also has adopted a resolution to increase the number of women and minorities in leadership. The Section's commitment to diversity is an agenda item for Nominating Committee, Committee Chair and Vice-Chair and long-range planning meetings. These initiatives are the building blocks that the Section will need for increased minority participation in the future. We hope that the Section's diversity efforts will pay-off.

2000-2001								Public Utility, Communications and Transportation Law							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage								
1	0	1	0	2	218	220	0.91%								



2007-2008		Public Utility, Communications and Transportation Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	8	8	
Council or Forum Governing Committee	1	0	0	0	1	11	12	
Committee Chairs or Forum Division Chairs	0	0	0	0	0	29	29	
Additional Committee Leadership	3	1	0	0	4	187	191	
Other Leadership	0	0	0	0	0	0	0	
Nominating Committee	0	0	0	0	0	4	4	
Programming Faculty	0	0	0	0	0	14	14	
Publication Authors	0	0	0	0	0	11	11	
House of Delegates	0	0	0	0	0	2	2	
Total	4	1	0	0	5	266	271	



2008-2009		Public Utility, Communications and Transportation Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	
Primary Leadership/Officers	0	0	0	0	0	8	8	
Council or Forum Governing Committee	2	0	0	0	2	10	12	
Committee Chairs or Forum Division Chairs	0	0	0	0	0	23	23	
Additional Committee Leadership	4	1	1	0	6	199	205	
Other Leadership	0	0	0	0	0	0	0	
Nominating Committee	0	0	0	0	0	5	5	
Programming Faculty	2	0	0	0	2	14	16	
Publication Authors	0	0	0	0	0	10	10	
House of Delegates	0	0	0	0	0	2	2	
Total	8	1	1	0	10	271	281	

Real Property, Trust and Estate Law

This was not a great year for diversity in the Real Property, Trust and Estate Law Section. The number of available leadership opportunities in the Section fell to 346 available positions in 2008-09. Caucasian participation in leadership has also declined to 331 members in 2008-09. The Section has lost ground with regard to the number of minorities in leadership, as well, to 15 in 2008-09. We were very pleased with the progress that the Section made last year; it was our hope that we would see this progress continue. However, this has not proven to be the case. The number of minorities in Section leadership dropped from an all-time high of 48 in 2008-07 to 15 in 2008-09 (the second lowest number in the Section's reported history). The percentage of minorities in Section leadership has been declining since 2006-07; this year the percentage is the lowest it has been in three years. African American and Asian Pacific members lost significant presence in the leadership ranks this year, dropping from 25 and 15 to seven and two, respectively.

The one bright note is that the Section maintained its minority representation in the House of Delegates. Although minorities still have a presence in the Council, Committee Chairs, Programming Faculty and Other Leadership categories, their numbers in each of these areas have diminished. Particularly hard hit were Other Leadership, which dropped from 22 minorities in 2007-08 to four, and Programming Faculty, which dropped from 16 minorities to six this year.

The Section has a Diversity plan in place, which it recently revised, and it appears that the Section is engaged in basic diversity-related activities, such as offering free meeting registration to first-time minority bar members, appointing a liaison to the Commission on Racial and Ethnic Diversity in the Profession and purchasing booth space at minority bar conferences. In addition, the Section provides links to various minority bar websites, offers introductory CLE programs on real property to minority bar members and participates in CLEO activities. Unfortunately, these diversity activities do not appear to be enough. We recommend that the Section develop more creative and innovative ways to recruit minorities into the Section and engage their interest in leadership service. The potential for growth is there; the Section just needs to determine a viable way to tap into it.

2000-2001 Real Property, Trust and Estate Law							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
6	4	9	1	20	343	363	5.51%



2007-2008 Real Property, Trust and Estate Law							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	6	6
Council or Forum Governing Committee	1	1	2	0	4	33	37
Committee Chairs or Forum Division Chairs	2	1	1	0	4	119	123
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	11	7	4	0	22	423	445
Nominating Committee	0	1	0	0	1	4	5
Programming Faculty	11	4	1	0	16	270	286
Publication Authors	0	0	0	0	0	111	111
House of Delegates	0	1	0	0	1	2	3
Total	25	15	8	0	48	968	1016



2008-2009 Real Property, Trust and Estate Law							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	6	6
Council or Forum Governing Committee	1	1	1	0	3	0	3
Committee Chairs or Forum Division Chairs	0	0	1	0	1	0	1
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	3	0	1	0	4	0	4
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	3	0	3	0	6	208	214
Publication Authors	0	0	0	0	0	111	111
House of Delegates	0	1	0	0	1	2	3
Total	7	2	6	0	15	331	346

Science and Technology Law

There is much to be encouraged about Science and Technology’s progress on the minority leadership front. Despite losing 15% of its available leadership positions, the Section managed to grow its minority leadership ranks. The number of minorities increased 42.5%, from 23 in 2007-08 to 40 in 2008-09. There are approximately 26.1% fewer Caucasians in Section leadership this year, which may have impacted minority growth to some extent. Nonetheless, we are pleased to see such significant leadership growth among all minority sub-groups. African American numbers grew from three to seven; Asian Pacific numbers increased by one; Hispanic numbers jumped from six to 16; and Native American numbers increased from zero to two. Consistent with actual numbers, the percentage of minorities in Section leadership increased, as well. In 2007-08, the percentage was 10.90%; this year it more than doubled to 22.35%.

Minorities have assumed positions of leadership in all but one category—the House of Delegates. The Section was able to increase minority leadership in four areas; it was able to maintain its levels of minority participation in two other areas. Even in the areas where participation decreased, minorities still have a presence.

The Section has urged its Planning Committee and CLE program moderators to diversify their discussion panels. It co-sponsored the Business Law Section’s National Conference to promote diversity in the profession and contributed to the ABA Legal Opportunity Scholarship, which provides diverse students with opportunities to attend law school. We applaud the Section on its efforts and encourage it to keep up the good work.

2000-2001		Science and Technology Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
4	6	0	0	10	94	104	9.62%



2007-2008		Science and Technology Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	5	6
Council or Forum Governing Committee	0	1	0	0	1	11	12
Committee Chairs or Forum Division Chairs	0	2	3	0	5	46	51
Additional Committee Leadership	0	0	1	0	1	16	17
Other Leadership	0	3	0	0	3	56	59
Nominating Committee	0	1	0	0	1	4	5
Programming Faculty	3	3	1	0	7	28	35
Publication Authors	0	3	1	0	4	20	24
House of Delegates	0	0	0	0	0	2	2
Total	3	14	6	0	23	188	211



2008-2009		Science and Technology Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	6	7
Council or Forum Governing Committee	0	1	4	0	5	10	15
Committee Chairs or Forum Division Chairs	0	1	4	2	7	42	49
Additional Committee Leadership	1	3	1	0	5	32	37
Other Leadership	0	4	1	0	5	0	5
Nominating Committee	0	0	1	0	1	4	5
Programming Faculty	4	3	3	0	10	33	43
Publication Authors	2	2	2	0	6	10	16
House of Delegates	0	0	0	0	0	2	2
Total	7	15	16	2	40	139	179

State and Local Government Law

There are 22 minorities in leadership positions in the Section this year. This surpasses the Section's minority leadership participation levels for every year since 2000-01, except 2003-04, when the number was 32. Minorities currently make up 10.84% of the total number of members in leadership roles in the Section. This represents a percentage decrease from 14.14% in 2007-08, but a percentage increase from 8.96% in 2006-07 and 9.46% in 2005-06. The Section's highest percentage of minority leadership participation was 21.19% in 2003-04.

The greatest number of minorities in Section leadership serve in the Additional Committee Leadership category. An African American woman serves in Primary Leadership. Six minorities serve in the Programming Faculty category; four minorities serve as Council Members. Two minorities, both African American, serve in Additional Committee Leadership.

The Section's minority outreach efforts are evident. The solid number of minorities participating in a leadership capacity within the Section is noteworthy. Particularly impressive is the substantial growth in the Additional Committee Leadership area. We are encouraged by the continued increase in participation of African American, Asian Pacific and Hispanic members in the Section's leadership. The Section regularly recruits diverse presenters for its CLE programming. It has sponsored outreach networking sessions at Midyear, Annual and Section meetings targeting diverse law students and young lawyers, to expose them to experienced practitioners and Section resources. The Section reports a surge in law student and young lawyer participation in CLE programming and meeting attendance as a result of this outreach initiative.

