MESSAGE FROM THE CHAIRS

Hello, MIPC members. The ABA and the YLD are nothing if not wellsprings of opportunities to jumpstart your career, contribute to the legal community, and make a name for yourself. This newsletter issue has a wealth of opportunities to do just that, including more than 20 fellowship, scholarships, awards, and leadership positions currently accepting applications. While all of them are worthy of your attention, we encourage you to take special notice of the ABA YLD Leadership Appointments opportunities. If you have ever wondered how you could get more involved in the YLD, this is your opportunity. Over 300 positions will be filled, and one of them could be for you. YLD leadership positions offer fantastic opportunities to network with other attorneys, build your profile, take action on issues important to you, and hone your expertise. If there is a downside, we haven’t found it yet! The application process is easy, but the deadline is coming soon. You only have until February 15 to toss your hat into the ring, so get moving,
and don’t be afraid to reach out to current YLD leaders (including us!) to learn more about your areas of interest. Find everything you need here: http://www.americanbar.org/groups/young_lawyers/about_us/appointments.html.

Good luck and we look forward to welcoming you to the YLD leadership ranks later this year! Please feel free to contact us, Deepa Goraya, deepa.goraya@gmail.com, and Candyce Phoenix, phoenix.candyce@gmail.com, with any questions or concerns!

ARTICLES

ADA at 25: A Discussion of the Progress in Reasonable Accommodations and Equal Access
By: Michael Luong Nguyen

The Minorities in the Profession Committee presented a panel CLE on the ADA silver anniversary during the YLD Fall Conference in Little Rock, AR. The CLE entitled ADA at 25: A Discussion of the Progress in Reasonable Accommodations and Equal Access, was held on Friday, October 16, 2015. At the conference, we honored the 25th anniversary of the Americans with Disabilities Act, signed into law on July 26, 1990. The anniversary provided an important opportunity to reflect on our shared commitment to ending discrimination and securing access, equality and independence for all Americans with disabilities.

The panel was composed of William Cash, Director of the EEOC – Little Rock Area Office; Lisa Geoghegan, Teacher at the Arkansas School for the Blind; Vanessa Regina Nehus, Attorney at the Arkansas Disability and Health Program, Partners for Inclusive Communities; and Professor Rank Shiraki Oliver, Professor at the University of Arkansas at Little Rock School of Law. The panel was moderated by Michael Nguyen, YLD Scholar and Assistant District Attorney with the Santa Cruz County District Attorney’s Office.

Mr. Cash, who filed the first EEOC accommodation case in Arkansas, provided an overview of the obligations to provide reasonable accommodation. Mr. Cash and Professor Oliver discussed accommodations in the workplace, while Ms. Geoghegan discussed accommodations for persons with disabilities, particularly vision impairments, in the area of education. Each speaker discussed accommodations in the public such as public transportation, public facilities, and community functions. The discussion also touched on how the increasing use of touch screen technology and apps assist persons with disabilities. Ms. Nehus mentioned the concept of universal design, designing products and spaces so they can be used by the widest range of people possible, which quickly became a point of interest during the CLE. The panel concluded with a discussion of the ethical dilemmas that arise when disclosing a disability in the workplace and the ethical standard in the legal profession when employing and servicing persons with disabilities.

Michael Nguyen is an MIPC Vice-Chair and an Assistant District Attorney in Santa Cruz, CA. Michael can be reached at michael.nguyen11@gmail.com.
US Supreme Court Set to Issue Opinion on Affirmative Action

By: Jasmine F. Robinson

Affirmative action is a vehicle used to remedy past discrimination and ensure qualified individuals are given equal educational and professional opportunities they are denied because of their race or ethnicity. Affirmative action, which promotes diversity in higher education, has been often challenged.

In 1996, affirmative action was banned in Texas higher education institutions by the Fifth Circuit decision in Hopwood v. Texas. 78 F.3d 932 (5th Cir. 1996). The court held that the University of Texas School of Law could not “use race as a factor in deciding which applicants to admit [1] in order to achieve a diverse student body, [2] to combat the perceived effects of a hostile environment at the law school, [3] to alleviate the law school’s poor reputation in the minority community, or [4] to eliminate any present effects of past discrimination by actors other than the law school.” Following Hopwood, major Texas universities enrolled fewer racial minority students. At the University of Texas, the percentage of minority applicants who were admitted fell from 68.8% in 1996 to 47.4% by 2003. In the 2003 case, Grutter v. Bollinger, 539 U.S. 306, the U.S. Supreme Court held that the U.S. Constitution does not prohibit a school’s narrowly tailored use of race in admission decisions. Therefore in 2005, the University of Texas again adopted affirmative action in its admissions process.

