No More Lip Service
We Need Practical Action for Tangible “Diversity” and “Inclusion”

THOMAS E. KIM

Do you know a single ABA section, division, or forum that would hesitate from saying that diversity and inclusion are important in our legal profession? Me, either. What are we doing then? What practical changes are we making? What fruit are we, the innovators, bearing? Is that fruit truly yielding and expanding diversity within our profession?

Last year as an incoming Chair of the ABA Law Student Division (“LSD”), the most ethnically and racially diverse entity within the association, I desperately wanted to make my work count. Naturally, my team and I decided that we would not pay mere lip service to our commitment to diversity anymore. Now, it’s clear that 2017 was a year of significant achievement for LSD.

In 2017, my team and I empowered 120,000-plus law students. We implemented a caucus system where law students of all different background, color, ethnicity, and identification can assemble and advance legislative interests. We revamped the division’s communication operation by creating a diverse editorial board. We also promoted racial and ethnic justice for all by leading efforts to remove bar admission barriers for undocumented law students.

Making a difference
It was a very humbling year for me, because 2017 reminded me of the very reason why I joined the ABA three years ago. I actually joined the ABA because I was bitter about ABA’s lack of commitment to diversity. As an incoming law student, I had applied for ABA’s signature diversity scholarship called the “Legal Opportunity Scholarship.” The ABA told me that undocumented immigrants are disallowed from the scholarship application process. Apparently, Thomas Kim, a South Korean refugee whose only meals used to be the free ones from school, a DACA recipient who was cheated by an immigration attorney and who had determined to become a lawyer himself, a full-tuition merit scholar for undergraduate and grad schools, cross country team captain, jazz

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Dear Friends and Colleagues,

Welcome to The Innovator, one of the vehicles the Commission on Racial and Ethnic Diversity in the Profession uses to keep members of the Bar aware of our activities. I invite you to read and enjoy the articles and updates included in this edition. I also invite all of you to join us for one of the Commission’s signature events, the 2018 Spirit of Excellence Luncheon, which will be held on Saturday February 3, 2018, in Vancouver, Canada during the ABA’s Midyear Meeting. Since 1996, the Commission has presented the Spirit of Excellence Award to individuals who have distinguished themselves in the legal profession and who have promoted the cause of increasing diversity and inclusion. During this year’s luncheon, we will recognize four individuals who have all championed diversity and inclusion in the profession. They include an advocate who has dedicated her career to asserting and defending the rights of Indian tribes, organizations, and individuals; a judge on the Fourth Circuit Court of Appeals; the General Counsel for the Walt Disney Company; and the first African American general officer in the history of the Judge Advocate General (JAG) Corps of the U.S. military. The luncheon is always one of the highlights of the ABA Midyear Meeting and I hope you can join us.

As we celebrate the contributions of legal pioneers and advocates for diversity and inclusion, we cannot afford to lose sight of the fact that there is a tremendous amount of work to be done. Among the articles in this edition is one submitted by the ABA Law Student Division. That article reminds us that we must continue to partner with others to focus on diversity and inclusion throughout the profession because there is still much more diversity and inclusion work that lies ahead. While the legal profession is more diverse today that ever, there are attorneys who continue to experience disenfranchisement to this day. In addition, the profession continues to lag behind comparable professions in terms of diversity and inclusion. My hope is that we all continue the good work towards fulfilling ABA Goal III.

It is with great sadness that I acknowledge the passing of our dear friend and colleague, Judge William D. Missouri. In 2017, Judge Missouri completed a three-year term on the Commission and at the time of his death, he was serving as Chair of the ABA Senior Lawyers Division. Judge Missouri not only served at the national level through the ABA, he also made a powerful impact in his local community in Prince Georges County, MD. The judge provided a wealth of knowledge and wisdom to this Commission and his contributions to the legal profession are immeasurable. I wish his wife, Delores Bell-Missouri and all of his loved ones our deepest condolences. Judge Missouri will be greatly missed.

Finally, please note that there’s still time to register for the Judicial Clerkship Program. Rather than being held at the Midyear Meeting, for the first time the program will be held in Chicago on April 19-21, 2018. For more information, please see the enclosed article in this edition from Judge Toni Clarke.