2000-2001		State and Local Government Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
15	2	3	0	20	130	150	13.33%



2007-2008		State and Local Government Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	1	0	1	10	11
Council or Forum Governing Committee	0	1	0	0	2	14	16
Committee Chairs or Forum Division Chairs	1	2	1	0	3	17	20
Additional Committee Leadership	0	0	0	0	1	7	8
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	8	10
Programming Faculty	5	0	0	0	5	25	30
Publication Authors	0	0	0	0	0	2	2
House of Delegates	0	0	0	0	0	2	2
Total	9	3	2	0	14	85	99



2008-2009		State and Local Government Law					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	9	10
Council or Forum Governing Committee	3	1	0	0	4	10	14
Committee Chairs or Forum Division Chairs	2	0	0	0	2	10	12
Additional Committee Leadership	4	3	2	0	9	41	50
Other Leadership	0	0	0	0	0	65	65
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	3	2	1	0	6	40	46
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	2	2
Total	13	6	3	0	22	181	203

Taxation

The Taxation Section is growing in almost every way imaginable. The number of minorities in leadership expanded to 156 this year. The percentage of minorities in Section leadership grew from 3.28% to 4.48%, the second highest percentage of minority participation since 2000-01. This is particularly notable in a year when Caucasian leadership numbers and the number of available Section leadership slots also increased. African American participation rates are up 30% this year. Asian Pacific participation is up 57.5%. Hispanic participation numbers jumped 69.74%. Native American members were the only sub-group to lose ground; they went from 12 members to zero. The bulk of the Section's minority participation is in Programming Faculty. However, minorities also have a presence in Primary Leadership, Council, Committee Chairs, Nominating Committee and Publication Authors.

The Section is developing programming targeting law students and young lawyers, which is where it has identified the greatest potential for diversity growth. The Section anticipates that its pipeline diversity efforts targeting racially and ethnically diverse law students and young lawyers eventually will increase minority membership. Its law student career program, which provides career information about tax law, has been piloted at several law schools in Washington, D.C. The Section plans to expand the program in the future. The Section also sponsors a Law Student Tax Challenge Writing Competition. We hope these initiatives will bear fruit for the Section, particularly with regard to rebuilding Native American membership and leadership. We commend the Section on its accomplishments and look forward to its continued success in promoting minority leadership development.

2000-2001		Taxation					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
6	0	0	0	6	1076	1082	0.55%



2007-2008	Taxation						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	2	0	3	7	10
Council or Forum Governing Committee	1	0	2	0	3	22	25
Committee Chairs or Forum Division Chairs	1	2	0	0	3	54	57
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	1	0	3	26	29
Programming Faculty	20	10	15	12	57	1952	2009
Publication Authors	3	5	3	0	11	293	304
House of Delegates	0	0	0	0	0	2	2
Total	28	17	23	12	80	2356	2436



2008-2009	Taxation						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	2	0	2	9	11
Council or Forum Governing Committee	1	0	0	0	1	16	17
Committee Chairs or Forum Division Chairs	0	1	1	0	2	56	58
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	1	0	2	28	30
Programming Faculty	29	33	68	0	130	2,863	2,993
Publication Authors	9	6	4	0	19	352	371
House of Delegates	0	0	0	0	0	2	2
Total	40	40	76	0	156	3,326	3,482

Tort Trial and Insurance Practice

As in previous years, the raw numbers do not fully reflect the Section’s diversity efforts; percentages also must be considered. In 2008-09, the total number of minorities in leadership positions in the Section was only 68, which represents a sharp drop from previous years which numbered in the triple digits. Yet, the percentage of minorities in leadership in 2008-09 (12.34%) is higher than all previous years, beginning in 1999-2000. In 2007-08, there were 195 or 11.9% minorities in leadership; and in 2006-07, it was 259 or 11.55% minorities. The decline in the number of minority leaders relates to the major drop in the number of available Section leadership positions. Nonetheless, the sharp decline in actual numbers of minority leaders is cause for concern.

The greatest number of minorities in Section leadership—a total of 44 (12.22%) —serve in the Programming Faculty category. This represents an increase of nearly 5 percentage points over last year’s minority Programming Faculty percentage of 7.34%. Sixteen minorities serve as Committee Chairs. Six minorities serve in the Publication Authors category. Two minorities serve as Council Members.

The Section’s Leadership Academy shows strong promise for increasing its number and percentage of diverse leaders. This two-year old program was created to expose diverse young lawyers to top notch speakers and Section committee work. The section has committed nearly \$200,000 per year in support of this innovative project. The Leadership Academy provides an excellent model for other ABA entities.

2000-2001		Tort Trial and Insurance Practice						
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage	
59	30	78	0	167	1364	1531	10.91%	



2007-2008	Tort Trial and Insurance Practice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	6	6
Council or Forum Governing Committee	3	1	0	0	4	20	24
Committee Chairs or Forum Division Chairs	3	1	0	0	4	94	98
Additional Committee Leadership	4	2	3	0	9	51	60
Other Leadership	54	31	34	3	122	540	662
Nominating Committee	2	1	0	0	3	22	25
Programming Faculty	18	9	9	3	39	492	531
Publication Authors	9	3	2	0	14	216	230
House of Delegates	0	0	0	0	0	3	3
Total	93	48	48	6	195	1444	1639



2008-2009	Tort Trial and Insurance Practice						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	5	5
Council or Forum Governing Committee	2	0	0	0	2	22	24
Committee Chairs or Forum Division Chairs	9	4	3	0	16	63	79
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	22	8	12	2	44	316	360
Publication Authors	3	3	0	0	6	74	80
House of Delegates	0	0	0	0	0	3	3
Total	36	15	15	2	68	483	551

General Practice, Solo and Small Firm Division

The tide seems to be turning in a positive direction for the General Practice, Solo and Small Firm Division, with regard to the actual number of minorities participating at leadership levels in the Division. After experiencing a significant drop from 69 in 2005-06, to 48 minority leaders in 2006-07, the Division rebounded with 59 minority members participating in 2007-08. This rebound has continued into 2008-09 with minority leadership numbers climbing to 66, just three members shy of the 69 minority members that the Division peaked with in 2005-06. Unfortunately, there was no such upswing in the percentage of minorities in Section leadership for 2008-09. The Division reports a significant downswing relative to the proportionate participation of minorities in Division leadership, from 17.10% in 2007-08 to 12.43% in 2008-09. This is its lowest percentage of minority participation in five years. The Division's minority leadership participation rates failed to keep pace with its Caucasian participation rates.

On a positive note, the number of African American members in Division leadership grew by more than 50% between 2007-08 and 2008-09. The number of Native American members participating in leadership also grew by 50% from 2007-08 to 2008-09. On a not so positive note, the number of Hispanics dropped by almost 50%. Despite this drop, the Division continues to be among the few ABA entities with representation in every reported sub-group. The Division increased the number of minorities in Primary Leadership by one and the number of minorities serving as Committee Chairs by six this year. It also retained the one minority House of Delegates member that it gained in 2007-08. However, we are concerned about the Division's future minority growth given the loss of seven diverse members from Additional Committee Leadership and the fact that there is only one minority serving on the Nominating Committee, as these positions wield influence on the make-up of the leadership ranks.

The Division is making good strides in its efforts to promote diversity through its longstanding Diversity Fellows Program, which, annually, provides leadership development opportunities to four diverse members of the Division. The fellows serve on the Leadership Diversity Committee and receive funding to attend two annual meetings. This program should ensure a steady stream of future minority leaders for the Division.

2000-2001							
General Practice, Solo and Small Firm Division							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
15	1	6	0	22	168	190	11.58%



2007-2008							
General Practice, Solo and Small Firm Division							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	1	2
Council or Forum Governing Committee	3	2	0	0	5	13	18
Committee Chairs or Forum Division Chairs	0	1	6	0	7	59	66
Additional Committee Leadership	5	4	15	1	25	54	79
Other Leadership	0	0	0	0	0	3	3
Nominating Committee	0	0	1	0	1	4	5
Programming Faculty	1	0	3	0	4	36	40
Publication Authors	2	6	5	2	15	114	129
House of Delegates	0	0	0	1	1	2	3
Total	12	13	30	4	59	286	345



2008-2009							
General Practice, Solo and Small Firm Division							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	1	0	2	2	4
Council or Forum Governing Committee	3	1	0	0	4	17	21
Committee Chairs or Forum Division Chairs	3	3	4	3	13	44	57
Additional Committee Leadership	12	3	3	0	18	54	72
Other Leadership	0	0	1	0	1	5	6
Nominating Committee	0	0	0	0	0	5	5
Programming Faculty	7	1	1	0	9	78	87
Publication Authors	4	4	6	4	18	257	275
House of Delegates	0	0	0	1	1	3	4
Total	30	12	16	8	66	465	531

Government and Public Sector Lawyers Division

Based on the information provided by the Division the number of minorities serving in a leadership capacity in the Division appears to have dropped slightly from 18 in 2007-08 to 16 in 2008-09. However, due to decreased Caucasian participation in leadership, there is a percentage increase in the level of minority participation, from 17.65% in 2007-08 to 21.05% in 2008-09.