Fisher v. University of Texas was originally filed in 2008 by two white women who were denied admission to the University of Texas. The plaintiffs alleged the university discriminated against them on the basis of race in violation of the 14th Amendment. The US District Court and Fifth Circuit upheld the University’s admissions policy. The US Supreme Court heard arguments in 2012 and in 2013 vacated and remanded the Fifth Circuit’s ruling finding that Fifth Circuit did not apply strict scrutiny in its decision regarding the University’s admissions policy. On remand, the Fifth Circuit upheld the University’s holistic admissions process. Plaintiff’s appealed.

Once again, Fisher v. University of Texas and the challenge to affirmative action is before the U.S. Supreme Court. Following December 2015 oral arguments in Fisher, the U.S. Supreme Court is set to consider whether the 14th Amendment allows for the consideration of race in admissions decisions. The Court appeared divided during the oral arguments. Justices Sotomayor and Ginsberg appeared more receptive to the university’s arguments and saw no constitutional problems with the admissions process. Justice Roberts emphasized that the process must meet strict scrutiny and questioned the value of diversity in some academic settings, specifically physics class. Lastly, Justice Scalia cited the mismatch theory stating that affirmative action does not benefit African Americans admitted to institutions where they do not do well as opposed to a slower-track school where they do well. Following the Justices comments, some believe affirmative action may be in trouble.

The U.S. Supreme Court is expected to issue an opinion by the end of its current term. The Court’s audio recording of the oral arguments is available at: http://www.supremecourt.gov/oral_arguments/audio/2015/14-981.

Jasmine F. Robinson is a Vice-Chair of the MIPC and currently practices commercial litigation in Dallas, Texas. Jasmine can be reached at jrobinson@whitewiggins.com.
OP-EDs

Lessons from One of America’s Best Advocates

By: Jasmine F. Robinson

Every January, as we celebrate the life of Dr. Martin Luther King, Jr., we take a few moments to reflect on the history of our nation and the great efforts undertaken to strive for equality. Certainly America would not be the America it is today without Brown v. Board of Education, the Civil Rights Act of 1964, and the Voting Rights Acts of 1965. As legal professionals, we have a duty to strive for justice. But our job is not yet done. Too often we hear reports of young lives cut short, the loss of black lives, police brutality, religious intolerance, or racial inequality. So where should the legal profession start to resolve these grave issues? Let’s begin by following the tutelage of one of the nation’s best advocates and activists —Dr. King.

1. Ask Yourself: What Are You Doing For Others?

As young legal professionals on a marathon career path, it can be easy to get bogged down with work, billable hours, and client development. At the end of the year, assess your billable hours, assess your efficiency, and assess what you have done for others. Have you taken on a pro bono case? Have you participated in voter protection? Have you educated your local community of its legal rights? Have you reached out to a law student to help guide them through the path of becoming a lawyer?

2. Do What Is Right.

In a commencement address to Oberlin College, Dr. King told the students “The time is always right to do what’s right.” We should not wait for another shooting, a grand jury indictment, the presidential election, or a more cohesive Congress. Now is the time to speak up. Now is the time to advocate. Now is the time to do what’s right.

3. Dare to Dream.

Dr. King had a dream of equality rooted in the American Dream. Today, we cannot let that dream die. Despite the hurdles of diversity in the legal profession, we must continue to push diversity and inclusion. Despite the increasing friction between our communities and law enforcement, we must work to build respect and tolerance. Despite the injustice that threatens our society, we must stand as gatekeepers of justice.

Jasmine F. Robinson is a Vice-Chair of the MIPC and currently practices commercial litigation in Dallas, Texas. Jasmine can be reached at jrobinson@whitewiggins.com.