Will A. Gunn, Chairman
2018 Spirit of Excellence Award Winners

Luwick Francois

On February 3, 2018, the American Bar Association’s Commission on Racial and Ethnic Diversity in the Legal Profession will celebrate the Spirit of Excellence Awards honoring four attorneys. The Spirit of Excellence Awards celebrates the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession. Below is a brief overview of this year’s honorees.

Alan N. Braverman
Serving as Mickey Mouse’s top lawyer isn’t an easy gig. However, Alan N. Braverman is up to the task, serving as the leader of the legal department at The Walt Disney Corporation. Braverman is from Boston, Massachusetts where he attended Brandies University. After serving as a VISTA volunteer for two years in Gary, Indiana, Braverman enrolled in Duquesne University Law School in Pittsburgh, Pennsylvania.

He moved to Washington D.C. after law school to work at Wilmer, Cutler & Pickering, eventually making partner. Braverman left private practice to join the legal department at ABC, Inc. Braverman moved up in the ranks at ABC’s legal department prior to its merger with Disney. In 2003, Braverman was elevated to the General Counsel position, in addition to becoming the Senior Executive Vice President of The Walt Disney Company.

Serving as Disney’s general counsel, Braverman encourages and implements policies that develop a diverse legal department. From scholarship initiatives to mentorship programs, Braverman’s commitment to diversity and inclusion at Disney’s legal department has resulted in advancement of women and attorneys of color. It’s no easy feat providing legal advice to Mickey and protecting Disney’s vast catalog of copyrights in the digital age, in which technology advances daily. However, to do so while ensuring that the legal department becomes as diverse as Disney’s fan base, reflects one who is worthy of the Spirit of Excellence award.

Major General (Ret.) Kenneth D. Gray
Retired Major General Kenneth D. Gray exemplifies the Spirit of Excellence. General Gray of West Virginia obtained a degree from West Virginia State College and a juris doctorate from West Virginia University College of Law. For the duration of his law school tenure, General Gray was the only African-American student attending the law school at West Virginia University.

Undeterred by being singled out in an environment lacking diversity, General Gray entered the United States Army Judge Advocate General’s Corp. (JAG Corp.) after graduating law school. General Gray spent his legal career in the military, serving his country with distinction. General Gray also became the first African American general to serve in the active duty JAG Corp.

After retiring from the United States Army, General Gray returned to West Virginia University to serve as the Vice President of Student Affairs. General Gray remained at this post until his retirement in 2013. Throughout the years, General Gray accumulated numerous awards and accolades including military medals, the highest honor given by West Virginia University Law School and having an award named in his honor by the National Bar Association (Major General Kenneth D. Gray Excellence in Jurisprudence Award). General Gray’s career as a military attorney and administrator in academia reflects the tenets of Excellence suited for this award.

Heather Kendall-Miller
Heather Kendall-Miller is a fighter. The Alaskan Native became a single mother and a high school dropout at the age of fifteen. Instead of allowing the serious circumstances to best her, she obtained her GED a few years later then attended The University of Alaska. After obtaining her degree, she enrolled at Harvard Law School, becoming the first Native American Woman to attend Harvard. At that point, she made it her mission to assist other Alaskan Natives trying to apply to law school.

Upon graduation from law school, Kendall-Miller returned home to work as a law clerk to the Chief Justice of the Alaska Supreme Court. She would later receive a two-year Skadden Fellowship that resulted in an opportunity to work at the Native American Rights Fund, which eventually became a permanent position.

During her tenure at the Native American Rights Fund, Kendall-Miller fought for the rights of Alaskan Native Americans. She participated in lawsuits helping to recognize tribal sovereignty in Alaska and ensuring that tribal village authorities received full faith and credit by the State of Alaska. Not only does Kendall-Miller fight for the rights of Native Americans in Alaska, but she also helps to fight for environmental protection and serves as a board member at the Alaska Conservation Foundation. Heather Kendall-Miller’s career as a fighter for the rights of others accurately portrays the Spirit of Excellence.
After graduating law school, Judge Wynn entered the Judge Advocate General Corp. for the United States Navy. After active service in the military, he returned home to North Carolina. Judge Wynn enjoyed a successful career as a partner at a small law firm alongside John Kenneth Butterfield, who would later go on to become a United State Congressman for the State of North Carolina. Judge Wynn’s path led to the judiciary, first as a judge on North Carolina Appeals Court, followed by a seat on the Supreme Court of North Carolina. In 2010, he became a judge in the United States Court of Appeals for the Fourth Circuit after being nominated by President Barack Obama.