The number of African American members in leadership positions jumped significantly from five in 2007-08 to 13 in 2008-09. This was the only sub-group to show a gain in leadership participation levels. The number of Hispanics in Division leadership plummeted from nine in 2007-08 to zero in 2008-09. The number of Asian Pacific members in leadership dropped by one in 2008-09.

The Division continues to have minorities serving in high level leadership roles such as Primary Leadership, Council Members, Nominating Committee, Committee Chairs and Additional Committee Leadership. Particularly notable is the growth reported in the latter three categories from zero to one member, one to three members and one to four members, respectively, within a year's time.

Despite its limited financial resources, the Division reports that it is engaging in activities that promote diversity, such as its sponsorship of diverse CLE panels and the Pathways to Success for Women and Minorities in the Public Sector Program, which features a panel of successful diverse leaders discussing their personal experiences in the profession; and support of diverse council membership (3 council members are of color).

2000-2001 Government and Public Sector Lawyers Division							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
19	1	3	0	23	112	135	17.04%



2007-2008 Government and Public Sector Lawyers Division							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	1	0	3	6	9
Council or Forum Governing Committee	0	3	0	0	3	18	21
Committee Chairs or Forum Division Chairs	0	1	0	0	1	10	11
Additional Committee Leadership	1	0	0	0	1	5	6
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	3	3
Programming Faculty	2	0	4	0	6	19	25
Publication Authors	0	0	4	0	4	21	25
House of Delegates	0	0	0	0	0	2	2
Total	5	4	9	0	18	84	102



2008-2009 Government and Public Sector Lawyers Division							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	0	0	2	6	8
Council or Forum Governing Committee	2	1	0	0	3	20	23
Committee Chairs or Forum Division Chairs	3	0	0	0	3	0	3
Additional Committee Leadership	3	1	0	0	4	0	4
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	2	3
Programming Faculty	2	1	0	0	3	15	18
Publication Authors	0	0	0	0	0	15	15
House of Delegates	0	0	0	0	0	2	2
Total	13	3	0	0	16	60	76

Judicial Division

The Judicial Division has been reporting on minority participation in leadership positions within its Council and individual Conferences only since 2006-07. However, there is useful information to be gleaned from the data produced during the last three years regarding both positive and negative trends in minority participation in leadership.

The Judicial Division is unquestionably committed to diversity, as evidenced by its adoption of a Diversity Plan in 2004. The Division's efforts include the hiring of a full-time Diversity/Outreach manager responsible for the development and implementation of its diversity initiatives. Other Division efforts include, outreach to Native Americans through its Tribal Courts Council Committee; the establishment of its Judicial Mentor and Judicial Clerkship programs; the development of a diversity database, which has established the Division as a national resource on diversity in the judiciary. The Division's Standing Committee on Minorities in the Judiciary publishes *The Directory of Minority Judges in the United States* and sponsors a variety of programming to encourage minority law students to consider the law as a career. The Standing Committee partnered with the National Association for Law Placement to distribute a pamphlet entitled, "The Courts: An Excellent Place for Attorneys of Color to Launch their Careers." The pamphlet was sent to federal judges encouraging them to consider minority law students for judicial clerkships.

The Division comprises individual Conferences related to specific judicial practice areas. We understand that the pool of minorities is greater in some Conferences than in others and that some Conferences have made greater headway than others in the diversity leadership process. We recommend that the Conferences work together and share strategies and best practices to strengthen minority leadership Division-wide.

2000-2001		Judicial Division					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
36	4	9	2	51	304	355	14.37%



2007-2008	Judicial Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	2	3
Executive Committee	0	0	0	0	0	0	0
Council Members	1	0	0	0	1	11	12
Committees	5	1	0	1	7	14	21
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	6	7
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	8	1	0	1	10	35	45



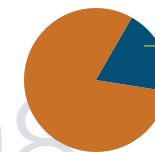
2008-2009	Judicial Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	0	1
Council or Forum Governing Committee	1	0	2	0	3	10	13
Committee Chairs or Forum Division Chairs	3	0	0	1	4	15	19
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	2	1	0	0	3	12	15
Publication Authors	7	0	1	1	9	56	65
House of Delegates	0	0	0	0	0	1	1
Total	14	2	3	2	21	99	120

Judicial Division—Appellate Judges Conference

The Appellate Judges Conference experienced modest growth in minority participation in its leadership activities between 2006-07 and 2007-08. However, it appears that the number of minority participants has declined, perhaps partially due to the overall decline in leadership opportunities. The total number of minorities in leadership positions in 2008-09 is three, a 50% decrease from 2007-08 and a 40% decrease from 2006-07. Minorities currently make up 15.79% of the total number of judges in leadership roles in the Conference. Though still a strong number, this does represent a significant percentage decrease from 22.73% in 2006-07 and 24% in 2007-08.

In 2006-07 and 2007-08, minority judges participated at the highest levels of the Conference, serving in Primary Leadership, on the Executive Committee in the House of Delegates. This is no longer the case; minority judges from this Conference no longer serve in these areas. One of the three remaining minority members is a woman of color who serves as Vice-Chair of the Conference. We hope to see minority members of the Conference regain some footing in upper level leadership positions within the Division.

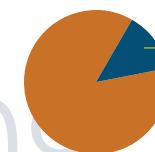
2007-2008



24.00%
Minority Participation

2007-2008	Appellate Judges Conference						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	3	4
Executive Committee	2	0	1	0	3	7	10
Council Members	0	0	1	0	0	0	0
Committees	0	0	0	0	1	5	6
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	3	3
House of Delegates	1	0	0	0	1	0	1
Total	4	0	2	0	6	19	25

2008-2009



15.79%
Minority Participation

2008-2009	Appellate Judges Conference						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	1	1
Council or Forum Governing Committee	1	0	1	0	2	5	7
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	3	3
Programming Faculty	1	0	0	0	1	6	7
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	2	0	1	0	3	16	19

Judicial Division—Appellate Judges Conference

COUNCIL OF APPELLATE LAWYERS

The Council of Appellate Lawyers has made no measurable progress with regard to minority participation at the leadership level. The total number of minorities in leadership positions in the Division in 2008-09 is one, which represents no change from the two previous years. Minorities currently make up 6.67% of the total number of appellate lawyers in leadership roles in the Division. This number represents a three-year percentage increase from 5% in 2006-07 and 5.56% in 2007-08, which, at first glance, looks like a modest, positive trend toward growth. Unfortunately, this higher percentage is due solely to a decrease in Caucasian leadership and a reduction in the number of available leadership opportunities, not an increase in minority participation.

The sole minority in a leadership position is in the Council Members category. This is the first year that minority participation in this particular leadership position has been reported. In 2006-07, the sole minority involved in Division leadership was on the Nominating Committee. In 2007-08, the sole minority participant in a leadership role was on the Executive Committee. The Division began reporting this data only three years ago; therefore, we cannot ascertain the level of past minority involvement in this category prior to 2006-07.

The Council of Appellate Lawyers Conference has maintained the same limited level of minority participation in its leadership for at least the last three years. The good news is that it hasn't dropped to zero minority participation levels. The Conference must find ways to move more minorities into Division leadership. Change is a good thing.



2007-2008	Council of Appellate Lawyers						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	4	4
Executive Committee	0	1	0	0	1	13	14
Council Members	0	0	0	0	0	0	0
Committees	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	0	0
Total	0	1	0	0	1	17	18



2008-2009	Council of Appellate Lawyers						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	2	2
Council or Forum Governing Committee	1	0	0	0	1	12	13
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	0	0
Total	1	0	0	0	1	14	15

Judicial Division—Appellate Judges Conference

COUNCIL OF APPELLATE STAFF ATTORNEYS

There are five appellate staff attorneys in leadership positions in the Division this year, none of whom are minority. This represents a drop in minority participation from the two previous years. In 2006-07 and 2007-08, the Conference had two minorities serving in Division leadership roles. In these two preceding years, minorities comprised 18.18% and 22%, respectively, of the total leadership in the Division. In 2008-09, minority participation dropped to 0%.

In 2006-07, both minority members served on the Executive Committee. In 2007-08, one minority served on the Executive Committee; the other served in Primary Leadership. The Division began reporting this data only three years ago; therefore, we cannot ascertain the level of past minority involvement in these categories prior to 2006-07.

The lack of any minority Appellate Staff Attorney participation at leadership levels in the Division is unfortunate. The good news is that this Conference has had minority participation in the past, which bodes well for its ability to rebound in this area. However, the Conference should engage in meaningful outreach to recruit more minorities for leadership service. The Conference has no where to go but up.