Sexism in the Legal Field

By: Janet C. Tacoronte

As of 2016, women make up more than 50% of law school enrollment, comprise more than 50% of judicial clerkships, and make-up a third of Supreme Court Justices. With such substantial numbers, the chance that your opposing counsel is a woman is more than likely. Nevertheless, women are frequently held to a double standard as to how they are to behave in the courtroom. When subjected to sexist comments and patronizing behavior, many women do not complain.

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A recent court order may serve as a perfect example of the typical sexist remarks that women frequently endure during the course of their daily duties as an officer of the court. In a January 12, 2016 order, U.S. Magistrate Judge Paul Grewal sanctioned lawyer Peter Bertling of Santa Barbara for his delay of discovery and behavior in depositions. Included in the order are remarks that Bertling stated to female opposing counsel when she asked Bertling not to interrupt her during the deposition. Bertling told her, “[D]on’t raise your voice at me. It’s not becoming of a woman . . . .”

As Judge Grewal noted that, “Bertling’s comment endorses the stereotype that women are subject to a different standard of behavior than their fellow attorneys. . . . A sexist remark is not just a professional discourtesy, although that in itself is regrettable and all too common. The bigger issue is that comments like Bertling’s reflect and reinforce the male-dominated attitude of our profession. A recent ABA report found that ‘inappropriate or stereotypical comments’ towards women attorneys are among the more overt signifiers of the discrimination, both stated and implicit, that contributes to their underrepresentation in the legal field. When an attorney makes these kinds of comments, ‘it reflects not only on the attorney’s lack of professionalism, but also tarnishes the image of the entire legal profession and disgraces our system of justice.’”

Bertling was sanctioned not only for his violations of discovery rules, but also, specifically for his sexist comments. This scenario happens all too often and it is imperative that women and men report this type of behavior.

Janet Tacoronte is a Vice-Chair of the MIPC and currently practices bankruptcy law in South Florida. Janet can be reached at janet@jclawmiami.com.

**Reflections of a Young Trial Attorney**
*By: Brandon Greene*

Four months ago, I started a new position as a Deputy Public Defender. Prior to this new role, I had served as a civil rights attorney and activist mostly working on education issues. In the time since I started practicing public defense, I have taken two cases to jury trial – the most recent of which resulted in a not guilty verdict.

There really is nothing that can compare you for the physical and emotional exhaustion that comes with a jury trial. No matter how prepared you believe you are, no matter how strong of a defense you believe you may have, the reality is that anything can happen in trial.

As an attorney, my nervousness is heightened at every step of the trial process, from the filing and arguing of trial motions, to the uncomfortable nature of voir dire, through direct and cross examination, and finally to the intense waiting period preceding the call that the jury has reached a verdict. This all culminates in the simultaneously exciting and agonizing reading of the verdict, with no real way of forecasting whether or not you will hear the words “guilty” or “not guilty.” There is something equally both precious and terrifying about placing fate in the hands of twelve strangers.

It is this intensity, alongside other more value-centric aspects, that makes this kind of work addicting for trial attorneys. I am drawn to this work because I whole-heartedly believe that our economic system and our justice perpetually fails those at the margins of our society, and I understand that but for a mix of factors and lucky breaks I could have been sitting at the
defense table as a client and not as an attorney. I also fully realize that neither my ascension to attorney nor whatever privilege that status currently brings prevents me from participating in a trial not as the attorney, but as the accused.

I can only imagine the increased intensity for our clients. Yet, and still, I wish more clients decided to proceed to trial. We currently live in a country where the criminal justice system functions with the assumption that approximately 97-98% of cases will resolve by plea agreement. The result of plea agreements is that thousands and thousands of individuals, due to fear, convenience, or other factors, never fully exercise their rights. In this way, the efficacy of the criminal justice system is never fully put to the test and a full vision and evolution of “justice “is never truly realized.

This piece, of course, may come across as a glamorization of a career in criminal defense. And certainly, though new to this myself, I would be incredibly excited if this piece yielded more interest in joining our ranks. But this piece is meant not so much in that way as it is meant as a tribute to those clients who, despite the odds, the fear, and the inconvenience, decide to hold the system accountable – to not quietly go away. No words can fully express how much I admire the clients my office represents who decide to exercise their right to trial. It takes immense courage to sit at that table and to put your faith in twelve strangers. I just hope that I am able, in representing these clients, to be as courageous as they are.