There is much more that can be written about the successful career of Judge Wynn. However, what stands out most is his dedication to a fair and equitable legal system for all litigants. This understanding enables Judge Wynn to continue promoting diversity, which is a benefit to everyone in this society including not just the rich and affluent, but everyone who enters a courtroom. This fundamental understanding of the legal system warrants Judge James A. Wynn recognition of the Spirit of Excellence Award.

Luwick Francois is an attorney in New York. He is the ABA Young Lawyers Division liaison to the ABA Commission on Racial & Ethnic Diversity in the Legal Profession and Treasurer of the Metropolitan Black Bar Association in New York.

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pianist, high school graduation speaker, immigration activist, first in the family to go to college, and the very first undocumented individual to ever serve the ABA in an executive role, could not be considered for an ABA scholarship. This national organization that “enhanced” diversity had disqualified me from its own diversity scholarship solely because of my immigration status. I had to look elsewhere to fund my legal education.

Has the ABA now realized that it must redefine the words “diversity” and “inclusion?” Unfortunately, no. With my undocumented immigration status, I still would not qualify today for our association’s very own “diversity” scholarship.

The truth is that I still chose to join the ABA three years ago. I had realized ABA was the only organization in this nation that could even attempt to bring about actual, practical changes with diversity in our profession. I saw then how clearly ABA empowers our profession and ultimately makes this country a better place by enhancing, or at least attempting to enhance, diversity in the legal profession. Despite my resentment, I knew there was no better organization to join if I wanted to make a tangible difference.

That is still true today. When I learned that hundreds of undocumented LSD member law students and I would not be able to get licensed to practice law in the U.S. solely due to our immigration status, I conceptualized and drafted substantive policy work that empowered law students, established ethnic equality, and promoted racial justice for all. I led the effort to remove bar admission barriers for undocumented law students. During the New York 2017 Annual, my team and I successfully lobbied the ABA House of Delegates to adopt Resolution 108, which urges Congress to amend federal law to add language that bar admission shouldn’t be denied based solely on immigration status. It is now the official ABA policy to support the principle that bar admission should not be denied based solely on immigration status.

There’s more

Last year, my team and I implemented a more effective seven-person governing board composition, doing away with the inefficient 23-person governing board. With the streamlined workflow, this small, efficient, and effective executive board has set a new legacy.

With this new governance structure, we also debuted LSD’s brand-new caucus system, a forum for all law students to assemble and advance legislative interests within the LSD assembly. Through this effort, law students of all races and backgrounds have been empowered to draft resolutions that will bring about substantive policy changes. Here are just a few:

• A final semester of pro bono work – My team and I have been making great strides to bring a resolution to the ABA House of Delegates in August 2018 for the ABA to recognize and endorse the creation of a pro bono scholars program modeled after New York’s current program.

Through it, 3L students at all ABA-accredited law schools would be able to choose to complete their academic study by the end of their 3L fall semester, take the February
In the spring semester, participants will take a full-time position in a real-world setting, providing legal services to the underprivileged and indigent.

- **Increased transparency for minorities**—My team and I have worked tirelessly with the Section of Legal Education and Admissions to the Bar and numerous other entities to protect potential and current law students by advocating for increased transparency in reporting requirements of law schools under Standard 509.

  We have requested disaggregated data for race for borrowing, tuition, and scholarships. One data point for an entire school belies underlying trends for minorities. Public disclosure of such data would encourage law schools to change policies so that minorities will be provided equitable amounts of scholarship and be in a position to have equitable amounts of borrowing. I personally believe that the legal profession is in greater need of minorities, and that such effort begins with law schools.

- **A nursing room at every school**—My team and I have spearheaded a new policy initiative and started drafting a resolution to ensure that every ABA-accredited law school in this nation provides a designated nursing room for many of our non-traditional students who are nursing mothers.

- **A revamped communication operation**—We have revamped the division’s communication operation. This new editorial board composition has doubled in its racial diversity. The editorial board writes various substantive content for Before the Bar blog and the Division’s flagship magazine, Student Lawyer.

**More innovative policy to come**

While LSD saw great success in 2017, I’m hungry to do more in 2018. As we look forward to the years to come, I believe our association must zero in on changing actual policies for our diverse members and making sure to include them all.