Judicial Division—Lawyers Conference

The Lawyers Conference is headed in the right direction with regard to minority participation in Division leadership. The number of minority lawyers from this Conference serving in leadership roles in the Division this year is nine, up from seven in 2007-08. Percentage minority leadership involvement is also up for the third consecutive year. Caucasian involvement is down slightly this year, but the number of leadership opportunities remained the same as last year, which resulted in more opportunities for minorities to move into positions of influence. African American Conference lawyers showed strong growth, jumping from three to seven in number within a year. The other minority sub-groups either lost ground or remained unchanged during this same period. The minority lawyers representing this Conference are involved in Primary Leadership, Council, Committee Leadership and the Nominating Committee. Much to the Lawyer’s Conference’s credit, three of its seven Committee Chairs are minority. The Lawyer’s Conference, Standing Committee on Minorities in the Judiciary and Young Lawyers Division presented a CLE teleconference entitled, “Achieving a Diverse Judiciary.” The teleconference addressed issues related to the public’s perception of a non-diverse judicial system. We commend the Lawyer’s Conference on its diversity efforts and wish it well as it seeks a fourth consecutive year of percentage minority leadership growth.



2007-2008	Lawyers Conference						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	3	4
Executive Committee	2	1	1	0	4	7	11
Council Members	0	0	0	0	0	0	0
Committees	0	1	1	0	2	7	9
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	1	1
Total	3	2	2	0	7	24	31



2008-2009	Lawyers Conference						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	1	0	1	3	4
Council or Forum Governing Committee	3	0	0	0	3	8	11
Committee Chairs or Forum Division Chairs	2	0	1	0	3	7	10
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	3	5
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	7	0	2	0	9	22	31

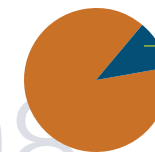
Judicial Division—National Conference of

ADMINISTRATIVE LAW JUDGES

We are extremely pleased with the progress made by the National Conference of Administrative Law Judges in the area of diversity leadership. The Conference has demonstrated three consecutive years of increased minority involvement in Conference leadership. The number of minority administrative law judges participating in leadership is 19, up from 13 in 2007-08. The percentage of minority judges involved in Division leadership activities this year is the highest it has ever been since the Division began recording such data.

While the number of leadership positions available remained about the same, there was a drop in the number of Caucasians in leadership this year. Increased minority participation helped to fill the gap. African American and Native American judges made excellent gains in obtaining leadership positions, particularly in Council and Committee work. We are pleased to see a minority presence on the Nominating Committee, as well, this year. Unfortunately, Hispanic Conference judges lost ground and Asian Pacific Conference judges have yet to gain representation in Division leadership. Hopefully, these will be areas of future development for the Conference.

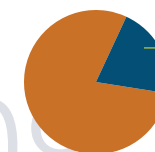
2007-2008



17.57%
Minority Participation

2007-2008	Administrative Law Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	4	4
Executive Committee	2	0	0	0	2	7	9
Council Members	0	0	0	0	0	0	0
Committees	7	0	1	3	11	43	54
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	1	1
Total	9	0	1	3	13	61	74

2008-2009



26.03%
Minority Participation

2008-2009	Administrative Law Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	4	4
Council or Forum Governing Committee	1	0	0	1	2	6	8
Committee Chairs or Forum Division Chairs	11	0	0	5	16	38	54
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	13	0	0	6	19	54	73

Judicial Division—National Conference of

FEDERAL TRIAL JUDGES

The National Conference of Federal Trial Judges is on the right track with regard to promoting leadership opportunities for diverse members. Minorities currently make up 12.50% of the total number of federal trial judges in leadership roles in the Division. This number represents a three-year percentage increase from 7.41% in 2006-07 and 11.54% in 2007-08. The Conference experienced modest growth between 2006-07 and 2007-08, and has been able to maintain 2007-08 minority participation levels in 2008-09.

Minorities currently serve as Council Members, Committee Chairs and on the Programming Faculty. In 2006-07, minority members served on the Executive Committee. In 2007-08, two African Americans served on the Executive Committee; a third African American served as a Committee Chair. The Division began reporting this data only three years ago; therefore, we cannot ascertain the level of past minority involvement in any of these categories prior to 2006-07.

The Federal Trial Judges Conference is to be commended for the modest growth it achieved in generating minority participation in the Division from 2006-07 to 2007-08, as well as its ability to maintain participation levels in 2008-09. We are encouraged by this incremental progress in minority involvement.



2007-2008	Federal Trial Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	4	4
Executive Committee	2	0	0	0	2	8	10
Council Members	1	0	0	0	0	0	0
Committees	0	0	0	0	1	6	7
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	3	3
House of Delegates	0	0	0	0	0	1	1
Total	3	0	0	0	3	23	26



2008-2009	Federal Trial Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	3	3
Council or Forum Governing Committee	1	0	0	0	1	8	9
Committee Chairs or Forum Division Chairs	1	0	0	0	1	6	7
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	0	0	1	0	1	1	2
Publication Authors	0	0	0	0	0	2	2
House of Delegates	0	0	0	0	0	1	1
Total	2	0	1	0	3	21	24

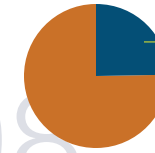
Judicial Division—National Conference of

SPECIALIZED COURT JUDGES

The National Conference of Specialized Court Judges lost some ground with regard to minority leadership participation, but remains in a very strong position. This year, there are a total of nine minority Specialized Court judges in positions of leadership within the Division. This is down from 14 in 2007-08. The percentage of minority involvement this year is 19.15%, much less than the extraordinarily high numbers of 33.33% in 2007-08 and 31.71% in 2006-07.

Despite an increase in the number of leadership positions available, the number of minority judges representing this Conference dropped a bit this year. On the bright side, the remaining minority judges representing this Conference serve in upper level Division leadership positions, such as Primary Leadership, Council, Committee Chairs and Nominating Committee.

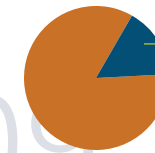
2007-2008



33.33%
Minority Participation

2007-2008	Specialized Court Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	1	0	2	2	4
Executive Committee	2	0	1	0	3	10	13
Council Members	4	0	0	0	0	0	0
Committees	0	1	1	0	6	10	16
Other Leadership	1	0	0	0	0	1	1
Nominating Committee	0	1	1	0	3	4	7
House of Delegates	0	0	0	0	0	1	1
Total	8	2	4	0	14	28	42

2008-2009



19.15%
Minority Participation

2008-2009	Specialized Court Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	1	0	2	1	3
Council or Forum Governing Committee	2	0	1	0	3	11	14
Committee Chairs or Forum Division Chairs	1	0	1	0	2	19	21
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	3	4
Programming Faculty	1	0	0	0	1	3	4
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	6	0	3	0	9	38	47

Judicial Division—National Conference of

STATE TRIAL JUDGES

The National Conference of State Trial Judges has much to be proud of with regard to its progress on minority participation in Division leadership. The number of minority judges in positions of leadership has jumped from 11 to 17 in the last year. Minorities now comprise 31.48% of the leadership positions, up from 26.83% in 2007-08 and 28.26% in 2006-07.

African American judges made significant gains and have a viable presence in the Division’s upper echelon leadership quarters, including the House of Delegates, Council and Nominating Committee. They also have a strong Programming Faculty presence. However, because the Division only began reporting data for this category in 2008-09, we cannot gauge minority involvement in this area for prior years. Asian Pacific judges also made good inroads into upper level Division leadership with service in Primary Leadership, the Council and the Nominating Committee. There is no Hispanic or Native American presence among the state trial judges this year. This is unfortunate given that there was one Hispanic and two Native American judges in leadership service in 2007-08.

We congratulate the Conference on its diversity efforts and ask that it continue to build on the strong foundation that it has already established.



2007-2008	State Trial Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	3	4
Executive Committee	0	1	1	1	3	7	10
Council Members	0	0	0	0	0	0	0
Committees	4	1	0	1	6	12	18
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	6	7
House of Delegates	0	0	0	0	0	1	1
Total	6	2	1	2	11	30	41



2008-2009	State Trial Judges						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	1	0	0	1	4	5
Council or Forum Governing Committee	3	1	0	0	4	6	10
Committee Chairs or Forum Division Chairs	4	0	0	0	4	16	20
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	1	0	0	2	3	5
Programming Faculty	5	0	0	0	5	8	13
Publication Authors	0	0	0	0	0	0	0
House of Delegates	1	0	0	0	1	0	1
Total	14	3	0	0	17	37	54

Law Student Division

Minority leadership participation numbers in the Law Student Division are up very slightly to 38 in 2008-09. Despite the limited amount of minority growth this year, the Division remains in a very good position relative to the percentage of minority participation. The percentage of minorities participating in leadership activities in the Section has grown to 25.33%. However, it is clear that this percentage increase has more to do with the availability of fewer leadership positions and a reduction in the number of Caucasians in leadership than significant growth in actual minority participation. With regard to minority participation, we look at both quantity and quality. We are pleased with the qualitative growth that minorities are making in the Division. They are participating at the highest levels in the Division with positions in Primary Leadership, Council, Committee Leadership and the House of Delegates.