Brandon Greene is a Vice-Chair of the MIPC and currently law in the Bay Area. He can be reached at brandon.greene@live.com.

ABA 2016 Midyear Meeting

The ABA will be convening in San Diego, CA from February 3-9, 2016. There are plenty of programming items that should be of interest to MIPC members. MIPC will be staffing tables at the Committee Showcase and the Diversity Expo, so please stop by to meet us! Be sure to check out these other events:

Other sessions of interest to MIPC members include:

- Friday, February 5, 2016:
  - The Impact of the School-to-Prison Pipeline on LGBTQ Youth and the Launching of the School-to-Prison Pipeline Preliminary Report, 8:30-10:30 AM
  - How to Conduct Free Legal Research Online, 9:00-11:00 AM
  - Eliminating Silos – A Holistic Approach to Improving Diversity in the Legal Profession, 9:15-10:15 AM
  - Diversity Expo, 11:00 AM - 12:00 PM
  - Demystifying Diversity in the Judicial System: A Candid Conversation with Judges Across the Country, 11:45 AM - 1:15 PM
  - Legal Issues Surrounding Sexual Orientation and Gender Identity in Middle School Youth, 2:30-3:30 PM
  - ABE Coalition on Racial and Ethnic Justice Presents “3 ½ Minutes: 10 Bullets-The Nuances of Stand Your Ground, 3:00-6:00 PM
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- The Intersection of Religious Freedom and LGBT Rights: A Slow Motion Car Crash?, 3:30-5:00 PM
- YLD Committee Showcase, 4:00-5:00 PM
- **Saturday, February 6, 2016**
  - YLD Diversity Dialogue Breakfast: Examining Privilege, Stereotypes, and Implicit Bias in the Workplace, 7:45-8:45 AM
  - *Evenwel v. Abbott*: Should Electoral Districts Drawn by Counting Only Voters Rather Than all Residents Counted by the Decennial Census?, 10:00-11:30 AM
  - Next Steps: Legal Barriers to Education, 4:30-5:30 PM

...and many, many more. For the most updated list, please check your program materials at the Meeting. To see a full listing of programming, visit [http://www.americanbar.org/content/dam/aba/images/abanews/2015mymprogram.pdf](http://www.americanbar.org/content/dam/aba/images/abanews/2015mymprogram.pdf), or [https://event.crowdcompass.com/2016aba/midyear/custom-list/Schedule?title=Schedule](https://event.crowdcompass.com/2016aba/midyear/custom-list/Schedule?title=Schedule).

**NEWS AND ANNOUNCEMENTS**

**Member Services Project Update**

The Member Services Project is proud to launch the Young Lawyer Toolkit at the ABA Midyear Meeting. The Toolkit is a curated collection of ebooks, tutorials, and online resources, intended to be a one-stop-shop for lawyers in their first years of practice. The Toolkit contains resources covering trial practice, the business of law, going solo/opening a firm, financial wellness, diversity and inclusion, and first-year lawyers. At launch, the Toolkit will include materials for lawyers with one to three years of experience, with materials for more experienced lawyers to come. To access the Toolkit, please visit [http://www.ambar.org/younglawyertoolkit](http://www.ambar.org/younglawyertoolkit). The Young Lawyer Toolkit is free for ABA Members.

**Disaster Legal Services Team**

The DLS team is currently implementing DLS in [Mississippi](https://www.mbar.com), [Texas](https://www.ambar.org), [South Carolina](https://www.scbar.org), and [California](https://www.calbar.gov). Earlier this year, we implemented DLS in Texas, Wyoming, Saipan, and Kentucky. We expect this to be a busy year on the DLS font, as NASA predicts that [*this year's El Nino is going to be the worst ever*](https://www.nasa.gov). The DLS team encourages all young lawyers to be prepared in the event of an emergency or disaster, and to coordinate with your local or state bar association to help disaster survivors. More information about the DLS program can be found on here: [website](https://www.ambar.org).