As the pipeline of this association, LSD uniquely contributes to the future of this profession, as well as the 120,000-plus law students of this nation. Achieving a truly inclusive association for our diverse members will require the ABA to reimagine a lot of what the association has done in the past for our members and also to do new things.

The platform that LSD, the youngest division of the association, has achieved and the culture that we’ve established will allow our association in the future to imagine the impossible and deliver it. The ABA must prioritize practical innovation that’s centered on its core value of advocacy on behalf of all of its diverse members, especially the ones who aren’t included yet. In addition, as my team and I did with the passage of Resolution 108, the rest of the ABA must commit to expand actual diversity and genuine inclusivity.

As for my team and I at LSD, we will continue to uniquely empower law students to "do more." This doesn’t mean law students need to do more things but that the work we do will empower law students of all races and the greater legal profession to change policies and advocate for issues that matter. Substantive advocacy work is the core of who we are, and policy drafting is the why we’re here at the ABA.

Finally, each of us must find meaning in our work. The best work is achieved when we know it’s not just work, but something that’s in alignment with a greater purpose. This is the heart that drives each of us at this association.

Many ABA sections, forums, divisions, and commissions aspire to transform this nation. To do that, they need talent, direction, and vigor. Based on what I’ve observed the past few years, the ABA entities, when together, have all three in abundance.

Though I may not yet be considered “diverse” according to our own definition, I could not ask for a better organization to pursue true diversity and inclusion in the legal industry.

Join me in empowering the rest of our association to “do more.”

Thomas E. Kim is Chair of the ABA Law Student Division and an incoming first-year associate at Davis Wright Tremaine LLP in Portland, Oregon.
Remembering Judge William D. Missouri

We are saddened by the loss of former Commissioner and dear friend the Honorable William D. Missouri. Judge Missouri’s life’s work is a testament to his commitment to racial and ethnic diversity in the legal profession and we mourn his passing along with all those that held him so dear.

September 4, 1940 – November 21, 2017

William del’Lano Missouri was born on September 4, 1940 to the late Robert and Olga Glover Missouri in Washington, DC. He departed this life on Tuesday, November 21, 2017 surrounded by his loving family at his home in Mitchellville, MD.

William was taken to Dalzell, South Carolina at three years old when his parents’ separated. He was raised in the home of his maternal grandparents, Parish and Esther Glover. His grandparents were very religious people and they instilled in him their religious beliefs at an early age. He became a Catholic by choice and knew that God had blessed him mightily even though he endured many health challenges throughout his life.

He returned to Washington, D.C. to live with his mother at age 13. He attended junior high and senior high school to the 11th grade in Washington, D.C. before joining the U.S. Air Force. After spending awhile on a high altitude flight, it was discovered that he had a disease. It was Sickle Cell Anemia. At the time, little was known about the disease. He was then provided with an Honorable but medical discharge. At that juncture, he did not have a high school diploma so he decided to return to South Carolina to finish school at Ebenezer High.

After high school, William worked for the Marriott Corporation and the U.S. Postal Service. He later attended Price George’s Community College, received a B.S., cum laude, from Bowie State University, and a J.D. from the University of Maryland School of Law.

He met Delores Bell during a visit to a doctor’s office where she worked as a medical assistant. They became friends, developed a romance, and were married in 1975.

William was the retired Administrative and Chief Judge of the Seventh Judicial Circuit of Maryland. Prior to the Circuit Court, Judge Missouri served as an Associate and Administrative Judge of the 5th District Court for Prince George’s County. At the time of his appointment to the 5th District Court, he was a member of the Prince George’s County State’s Attorney’s Office felony trial staff. In that capacity, he tried many serious felonies such as arson, robbery with a dangerous weapon, and murder, to include death penalty cases. He was admitted to practice before the following courts: Court of Appeals of Maryland; U.S. District Court for Maryland; U.S. Court of Appeals for the 4th Circuit and the District of Columbia; U.S. Court of Appeals for the Federal Circuit; U.S. Tax Court; U.S. Court of Military Appeals; and the United States Supreme Court.

After retiring in 2010, he served as Special Legal Counsel to the Office of the Prince George’s County Executive from June 2011 to June 2013. He returned to the Judicial Branch in July 2013 where he served as a Senior Circuit Court Judge. Most recently, he was also an Arbitrator/Mediator with JAMS.