The Law Student Division operates only during the academic year; the law school deans of the Division's student leaders have final decision-making authority with regard to Division matters. These factors place limitations on the Division that could constrain its diversity efforts; however, in this instance, we do not find this to be the case. The Division sponsored a variety of diversity programming in 2007-08, including a Diversity Dialogue Series, an Election Protection Project, Diversity Grants to law student organizations, scholarship programs and a diversity reception. In addition, the Division conducts ongoing outreach with affiliated bar organizations.

We congratulate the Division on its ability to make progress, regardless of how modest, in the quest for increased diversity in its leadership, despite the limitations of its operational structure.

2000-2001		Law Student Division						
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage	
17	1	2	1	21	43	64	32.81%	



2007-2008	Law Student Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	2	0	2	6	8
Council or Forum Governing Committee	4	2	1	1	8	16	24
Committee Chairs or Forum Division Chairs	0	0	0	0	0	5	5
Additional Committee Leadership	2	0	0	0	2	6	8
Other Leadership	11	6.5	1	0	18.5	45.5	64
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	4	2	1	0	7	43	50
House of Delegates	0	0	0	0	0	3	3
Total	21	10.5	5	1	37.5	124.5	162



2008-2009	Law Student Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	1	0	0	3	5	8
Council or Forum Governing Committee	5	3	2	1	11	17	28
Committee Chairs or Forum Division Chairs	0	0	0	0	0	4	4
Additional Committee Leadership	2	0	0	0	2	5	7
Other Leadership	6	4	3	1	14	49	63
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	2	1	3	0	6	31	37
House of Delegates	1	1	0	0	2	1	3
Total	18	10	8	2	38	112	150

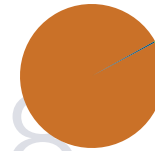
Senior Lawyers Division

In 2007-08, the Senior Lawyers Division increased the number of available leadership opportunities to 190. This year the Division lost 53% of those leadership positions. Last year, the Division had only one minority member in a leadership role. This year it still has only one minority member in leadership (an African American woman who serves on the Division’s Council). Regardless of whether the Division is experiencing leadership growth or decline; it has been unable to garner more than one minority in its leadership.

The Division’s inability to build its minority membership is quite disconcerting. We understand that due to budget constraints, the Division does not have as much money to spend on diversity matters as it would like. However, the Senior Division has something that other ABA entities don’t have—a built-in base of potential members from which to tap. The sizeable pool of minorities with active membership and leadership experience in other ABA entities should provide the Division with an array of potential minority members. It is imperative that the Division identify cost-effective strategies to attract minorities, who in many cases are experienced ABA leaders, as they become age eligible. If the Division is unable to do this, not only will it lose out on a wealth of future leadership potential, but it also may find its membership numbers shrinking as the population becomes increasingly more diverse.

2000-2001		Senior Lawyers Division					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
9	1	2	0	12	176	188	6.38%

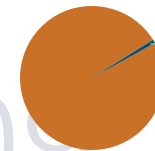
2007-2008



0.53%
Minority Participation

2007-2008	Senior Lawyers Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	10	10
Council or Forum Governing Committee	0	0	0	0	0	16	16
Committee Chairs or Forum Division Chairs	0	0	0	0	0	20	20
Additional Committee Leadership	1	0	0	0	1	116	117
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	0	0	0	0	0	16	16
Publication Authors	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	2	2
Total	1	0	0	0	1	189	190

2008-2009



1.12%
Minority Participation

2008-2009	Senior Lawyers Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	7	7
Council or Forum Governing Committee	1	0	0	0	1	13	14
Committee Chairs or Forum Division Chairs	0	0	0	0	0	26	26
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	18	18
Nominating Committee	0	0	0	0	0	5	5
Programming Faculty	0	0	0	0	0	14	14
Publication Authors	0	0	0	0	0	3	3
House of Delegates	0	0	0	0	0	2	2
Total	1	0	0	0	1	88	89

Young Lawyers Division

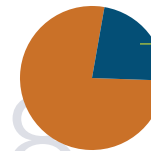
The Young Lawyers Division regressed with regard to member leadership and minority leadership participation, in particular. The number of minorities holding leadership positions in the Division this year is 87. This is the Division's lowest minority leadership number since 2002-03. The Section lost leadership representation in every sub-group, including Caucasians. Asian Pacific members decreased to 13, African American members decreased to 48 and Hispanic members decreased to 20. Native American members experienced only a slight decrease, from eight to six. The number of leadership positions available in the Division declined by 41%.

Despite the decreases that the Division experienced this year, compared to other ABA entities, it still maintains solid minority participation at just about every level. Programming Faculty and Publication Authors claim the lion's share of the minority leadership in the Division. Minorities also number in the double digits in Additional Leadership, Council and Other Leadership categories. We are pleased to see that the Section has a minority presence in upper level leadership such as the House of Delegates and Primary Leadership.

The Young Lawyers Division has a longstanding reputation for recruiting and fully integrating its diverse membership into the work of the Division, at all levels, including leadership. The Division's 101/201 Practice Series, which provides short, informative articles on a range of substantive legal topics, is designed to educate new members of the profession. Several of these articles explored topics of interest to minorities, such as "How to Become a Civil Rights Lawyer" and "How to Become a Community-Centered Lawyer." Although the Division experienced some setbacks in minority participation this year, it continues to be one of the ABA entities with the highest level of minority involvement.

2000-2001		Young Lawyers Division					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
31	10	9	1	51	192	243	20.99%

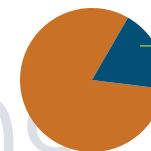
2007-2008



29.52%
Minority Participation

2007-2008	Young Lawyers Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	0	0	2	3	5
Council or Forum Governing Committee	9	3	3	0	15	48	63
Committee Chairs or Forum Division Chairs	4	4	1	1	10	19	29
Additional Committee Leadership	15	5	3	2	25	28	53
Other Leadership	13	10	10	3	36	77	113
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	17	5	4	0	26	67	93
Publication Authors	52	9	13	2	76	211	287
House of Delegates	0	1	0	0	1	3	4
Total	112	37	34	8	191	456	647

2008-2009



22.89%
Minority Participation

2008-2009	Young Lawyers Division						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	2	0	0	0	2	3	5
Council or Forum Governing Committee	5	3	6	0	14	47	61
Committee Chairs or Forum Division Chairs	2	0	1	0	3	28	31
Additional Committee Leadership	6	5	3	1	15	35	50
Other Leadership	4	1	4	1	10	56	66
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	15	4	2	0	21	55	76
Publication Authors	14	0	3	4	21	66	87
House of Delegates	0	0	1	0	1	3	4
Total	48	13	20	6	87	293	380

Affordable Housing and Community Development Law

Minority leadership in the Forum on Affordable Housing and Community Development declined this year. The number of minorities in leadership this year is 14, down from 23 in 2007-08. The percentage of minorities in the Forum dropped to 12.96%, down from 19.66% in 2007-08. As is the case with many other entities, the bulk of the Forum's minority involvement is in Programming Faculty. Particularly concerning is the complete loss of Asian Pacific member involvement and the continued absence of Native American participation in the Forum. However, minorities are active on the Council and Nominating Committee.

We are very excited about the Forum's new initiative to develop a minority database of individuals of color in the field of affordable housing and community economic development. This database will enhance the Forum's visibility among minorities in the affordable housing/community development field and will provide a rich resource of potential leadership talent for the Forum in the future.

2000-2001 Affordable Housing and Community Development Law							
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
8	0	4	0	12	227	239	5.02%



2007-2008 Affordable Housing and Community Development Law							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	2	2
Council or Forum Governing Committee	3	0	0	0	3	7	10
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	0	1
Programming Faculty	15	2	2	0	19	85	104
Publication Authors	0	0	0	0	0	0	0
Total	19	2	2	0	23	94	117



2008-2009 Affordable Housing and Community Development Law							
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	2	2
Council or Forum Governing Committee	3	0	0	0	3	4	7
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	1	1
Nominating Committee	2	0	0	0	2	1	3
Programming Faculty	7	0	2	0	9	85	94
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	12	0	2	0	14	94	108

Air and Space Law

The number of minorities in the Forum's leadership (all of whom are African American) decreased from seven to five, from 2007-08 to 2008-09. This represents a serious decline from 14% to 5.32%.