**National Conferences Team Update**

In addition to the regular activities of the ABA YLD National Conferences Team during the ABA Midyear meeting, this Team is putting together a social media photo scavenger hunt. New attendees will have the opportunity to be a part of a scavenger hunt that allows them to meet seven YLD leaders, receive their business cards, and also take a selfie and post it to their social media accounts with the hashtag #YLDmidyear16. The first person to have a selfie with each YLD leader and receive their signature on a business card will receive a generous gift from the ABA YLD National Conferences Team.
Introvert Power

February 4, 2016. This 90-minute program will help you learn what kind of practice and setting offers the best opportunities for you to succeed based on personality traits. The legal profession seems to value extroverts. Who else is better to engage in a cross examination, win a negotiation, or make a forceful threat? But over 60% of lawyers are introverts. So how to the two mesh? Learn about new trends in hiring, placement, professional development of lawyers and more as they relate to introversion preferences. To register, visit http://shop.americanbar.org/ebus/ABAEventsCalendar/EventDetails.aspx?productId=235577059.

Millennial Lawyers: Improve Your Professionalism and Jumpstart Your Career

February 10, 2016. This session will explore the concept of “life design” - How might millennial lawyers develop their career in a meaningful way that is consistent with their personal strengths and values. Scientific research shows that doing so has a strong connection with career satisfaction, life satisfaction, and overall well-being. Participants will learn tools to identify their strengths and values in the legal profession, to stay aligned with them in the face of cultural pressures in the field of law, and to navigate career choices with intentionality. For more, visit http://shop.americanbar.org/ebus/ABAEventsCalendar/EventDetails.aspx?productId=235613259.

How to Find an Alternative Career as a Lawyer

February 12, 2016. If you’ve ever been thinking of using your law degree in a new way, or taking yourself in a new path altogether, join us to hear personal experience, motivating stories and actionable tips and lessons from real live lawyers who have now moved onto a new alternative career. For more, visit https://attendee.gotowebinar.com/register/2100718492008244737.

America Votes! Challenges to Election Law & Voting Rights: The Voter Fraud Myth, Voter ID, Immigration and Voting Rights, and State Legislative Reapportionment

February 18, 2016. In an historic election year that promises to be a watershed for political participation, access and voting equality, this webinar will give you unique insights into the most contentious issues facing the electoral process. For more, visit: http://shop.americanbar.org/ebus/ABAEventsCalendar/EventDetails.aspx?productId=227894149.

Sexual Orientation: The Legal Case for Coverage under Title VII

February 23, 2016. Recent decisions of the EEOC and some federal courts have recognized discrimination against gay and lesbian employees on the basis of sexual orientation as prohibited sex discrimination under Title VII. But EEOC decisions are not controlling in private sector litigation, and some courts still disagree. Will this trend take hold in the courts? How can LGBT advocates advance the ball, and what are best practices for employers in light of these decisions? Our distinguished panel of experts will discuss these new developments and their

Diversity Day 2016

March 2, 2016. On March 2nd, the ABA Law Student Division celebrates Diversity Day across the country. Awards, Scholarships and networking opportunities can be found through various programming locations and events. Law schools across the country are encouraged to participate. For more, visit http://abaforlawstudents.com/event/diversity-day-2016/.

2016 ABA/NLADA Equal Justice Conference

May 5-7, 2016. Join YLD for the 2016 Spring Conference in St. Louis to earn CLE credit, make valuable connections, and have your voice heard by participating in the YLD Assembly. For more, visit http://www.americanbar.org/groups/young_lawyers/events_cle/2016_spring_conference.html.

2016 ABA/NLADA Equal Justice Conference

May 11-14, 2016. The Equal Justice Conference in Chicago, IL, brings together all components of the legal community to discuss equal justice issues as they relate to the delivery of legal services to the poor and low-income individuals in need of legal assistance. The emphasis of this Conference is on strengthening partnerships among the key players in the civil justice system. Through plenary sessions, workshops, networking opportunities and special programming, the Conference provides a wide range of learning and sharing experiences for all attendees. For more, visit www.equaljusticeconference.org.

Mental Health Awareness 101: Battling Burnout and Depression

May 16, 2016. The Centers for Disease Control and Prevention released a recent report citing the legal profession as having the fourth highest rate for suicide. Attorneys are 3.6 times more likely to suffer from depression than other professionals. Stress, financial and professional success, and burnout are some of the leading factors for depression and substance abuse. Numerous safeguards, such as lawyer assistance programs, self-identification of depression and work life balance initiatives have been created but none have provided an acceptable remedy. For more, visit http://shop.americanbar.org/ebus/ABAEventsCalendar/EventDetails.aspx?productId=214717269.