He was a member of the American Bar Association (Immediate Past Chair of the Senior Lawyers Division, Past Chair of the Judicial Division, NC-STJ and Standing Committee on Gun Violence, and member of the Commission for Racial and Ethnic Diversity in the Legal Profession, Tips and other Sections); National Bar Association (Life Member); J. Franklyn Bourne Bar Association; Maryland State Bar Association (MSBA); National Association of Women Judges; and the Prince George’s County Bar Association. He was a fellow of the ABA and MSBA.

Judge Missouri was well regarded for his wealth of knowledge, impeccable reputation for integrity and character in government, and selfless service to the people of Maryland. He was the recipient of numerous awards and citations as the result of his service on countless judiciary, professional, and community committees and organizations.

Judge Missouri was an active member at St. Joseph Church Largo and a past chair of the Catholic Youth Organization (CYO) Board of the Washington, DC Archdiocese. He served as Lector and Extraordinary Minister of Holy Communion. He was a member of the Men’s Club, the Good Samaritan Ministry and he was a 4th member of the

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The National Native American Bar Association

THOMASINA REAL BIRD

The National Native American Bar Association (NNABA) was founded in 1973 with the goal to empower Native Americans to take their rightful place as professionals in all sectors. NNABA represents more than 2,640 American Indian, Alaska Native, and Native Hawaiian attorneys, judges, law professors, and law students throughout the United States. Its activities and programs promote issues important to Native American communities and improve professional opportunities for Native American lawyers.

In the first forty years, NNABA saw steady progress as American Indians began to take their rightful place as professionals in all sectors of tribal, federal, state, and local governments. Indian lawyers began serving their tribes as lawyers, chairpersons, and professionals. While we knew there were significant achievements, we did not yet have the metrics to reference. In 2013, the NNABA Board began work to address the significant lack of information on Native American attorneys and their experiences. Despite the attention paid to diversity and inclusion in the legal profession in general, there was a lack of data available on Native American attorneys. Studies that did exist on diversity and inclusion generally often relegated Native American attorneys to a footnote or skipped them altogether. In order to address this lack of data, the NNABA commissioned the first-ever study of Native American attorneys: The Pursuit of Inclusion, under the leadership of then-NNABA President and the current American Bar Association (ABA) Secretary Mary L. Smith. The study identifies significant barriers to Native American attorney participation in the legal profession, but it also identifies ways to break down these barriers. The study equipped NNABA with the metrics to guide its work towards inclusion. It was abundantly clear that in order to address the lack of inclusion we need to create more opportunities for Native American students to learn about the law; provide a network and support for students as they complete college and enter law school; continue that network and support for law students as they study for the bar examination; and advance that network and support as Native American attorneys transition into the workplace; and finally throughout their careers. There is plenty to be done and NNABA is fortunate to have the support and collaboration from many partners including the Coalition of Bars of Color (CBAC), the ABA, regional NNABA affiliates and many other Native American entities.

One of NNABA’s core initiatives in its work towards full inclusion of Native American in the profession is to build a robust pipeline of Native American attorneys. NNABA initiated pipeline efforts at all stages of the education pipeline. Through its Foundation, NNABA awards scholarships to 3L students to pay for expenses related to bar preparation courses. The Foundation also awards scholarships to college students to assist with LSAT preparation. NNABA was focused in its scholarship and identified these critical points in education as times of greatest need for students that are generally not covered by either college or law school financial aid packages.

In addition to the scholarship initiatives, NNABA visits schools in partnership with regional native bar associations. Past trips have included visiting college and law school students in South Dakota in collaboration with
Knights of Columbus. He was a recipient of the Pro Ecclesia Et Pontifice Medal from his Holiness Pope John Paul II (now Saint John Paul II).

Judge Missouri was a 33rd Mason and Shriner, a Life Member of the Omega Psi Phi Fraternity, Inc., and a member of the 100 Black Men of America, Prince George's County, Maryland Chapter.

Siblings Robert Missouri, Rosetta Jones and Dorothy Ellerbe preceded him in death.