In 2008-09, the only categories with minority participants are the Forum's Council, Programming Faculty and Other Leadership. We were hopeful that the one minority participating on the Nominating Committee in 2007-08 would open the door to increased minority participation on that and other committees. However, in 2008-09, the Forum lost this member and, as noted above, has suffered a significant decrease in overall minority leadership participation.

We are discouraged by the decline in minority participation. The Forum cites to its offer of 1-2 complimentary registrations to women and minorities, annually, as its primary diversity initiative. We would like to see the Forum broaden its outreach to diverse groups. We are hopeful that the Forum will be able to implement strategies to improve its minority representation at the leadership level in the near future.

2000-2001		Air and Space Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
1	0	1	0	2	86	88	2.27%



2007-2008	Air and Space Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	4	4
Council or Forum Governing Committee	3	0	0	0	3	8	11
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	4	5
Programming Faculty	2	0	1	0	3	27	30
Publication Authors	0	0	0	0	0	0	0
Total	6	0	1	0	7	43	50



2008-2009	Air and Space Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	6	6
Council or Forum Governing Committee	2	0	0	0	2	12	14
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	1	0	0	0	1	1	2
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	2	0	0	0	2	65	67
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	1	1
Total	5	0	0	0	5	89	94

Communications Law

Minorities in the Forum on Communications Law lost five leadership positions this year. Their proportionate representation in the Forum dropped from 11.24% to 10.56%. African Americans lost 90% of their leadership positions, while Asian Pacific and Hispanic members both increased their leadership presence. Native Americans have never had a presence in the Forum. There are few minorities in upper level leadership. Most of the minority participation is concentrated in the Programming Faculty and Publication Authors categories. We encourage the Forum to look for ways to move the minorities serving in these areas into higher level leadership roles.

The Forum recently launched a First Amendment and Media Law Moot Court Competition designed to expose minority law students to the Forum and media law practice. The Forum has a reputation for creating and developing this type of innovative diversity-related programming. We are hopeful that this recent initiative will help the Forum increase minority leadership participation.

2000-2001		Communications Law					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
1	1	0	0	2	91	93	2.15%



2007-2008	Communications Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	3	3
Council or Forum Governing Committee	1	0	0	0	1	5	6
Committee Chairs or Forum Division Chairs	1	2	1	0	4	12	16
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	4	4
Programming Faculty	3	2	3	0	8	91	99
Publication Authors	0	2	0	0	2	43	45
Total	10	6	4	0	20	158	178



2008-2009	Communications Law						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	0	0
Council or Forum Governing Committee	1	0	0	0	1	10	11
Committee Chairs or Forum Division Chairs	0	2	0	0	2	7	9
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	1	0	1	10	11
Nominating Committee	0	0	0	0	0	0	0
Programming Faculty	0	3	3	0	6	80	86
Publication Authors	0	3	2	0	5	20	25
House of Delegates	0	0	0	0	0	0	0
Total	1	8	6	0	15	127	142

Construction Industry

In 2008-09, the Forum reported an increase in available leadership positions. However, the percentage of minority leadership positions in the Forum has declined according to the data reported last year. The number of minorities active in Forum leadership, as reported this year, is 13. This year the Forum reported that there were no Native Americans in their leadership and that the participation numbers for Hispanic members was five.

The Forum offers an annual Women and Minority Fellowship that provides three diverse lawyers with an opportunity to become involved in Forum activities and grow into leadership roles. The Fellowship recipients receive a waiver of all Forum program fees and Forum and ABA dues and reimbursement of reasonable travel and accommodation expenses to attend the Forum's Annual Meeting. The Forum's Demographics Committee promotes Forum programs to members of particular demographic groups including minorities. We would like to see the Forum cultivate growth in diversity in a way that is sustainable over a period of time.

2000-2001		Construction Industry					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
2	1	0	0	3	83	86	3.49%



2007-2008	Construction Industry						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	3	3
Council or Forum Governing Committee	1	1	0	0	2	10	12
Committee Chairs or Forum Division Chairs	0	0	0	0	0	0	0
Additional Committee Leadership	4	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0
Nominating Committee	1	2	1	0	4	0	4
Programming Faculty	0	2	8	14	28	92	120
Publication Authors	0	0	0	0	0	0	0
Total	6	5	9	14	34	105	139



2008-2009	Construction Industry						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	3	3
Council or Forum Governing Committee	1	1	0	0	2	10	12
Committee Chairs or Forum Division Chairs	0	0	1	0	1	13	14
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	14	14
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	2	1	1	0	4	101	105
Publication Authors	1	1	3	0	5	75	80
House of Delegates	0	0	0	0	0	1	1
Total	5	3	5	0	13	222	235

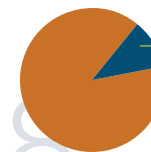
Entertainment and Sports Industries

The Forum Committee on Entertainment and Sports Industries experienced a very modest decrease in minority participation this year. Minority involvement in Forum leadership decreased from 19 in 2007-08 to 17 this year. The percentage of minorities in leadership decreased from 12.42% to 11.26%. African American members bore the brunt of the loss, while Asian Pacific and Hispanic members actually increased their numbers. Minorities maintained their presence in the Primary Leadership and Committee Chairs categories, but the bulk of their participation is in the Programming Faculty area.

The Forum co-sponsored a program with the University of Miami School of Law and the Grammy Foundation's Entertainment Law initiative to address the international music marketplace and government and economic instability in Latin and South America. The purpose of this program was to attract more Hispanic members to the Forum. The Forum has never had any significant problems attracting minorities due to the number of minorities in the entertainment and sports law field. We do not expect this to change. However, we encourage the Forum to continue to actively recruit and develop minority talent; it cannot afford to wait for potential members to come to it.

2000-2001		Entertainment and Sports Industries					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
9	0	0	0	9	64	73	12.33%

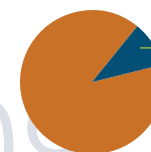
2007-2008



12.42%
Minority Participation

2007-2008		Entertainment and Sports Industries					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	2	3
Council or Forum Governing Committee	0	0	0	0	0	8	8
Committee Chairs or Forum Division Chairs	2	0	1	0	3	7	10
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	1	0	0	0	1	4	5
Nominating Committee	1	0	0	0	1	0	1
Programming Faculty	11	0	1	0	12	84	96
Publication Authors	0	0	1	0	1	27	28
Total	16	0	3	0	19	134	153

2008-2009



11.26%
Minority Participation

2008-2009		Entertainment and Sports Industries					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	1	0	0	0	1	1	2
Council or Forum Governing Committee	0	0	0	0	0	4	4
Committee Chairs or Forum Division Chairs	2	0	1	0	3	6	9
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	5	5
Nominating Committee	0	0	0	0	0	2	2
Programming Faculty	4	4	4	0	12	93	105
Publication Authors	0	1	0	0	1	23	24
House of Delegates	0	0	0	0	0	0	0
Total	7	5	5	0	17	134	151

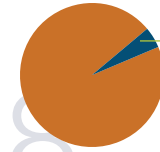
Franchising

The Forum on Franchising experienced modest growth this year. Minority leadership grew from six to eight, and the percentage of minority participation increased from 5.12% to 6.90%. One minority member serves on the Nominating Committee; the rest serve as Programming Faculty. We would like to see minorities expand their participation in Forum leadership.

The Forum has a very active Diversity Committee that is currently identifying diverse Forum members with immediate and long-term leadership potential. The members of the Governing Committee will act as “leadership liaisons” to the selected members and guide them in the Forum’s writing, speaking, networking and committee appointment opportunities. The Committee has also established a relationship with the Young Lawyers Division in order to coordinate efforts to select minority YLD liaisons to the Forum. It is our hope that these efforts will eventually increase minority participation at the Forum’s highest leadership levels.