ABA OPPORTUNITIES

Forum on Construction Law Diversity Fellowship 2016

February 5, 2016. The American Bar Association Forum on Construction Law initiated a fellowship program for diverse construction lawyers with the goal of introducing the Forum to diverse construction lawyers and drawing these lawyers into the ranks of active, long-term members. The Forum’s Diversity Fellowship is intended to serve two purposes: (1) to introduce the Forum to diverse construction lawyers who may be unaware of the Forum’s existence and what it has to offer; and (2) to make the benefits of Forum membership available to diverse
construction lawyers who would like to actively participate in Forum membership on a “risk-free” basis. For more, visit http://www.americanbar.org/content/dam/aba/administrative/construction_industry/2016_FCL_Diversity_Fellowship_Application.doc.

Jean Allard Glass Cutter Award

February 12, 2016. Business Law Section is seeking nominations for the Jean Allard Glass Cutter Award, which is named for Jean Allard, the first woman to chair the Section. The Award is presented at the Section Luncheon during the Section Spring Meeting annually. The nominee should be a woman who has made significant contributions to the profession and the Business Law Section, has achieved professional excellence in her field and demonstrated a dedication to the work of the Section, and has worked to advance opportunities for other women in the profession and the Section. For more, visit http://www.americanbar.org/groups/business_law/initiatives_awards/glass_cutter.html.

In-House Counsel Fellowship

February 12, 2016. The Forum on Construction Law is accepting applications for the In-House Counsel Fellowship. In 2014, the Forum’s leadership initiated a fellowship program for corporate in-house and government in-house construction lawyers with the goal of introducing the Forum and drawing these lawyers into the ranks of active, long-term members. For more, visit http://www.americanbar.org/content/dam/aba/administrative/construction_industry/inhouse_memo_app.authcheckdam.pdf.

Apply for an ABA YLD Leadership Appointment

February 15, 2016. The American Bar Association Young Lawyers Division invites you to apply for a 2016-2017 ABA YLD leadership appointment. Your skills, passion, and perspective are essential to building a vibrant, inclusive, and multicultural corps of volunteer leaders on our ABA YLD committees, boards, and teams. Only through your involvement can we engage and serve our young lawyer members, affiliate organizations, and the public. Whether you are a newly licensed lawyer or a long-serving volunteer leader, we hope that you will consider applying for one of the more than 300 available positions for the September 1, 2016 - August 31, 2017 bar year. For more, visit http://www.americanbar.org/groups/young_lawyers/about_us/appointments.html.

Apply to be a GPSolo Leader!

February 15, 2016. Each year the Solo, Small Firm and General Practice Division’s Chair-elect appoints more than 250 members to leadership positions within the Division. Now is the time to get involved and join the 2016-2017 GPSolo leadership team! We are looking for capable, interested and diverse GPSolo members, not presently in a GPSolo leadership position, who are willing to volunteer their time, talent and expertise to help our Division continue to produce award winning publications, practice tools and other resources for the solo, small firm and general practice attorney. Our GPSolo leadership has some of the most talented, diverse and creative individuals in the practice of law today. This is your chance to get involved, to network and work alongside the best and be a part of GPSolo leadership! No matter your interest or specialty, there are opportunities throughout the Division. For more, visit http://www.americanbar.org/groups/gpsolo/news_announcements.html.

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Standing Committee on Pro Bono and Public Service Scholarships

February 19, 2016. The Standing Committee on Pro Bono and Public Service is offering scholarships as valuable resources to attendees to help defray the costs associated with attending the Equal Justice Conference. For more, visit http://www.americanbar.org/groups/probono_public_service/ejc/scholarships.html.

Ed Mendryzcki Essay Contest

February 19, 2016. The Ed Mendryzcki Essay Contest is conducted by the American Bar Association Standing Committee on Lawyers’ Professional Liability and the San Francisco law firm of Long & Levit LLP. The 2016 contest is administered and judged by a subcommittee designated by the ABA Standing Committee on Lawyers’ Professional Liability. The 2016 Contest Essay Hypothetical involves liability issues arising from the breach of a law firm’s computer network and the subsequent leaking of a client’s confidential information. For more, visit http://www.americanbar.org/groups/lawyers_professional_liability/awards/overview.html.