Cherishing his memory are: his wife of 42 years, Delores; his children Marcellina Johnson (John); Shawn; Veronica; Danielle Lee (Eric); Naomi (Cliff Howe); and Natalie Bland (Walter); his grandchildren Sanarah, Alicia, Austin, Justin and Alexandra; and an uncle, Herbert Glover. He is also survived by a special cousin, Annie Glover; three sister-in-laws, a brother-in-law; nieces, nephew, other cousins, relatives, colleagues and friends.
ANNOUNCING, ANNOUNCING, ANNOUNCING

2018 Program & Location Change

American Bar Association Judicial Clerkship Program

HON. TONI E. CLARKE

In 2018, for the first time, the ABA Judicial Clerkship Program (JCP) will not be held during the ABA Midyear Meeting in Vancouver, British Columbia.

The date and location were adjusted to address concerns that law schools had regarding their law students’ ability to travel outside the country, especially those diverse law students in the United States on validly issued visas. Therefore, to ensure that all diverse students can participate in the JCP it was determined that the best option was to host the 2018 JCP in Chicago from April 19 – 21. This is also an ideal time because the JCP will be held in conjunction with the National Judicial Institute and Conclave and the Judicial Division Spring Planning Meeting (April 18 – 20), at the American Bar Association headquarters. The JCP will return to the ABA Midyear Meeting in 2019.

Since its inception in 2001, over one-thousand law students have participated in the JCP – a joint initiative by the ABA Council for Diversity in the Educational Pipeline (formerly the Council for Racial and Ethnic Diversity in the Educational Pipeline) and the Judicial Division. The JCP’s mission is to increase the number of diverse judicial clerks in the justice system.

The JCP consists of a three-day mock clerkship centered around a current legal issue before the United States Supreme Court. Law students, working alongside and mentored by judges, discuss, research, and ultimately prepare an outline of the legal opinion. The JCP is funded by the ABA, participating law schools, and a generous contribution by LexisNexis.

For more information about the program please contact Sharon.Tindall@americanbar.org; or if you are a judge or lawyer who wishes to participate please contact jill.charles@americanbar.org.

The Hon. Toni E. Clarke, Circuit Court of Prince George, County, Upper Marlboro, MD, serves as Chair-Elect, ABA Judicial Division, and as a member of the Council for Diversity in the Educational Pipeline.

New Structure for Goal III Entities

Earlier this year, the ABA Board of Governors approved a new structure for the Goal III Entities. The Diversity Center is now the Diversity & Inclusion (D&I) Center. The D & I Center consists of the Chairs appointed by the President-elect from each of the seven (7) Goal III entities: Commission on Racial and Ethnic Diversity in the Profession, Commission on Women, Commission on Disability Rights, Commission on Sexual Orientation and Gender Identity, Commission on Hispanic Legal Rights and Responsibilities, Council for Diversity in the Education Pipeline, and the Coalition on Racial and Ethnic Justice.

A new Diversity & Inclusion Advisory Council was also created. The Advisory Council will serve as the structure that will encourage and enhance communication, coordination, collaboration, and connection between the D & I Center, other ABA Diversity committees, our partners in the national bars of color, and the FJE which houses the Legal Opportunity Scholarship Fund.
Commissioner Spotlight

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

Gretchen Bellamy

HOW LONG HAVE YOU BEEN ON THE COMMISSION?
I’ve been a Commissioner since August 2016. While it’s been a short time, I feel we’ve been able to reorganize the Commission in a way it can be effective and resilient in the face of changing priorities.

WHAT IS YOUR DREAM VACATION?
There are so many beautiful and diverse places in the world that I find it incredibly difficult to pick a dream vacation spot other than to say a trip around the world. However, if my feet were held to the fire, I’d choose Reunion Island in the India Ocean - just east of Madagascar and southwest of Mauritius. Why? I value occasional solitude so I can reflect and think critically and the remoteness of the island is appealing.

WHAT IS ONE OF YOUR HIDDEN TALENTS?
I’m a very open person who shares freely, so I don’t have many things that are hidden. What is your favorite midnight snack?

WHAT IS YOUR FAVORITE MIDNIGHT SNACK?
Having seen the movie Gremlins many times in my life, I don’t eat after midnight. Nothing good can come of it!

WHAT IS ONE OF YOUR FAVORITE THINGS ABOUT SERVING ON THE COMMISSION?
From enjoying the camaraderie of the other Commissioners and deepening those relationships to advancing the strategic mission of the Commission and refining it - and both of those things rely on the other. I value the contributions of all of the Commissioners, and they, in turn, advance the ABA’s responsibility to focus on diversity & inclusion to ensure the long-term viability of the organization. Leading the charge of one of the main goals (III) of the ABA with such talented people is what makes this leadership role so interesting and amazing.

WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS ATTORNEYS?
First, an organization must truly understand the necessity of diversity, inclusion, and equity being identified and treated as part of the lifeblood of the organization if there is any hope for business resiliency. Diversity and inclusion should not just be considered part of the human resources department as they impact marketing, corporate affairs, operations and many other business functions. In this competitive business environment, where resources are limited, it is incumbent on business leaders to focus on diversity and inclusion within the workplace or they will find themselves without talented individuals who are able to innovate for the future. For any firm or organization looking to increase the diversity among its attorneys, it should take steps to measure the inclusivity of the workplace, which means going beyond an annual employee survey. It means, perhaps, sending out quarterly surveys that are not diversity & inclusion specific but ask questions that get at the heart of what it means to have an inclusive workplace and then take appropriate actions to remedy any identified issues, even if unpopular. One thing to keep in mind is that if you are not attracting diverse talent, you are not attracting top talent. If you are not focused on retention measures, you may quickly find the talent you need is not there and then your clients or customers will provide the ultimate feedback by not using your firm anymore or not buying your products and services.

Robert Furnier

HOW LONG HAVE YOU BEEN ON THE COMMISSION?
I’ve had the honor of serving on the Commission since January 2016.

WHAT IS YOUR DREAM VACATION?
Serving on the Commission brings me tremendous joy for many reasons, but my favorite thing about my service is the remarkable camaraderie among the Commissioners. I’ve never
been around such a talented group of passionate volunteers, working hard to further a noble cause while building friendships that, I hope, will last long beyond our Commission tenure.

**WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS ATTORNEYS?**
The key is to make diversity and inclusion a true priority by giving the organization’s diversity professionals greater autonomy and empowering them with the ability to make decisions, and the funding to implement those decisions, to create and sustain real change.

**WHAT IS YOUR DREAM VACATION?**
My dream vacation is cycling on Hilton Head Island during the day and consuming mass quantities of junk food at night, including Pop Tarts, as my reward.

**WHAT IS YOUR FAVORITE MIDNIGHT SNACK?**
It may seem odd that someone who’ll cycle over 3,000 miles this year (check that one off the bucket list) loves to eat Pop Tarts as a late-night snack.

**WHAT IS ONE OF YOUR HIDDEN TALENTS?**
I write songs, very bad ones, which is why I keep that talent (Is that really a talent?) hidden.

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**Racial & Ethnic Diversity Calendar of Events**

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<td><strong>FEBRUARY 27 – 28, 2018</strong></td>
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<td>2018 Coalition of Bars of Color (CBAC)</td>
<td>2018 HNBA Corporate Counsel Conference &amp; Moot Court Competition “Innovate”</td>
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<td>Washington, DC</td>
<td>Hilton San Francisco Union Square Hotel</td>
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<td><strong>APRIL 3, 2018</strong></td>
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<td>NNABA Young Lawyers Committee Presentations – What Do Lawyers Do?</td>
<td>2018 HNBA Annual Convention</td>
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<td><strong>APRIL 4, 2018</strong></td>
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<td>NNABA Annual Meeting &amp; 45th Anniversary Celebration</td>
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<td>Talking Stick Resort</td>
<td>2019 HNBA Annual Convention</td>
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<td>2018 Collaborative Bar Leadership Academy (CBLA)</td>
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<td>93rd Annual Convention &amp; Exhibits</td>
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<td>“Carrying the Torch”</td>
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</table>
Celebrating the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession

2018 Honorees

Alan N. Braverman
Major General (Ret.) Kenneth D. Gray
Heather Kendall-Miller
Hon. James A. Wynn, Jr.

About the Award
Awards are presented to lawyers whose commitment to racial and ethnic diversity in the legal profession is evident in their workplace and at the national, state, or local level. When you participate in the Spirit of Excellence Awards event with your purchase of a ticket or your sponsorship, you help fund the innovative projects and programs implemented by the ABA Commission on Racial and Ethnic Diversity in the Profession. These programs work to ensure that diverse lawyers enter and stay in the practice of law which benefits the profession and those it seeks to serve.