2000-2001		Franchising					
African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	Percentage
1	1	0	0	2	102	104	1.92%

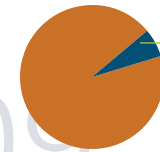
2007-2008



5.12%
Minority Participation

2007-2008		Franchising					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	1	1
Council or Forum Governing Committee	0	0	0	0	0	8	8
Committee Chairs or Forum Division Chairs	0	0	0	0	0	3	3
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	3	3
Nominating Committee	0	0	0	0	0	5	5
Programming Faculty	3	1	2	0	6	87	93
Publication Authors	0	0	0	0	0	4	4
Total	3	1	2	0	6	111	117

2008-2009



6.90%
Minority Participation

2008-2009		Franchising					
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership/Officers	0	0	0	0	0	1	1
Council or Forum Governing Committee	0	0	0	0	0	8	8
Committee Chairs or Forum Division Chairs	0	0	0	0	0	2	2
Additional Committee Leadership	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	3	3
Nominating Committee	1	0	0	0	1	3	4
Programming Faculty	3	3	1	0	7	91	98
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	0	0
Total	4	3	1	0	8	108	116

Strategies Toward Success

Each year, the Commission's Report highlights diversity efforts from various Sections, Divisions and Forums within the ABA. Each of the examples listed below offers successful strategies towards enhancing diversity in membership, leadership and programming.

Sections

- **Business Law**

In 2008 the Section presented the 2nd Annual Diversity Clerkship Program. The program seeks to place first and second year law students in business court clerkship opportunities in the hopes that they will consider careers in the practice of business law. Out of 80 applicants, nine students were placed in business clerkships in the Philadelphia Commerce Court and the Delaware Court of Chancery. Additionally, the Section continues its broad support of several diversity-related initiatives and events, including its CLEO Fellow Scholarship Program, Business Card Diversity Reception, Corporate Director Diversity Program, Business Court Representative Program, and the Business Law Fellows, Ambassadors and Diplomat Programs, which involve lawyers of color and others in the

Section's substantive work. The Section also continues to serve as the primary coordinator of the National Conference for the Minority Lawyer.

- **Criminal Justice**

As part of its efforts to increase minority participation, the Section is collaborating with the Section of Individual Rights and Responsibilities, and the ABA Council on Racial and Ethnic Justice on an ABA Enterprise Fund grant project. The project will address the issue of cross-cultural communication in the criminal justice system and the underlying disparate impact of the system on people of color.

- **Dispute Resolution**

The Section's ongoing diversity efforts include its annual Forum on Expanding Opportunities for Minorities and Women in Dispute Resolution, which is held in conjunction with the Center for ADR's annual conference. The Section does targeted recruitment of diverse faculty for Section programming and also offers a scholarship program for underrepresented groups. Additionally, the Section's 2009 Spring issue of *Dispute Resolution Magazine* will focus on race and

diversity, with topics such as: increasing diversity in the ADR field, managing diversity related issues as an Ombudsman, and minorities and mediation.

- **Environment, Energy, and Resources**

The Section continues its diversity efforts through its annual Diversity Fellowship Program in Environmental Law, which awards 25 fellowships to underrepresented groups to encourage their interest in environmental law. Program fellows from across the country are provided summer placements and mentorship opportunities.

- **Individual Rights and Responsibilities**

The Section continues to recruit diverse attorneys and promote them to committee and Section leadership through the implementation of its Diversity Plan. Under this plan, the Section requires each of its Committees to report twice a year on diversity levels and short- and long-term goals for increasing diversity. The Section's Nominating Committee also considers the Section's diversity needs when selecting new officers and Council members. For example, the Section's Native American Concerns Committee has been active in advancing the rights of Native Americans by

supporting the work of tribal lawyers and courts as well as working on legislation.

- **International Law**

As part of its diversity efforts, the Section has developed a five-year diversity plan, which it will begin to implement this year. Additionally, the Section appointed a new Diversity Officer, who has regular input in Nominating Committee discussions and program planning sessions. The Section sponsored the "Pathways to Employment in International Law" program at the 2008 National Black Law Student Association meeting. It also presented two programs at Howard University School of Law to recruit and educate diverse law students about the ABA and international law practice.

- **Law Practice Management**

The Section has undertaken various initiatives over the last two years to boost minority recruitment and retention, including the creation of a program entitled, "A Culture of Inclusiveness," which was developed to educate the Section's members about the value of diversity. In June 2008, the Section devoted its entire issue of *Law Practice Magazine* to the subject of law firm diversity. The Section has a Standing Committee on Diversity that actively

works to engage and educate Section members, ABA members and the legal community on diversity matters. The Section also continues to host a collaborative program at the National Bar Association Annual Meeting.

- **Litigation**

In 2008, the Section developed a new Diversity Plan, which focuses on all four attorney populations addressed by Goal III. A key component of this plan is the Section's full-time Committees and Diversity Initiatives Director, whose duties include coordinating and implementing its Diversity Plan. As part of its diversity outreach, the Section's Minority Trial Lawyer Committee continues to publish the quarterly newsletter *Minority Trial Lawyer*. The Section also provided significant support—financial and otherwise—to the Commission on Women for its Women of Color research project. The Section regularly produced diversity-related CLE programs, covering topics such as women of color in the legal profession, leadership among minority attorneys, and harnessing the power of lawyers of color. One of the Section's most successful programs is the Judicial Intern Opportunity Program, which is a paid, six-week minimum summer internship open to all first or sec-

ond year law students of color, as well as financially disadvantaged law students who are interested in doing legal research and writing for federal and state judges.

- **Public Contract Law**

- **The Section of Public Contract**

- Law continues its Diversity Scholarship program, which provides financial support to diverse lawyers who desire to participate more in Section activities, meetings and leadership.

- **Public Utility, Communications and Transportation Law**

- Last Spring the Section sponsored a well-received program entitled, "Driving Diversity from Within: A Look at One Company's Approach." The Section's Council has also adopted a resolution to increase the number of women and minorities in leadership. The Section's commitment to diversity is an agenda item for Nominating Committee, Committee Chair and Vice-Chair and long-range planning meetings.

- **Real Property, Trust and Estate Law**

- As part of its diversity efforts, the Section has recently revised its diversity plan. The plan includes free meeting registrations to first-time minority bar members and participation in the ABA Diversity Center's

joint exhibit program that hosts an ABA booth at the national minority bar conferences. In addition, the Section provides links to various minority bar websites on its website, offers introductory CLE programs on real property to minority bar members and participates in activities of the Council on Legal Education Opportunity.

- **Taxation**

- The Section is currently developing programming targeting law students and young lawyers, which is where it has identified the greatest potential for diversity growth. Additionally, the Section has continued to present its law student career program, which provides career information about tax law. Although the career program was piloted at several law schools in Washington, D.C., the Section plans to expand the program in the future. The Section continues to sponsor its Law Student Tax Challenge Writing Competition, which involves teams of two students who must solve a cutting-edge and complex business problem that might arise in everyday tax practice.

- **Tort Trial and Insurance Practice**

- The Section's Diversity Committee publishes an electronic Diversity Newsletter and has

organized an annual diversity training session for its general committee vice chairs. Responsibility for each of the Section's committee's diversity efforts (including diversifying the CLE program panels) falls under the auspices of a vice chair. The Diversity Committee approaches this by extending complimentary invitations for receptions and CLE programs to five local minority lawyers at each of the Section's four major meetings during the year. The Section's Diversity Committee has recently undertaken a diversity video project that law firms can use—especially those with strong insurance practices—to support their diversity efforts. TIPS Leadership Academy forms a year-long class of diverse young lawyers and trains them to be future Section leaders. The class meets at all four of the Section's regular meetings where it hears from current and former ABA and Section leaders, and examines topics such as ethics, justice and values.

Divisions

- **General Practice, Solo and Small Firm**

The Division continues its long-standing Diversity Fellows Program, which annually, provides leadership development opportunities to four diverse members of the Division. The fellows serve on the Leadership Diversity Committee and receive funding to attend two annual meetings.

- **Judicial Division**

The Division has recently instituted a program dedicated solely to addressing the needs of Native Americans. As part of that focus, at the 2008 Annual Meeting, the Division's Tribal Courts Council Committee presented *Maze of Injustice*, a program that educated attendees about the system's failure to protect indigenous women from sexual violence. Another new Division program, the Judicial Mentor Program, matches attorneys and judges for one-on-one mentoring. The program is open to non-Judicial Division members and non-ABA members. The Division's Standing Committee on Minorities in the Judiciary recently released *The Directory of the Minority Judges in the United States, 4th Edition*. For the eighth consecutive year, the Judicial Division is cosponsoring the

Judicial Clerkship Program, which offers diverse law school students a mock clerkship experience with judges at the ABA Midyear Meeting. The Judicial Division and the Standing Committee on Judicial Independence completed the first online, fully searchable web-based Diversity Database, which provides the current composition of minority judges on the state bench, by level of court and the method of judicial selection used by the states (<http://www.abanet.org/judind/>).

- **Law Student Division**

The Division hosts an annual "Diversity Day" celebration, which will be March 2 in 2009. On Diversity Day and the preceding weekend, the Division encourages law schools across the country to make a collective statement to the nation. To help students cultivate Diversity Day, the Division has a special website to assist law school students in planning Diversity Day activities. Additionally, the Division provides Diversity Grants to law student organizations and sponsors diversity receptions at many of its events.