Solo and Small Firm Awards Nominations

February 26, 2016. The Solo and Small Firm Awards celebrate the efforts and accomplishments of outstanding solo and small firm practitioners, as well as bar leaders and bar associations. There are three awards accepting nominations, including awards for firm projects, trainers, and for lifetime achievement. For more, visit http://www.americanbar.org/content/dam/aba/administrative/gpsolo/Other/2016_solo_spring_awards_summary_instruct.authcheckdam.pdf.

On the Rise: Top 40 Young Lawyers

March 1, 2016. THE SEARCH IS ON. The ABA is searching for the top 2016 40 young lawyers who exemplify a broad range of high achievement, innovation, vision, leadership, and legal and community service. Award recipients will receive national recognition by the American Bar Association and its Young Lawyers Division. For more, visit http://www.americanbar.org/groups/young_lawyers/awards_scholarships/on_the_rise.html.

Legal Opportunity Scholarship Fund

March 2, 2016. The ABA Legal Opportunity Scholarship is accepting applications. The Scholarship grants 20 incoming diverse law students with $15,000 of financial assistance over the course of their three years in law school. During his term as ABA President, William G. Paul initiated the scholarship to encourage racially and ethnically diverse students to apply to and attend law school. Since its inception, 200 students from across the country have received the ABA Legal Opportunity Scholarship. These exceptional recipients have overcome adversity, proven themselves through academic success and public service, and demonstrated the tenacity to excel within the profession. For more, visit http://www.americanbar.org/groups/diversity/diversity_pipeline/projects_initiatives/legal_opportunity_scholarship.html.
National Conference of Specialized Court Judges Awards

March 25, 2016. The NCSCJ is accepting applications for three awards for judges, attorneys, and trainers. For more, visit http://www.americanbar.org/groups/judicial/conferences/specialized_court_judges/awards.html.

Gambrell Professionalism Award

March 31, 2016. The E. Smythe Gambrell Professionalism Awards are bestowed annually by the ABA Standing Committee on Professionalism. The Awards honor excellence and innovation in professionalism programs by law schools, bar associations, professionalism commissions and other law-related organizations. For more, visit http://www.americanbar.org/groups/professional_responsibility/committees_commissions/standingcommitteeonprofessionalism2/prevwinners1.html.

Rosner & Rosner Young Lawyers Professionalism Award

March 31, 2016. The Center for Professional Responsibility is accepting nominations for young lawyers who are dedicated to lawyer professionalism. The award is supported by the Rosner and Rosner Justice Fund. The award honors young lawyer commitment to legal and judicial ethics, lawyer professionalism, client protection and professional regulation. The award recipient receives a lifetime complimentary membership in the ABA Center for Professional Responsibility and complimentary registration for the Center’s National Professional Responsibility Conference. For more, visit http://www.americanbar.org/groups/professional_responsibility/initiatives_awards/awards/rosner.html.

YLD Scholarship Program

March 31, 2016. The YLD Scholarship Program is designed to encourage the participation of minority, solo/small firm, government, private sector, and military service attorneys in the Young Lawyers Division. Priority will be given to those applicants who express a desire to become actively involved with the Division and require financial assistance. To apply, visit http://www.americanbar.org/groups/young_lawyers/awards_scholarships/scholarship_program.html.

Outstanding Young Military Service Lawyer Award

April 1, 2016. Nominations for the 2015 – 2016 Outstanding Young Military Lawyer Award (OYMLA) are being accepted. This award, a joint effort of the American Bar Association Young Lawyer Division and Judge Advocate Association, recognizes the legal contributions of one young judge advocate from each uniformed service: the U.S. Army, U.S. Navy, U.S. Air Force, U.S. Marine Corps, and U.S. Coast Guard. Every judge advocate command is encouraged to nominate one young officer under the conditions herein. For more, visit http://www.americanbar.org/groups/young_lawyers/awards_scholarships/outstanding_young_military_service_lawyer_award.html.