- **Young Lawyers Division**

The Division conducted a Diversity Summit at its 2008 Spring Conference, entitled "Diversity:

The Next Generation." In conjunction with the Summit, the Division launched an online Diversity Toolkit and enhanced its already-comprehensive diversity webpage. At the 2009 Midyear Meeting, the Division continues its popular Diversity Dialogue Series, which provides a forum for YLD members to learn more about opportunities to participate in other ABA entities. Each year the YLD also awards a number of scholarships to encourage the participation of minority, solo/small firm, government, private sector, and military service attorneys in the Young Lawyers Division.

Forums

- **Affordable Housing and Community Development**

The Forum has an initiative to develop a minority database of individuals of color in the field of affordable housing and community economic development.

- **Communications Law**

The Forum recently launched a First Amendment and Media Law Moot Court Competition designed to expose minority law students to the Forum and media law practice.

- **Franchising**

As part of its diversity efforts the Forum's Diversity Committee identifies diverse Forum members with immediate and long-term leadership potential. The members of the Forum's Governing Committee will then serve as "leadership liaisons" to these diverse professionals to guide them into writing, speaking, networking, and committee appointment opportunities. The Forum's Committee has also established a relationship with the Young Lawyers Division to coordinate the selection of minority YLD liaisons to the Forum.

ABA Goal III Entities

ABA Center for Racial and Ethnic Diversity

The Diversity Center serves as the coordinating entity for the main groups within the ABA that address racial and ethnic diversity issues. The Center serves as the centralized resource for diversity interests within the ABA and the profession.

The services provided by the Center include:

- Consulting on creating and updating diversity plans
- Assisting with identifying diverse speakers and authors
- Assisting with promotion of diversity programming
- Offering a comprehensive website that serves as the portal to diversity activities throughout the ABA

Commission on Racial and Ethnic Diversity in the Profession

Focuses on the Needs of Racially and Ethnically Diverse Lawyers

The ABA Commission on Racial and Ethnic Diversity in the Profession provides services for racially and ethnically diverse lawyers, judges, and others who are in the profession. It is the catalyst for creating leadership and professional opportunities for racially and ethnically diverse lawyers. To that end, the Commission presents a variety of programs, conferences, publications and products that address the needs of minority lawyers and their employers.

The Commission's initiatives include:

- Minority Counsel Program
- Minority In-House Counsel Group
- National Conference for the Minority Lawyer
- Spirit of Excellence Awards
- The Goal III Report: The State of Racial and Ethnic Diversity in the ABA

For more information about the Commission, visit www.abanet.org/minorities

Council on Racial and Ethnic Justice

Focuses on Social Justice Issues and Provides Services to Reduce Racial and Ethnic Bias in the Justice System

The ABA Council on Racial and Ethnic Justice addresses issues related to racial and ethnic bias in the justice system. It serves as a means to develop partnerships and eliminate bias in the justice system. Its focus is on social justice issues, based on the concepts of human rights and equality.

The Council's services and initiatives include:

- Providing technical assistance and advice on implementing specific programs, strategies and partnerships
- Hosting public forums for dialogue between legal institutions and non-legal groups
- Election Protection Project
- Overrepresentation of Juveniles of Color in the Justice System Project
- Restoring Justice and Equity during Disasters Initiatives

For more information about the Council, visit www.abanet.org/randejustice

Presidential Advisory Council on Diversity in the Profession

Increase Diversity Among Students in the Pipeline to the Legal Profession

The ABA Presidential Advisory Council on Diversity in the Profession works to increase diversity among students in the pipeline to the legal profession. It collaborates with key stakeholders to address issues and build networks to effect change.

The Advisory Council's work comprises an array of pipeline diversity topics, from preschool to bar passage. It has addressed issues such as:

- Law School admissions
- Bar examination passage
- Disparities in K-20 education

The Advisory Council's initiatives include:

- Judicial Clerkship Program
- Pipeline Diversity Directory
- Pipeline Diversity workshops and training
- ABA Legal Opportunity Scholarship

For more information about the Advisory Council, visit www.abanet.org/op/councilondiversity

ABA Goal III Entities

BUILDING UPON OVER 25 YEARS OF RACIAL AND ETHNIC DIVERSITY AT THE ABA

1980 ABA President calls for “a better understanding of the concerns and problems of minority lawyers” to determine constructive and meaningful ways to address these problems.

1984 Task Force on Minorities in the Legal Profession created.

1986 Goal IX—To Promote Full and Equal Participation in the Profession by Minorities and Women—adopted.

1986 Commission on Opportunities for Minorities in the Profession created to continue work of the Task Force.

1992 Presidential Task Force on Minorities in the Justice System created—later becomes the Council on Racial and Ethnic Justice.

1992 ABA President-Elect started hosting the annual Presidents Elect meeting to bring together leaders of the four major national minority bar associations.

1998 Spirit of Excellence Award established to recognize individuals who have contributed to the advancement of racial and ethnic diversity in the profession.

2000 ABA Legal Opportunity Scholarship Fund created to encourage racial and ethnic minority students to attend law school and to provide financial assistance to those in need.

2000 ABA Presidential Advisory Council on Diversity created to focus on improving diversity in the pipeline to the profession.

2000 Commission on Opportunities for Minorities in the Profession changed its name to the Commission on Racial and Ethnic Diversity in the Profession.

2001 ABA Center for Racial and Ethnic Diversity created as coordinating body for diversity efforts throughout the ABA.

2008 ABA restructured its Mission and Goals, and identified diversity as one of only four Association priorities. The new Goal 3 is to:

“Eliminate Bias and Enhance Diversity”

with the following objectives:

- Promote full and equal participation in the association, our profession, and the justice system by all persons.
- Eliminate bias in the legal profession and the justice system.

ABA Goal III Commissions

Commission on Mental and Physical Disability Law

The ABA’s Commission on Mental and Physical Disability Law was established in 1973 to respond to the advocacy needs of persons with mental and physical disabilities. The Commission promotes the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and to promote their full and equal participation in the legal profession. The Commission carries out an array of projects and activities addressing disability-related public policy, disability law, and the professional needs of lawyers and law students with disabilities.

Commission on Sexual Orientation and Gender Identity

The Commission on Sexual Orientation and Gender Identity was formed in 2007. The mission of the Commission is to secure for lesbian, gay, bisexual and transgender persons full and equal access to and participation in the ABA, the legal profession and the justice system. Through education efforts, policy development, building relationships with leaders in the profession, and other activities, the Commission seeks to secure equal treatment in the ABA, the legal profession and the justice system without regard to sexual orientation or gender identity, remove barriers to professional advancement, and promote diversity.

Commission on Women in the Profession

The Commission on Women was formed in 1987 to assess the status of women in the legal profession, identify barriers to advancement, and recommend to the ABA actions to address problems identified by the Commission. The mission of the Commission is to secure the full and equal participation of women in the ABA, the legal profession, and the justice system.

Acknowledgements

The Commission would like to thank its Chair, Fred W. Alvarez, and its Commissioners' James Baird and Raymond Werner for their review of this year's *Goal III Report: The State of Race and Ethnicity in the ABA*. The Commission would also like to thank Mark K. Leeman and Marjorie A. Murphy for their assistance. The Commission acknowledges the Office of the President and the Policy Administration Division for their assistance in preparing this report. The Commission extends a special thank you to all the ABA sections, divisions, forums and entities who worked diligently to provide the statistical information necessary to produce this report.

American Bar Association

Commission on Racial and Ethnic Diversity in the Profession
321 North Clark Street
Chicago, IL 60610
(312) 988-5643
Fax: (312) 988-5647
www.abanet.org/minorities

Commission on Racial and Ethnic Diversity in the Profession 2008-2009

The ABA Commission on Racial and Ethnic Diversity in the Profession is a diverse group of committed lawyers that, through its work and programs, is the catalyst for creating leadership and economic opportunities for racially and ethnically diverse lawyers within the ABA and the legal profession. We provide a voice to surface and tackle issues of discrimination, racism and bigotry, and to inspire the ABA and the profession to value differences, to be sensitive to prejudice, and to reflect the society they serve. The Commission on Racial and Ethnic Diversity in the Profession is a part of the ABA Center for Racial and Ethnic Diversity, which coordinates and enhances the ABA's diversity efforts.

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Assistant



Commission on Racial and Ethnic Diversity in the Profession

AMERICAN BAR ASSOCIATION

321 N. Clark Street

Chicago, IL 60654

312-988-5643

312-988-5647 (fax)

abanet.org/minorities