Criminal Justice Section Awards Call for Nominations

April 8, 2016. The Criminal Justice Section has several awards open for nominations, including the Raeder-Taslitz, Frank Carrington Crime Victim Attorney, Charles R. English, Livingston Hall
Robert J. Kutak Award 2016

April 11, 2016. Nominations are sought for the 2016 Robert J. Kutak Award. Established in 1985 by the Section and the national Kutak Rock law firm, the award honors an individual who has made significant contributions to the collaboration of the academy, the bench, and the bar. For more, visit http://www.americanbar.org/groups/legal_education/initiatives_awards.html.

GPSLD's National Awards

April 11, 2016. The Government and Public Sector Lawyers Division's annual awards program is designed to recognize the extraordinary achievements of public lawyers and to inform the general public about the outstanding work performed and the positive impact made by our nation's public lawyers. For more, visit http://www.americanbar.org/groups/government_public/awards.html.

John Marshall Award

April 15, 2016. The ABA Judicial Division is now accepting nominations for the 2016 John Marshall Award. This prestigious Award was established by the American Bar Association to recognize those dedicated to the improvement of the administration of justice. For more, visit http://www.americanbar.org/groups/judicial/awards/johnmarshall.html.

Child Advocacy Award

April 29, 2016. Each year in conjunction with the Center on Children and the Law, the ABA Young Lawyers Division honors one young lawyer and one non-young lawyer for dedicated service on behalf of children. Award recipients are recognized at the Young Lawyers Division Assembly during the ABA Annual Meeting. For more, visit http://www.americanbar.org/groups/young_lawyers/awards_scholarships/child_advocacy_award.html.

Section of Family Law Schwab Essay Contest

April 29, 2016. The ABA Family Law Section is seeking submissions for its annual Schwab Essay Contest, operated by the ABA Family Law Section each year. Winners may receive as much as $1,500. For more, visit www.shopaba.org/schwab.

Internship Opportunities

Rolling Basis. The Standing Committee is now accepting applications for full- or part-time interns for Spring 2016 on a rolling basis. The Standing Committee on Law and National Security conducts studies, sponsors programs and conferences, and administers working groups on law and national security related issues. The committee's activities are designed to assist policymakers, to educate lawyers, the media and the public, and to enable the committee to make recommendations to the American Bar Association governing body. For more, visit http://www.americanbar.org/groups/public_services/law_national_security/internships_clerkships.html.
AFFILIATE HAPPENINGS

National Bar Association Mid-Year Conference


Hispanic National Bar Association

March 16-19, 2016. The Hispanic National Bar Association is convening is Corporate Counsel Conference in Las Vegas, NV. For more, visit http://hnba.com/events/.

FROM THE ARCHIVES

Promoting Diversity in the Legal Profession

Listen to a November 2011 teleconference by the ABA General Practice, Solo & Small Firm Division on the Inclusion Initiative: Corporate Collaboration to Use Minority & Women Owned Law Firms. Learn more about the Inclusion Initiative, how it operates, how companies can join, how women- and minority-owned law firms can benefit from this program and answers to other frequently asked questions. To listen to the audio, please visit http://www.americanbar.org/groups/gpsolo/events_cle/brown_bag_sessions.html.

Best Practices for Developing Successful LGBT Equality and Inclusion Strategies for Your Bar Association and Community

In this recording, panelists examine gaps in LGBT policy and programming in bar associations and community organizations and how to write and implement an effective, meaningful LGBT equality and inclusion strategy. Panelists also provide insight as to the business case for including such policies and programming, and real life examples from the speakers' experiences. For more, visit http://www.americanbar.org/groups/young_lawyers/events_cle/bar_and_community_lgbt_inclusion_strategies.html.

Slavery v. Liberty: The History and Relevance of the Thirteenth Amendment @ 150

This program focuses on the history and relevance of the Thirteenth Amendment, in commemoration of the sesquicentennial of its ratification by the states and incorporation into the U.S. Constitution in December 1865. The Thirteenth was the first of the trio of Reconstruction Amendments, which, over time, have transformed our constitutional order. To view the archived recording, visit http://www.americanbar.org/groups/public_education/initiatives_awards/jaworski_public_programs/jaworskiprogram2015_thirteenthamendment.html.

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GET INVOLVED

Call for Programming Ideas

Got an idea for a live program, teleconference, or webinar? We want to hear it! The MIPC is accepting programming ideas on an ongoing basis. Please send suggestions for programming to Jasmine Robinson, jrobinson@whitewiggins.com.

Writing Opportunities

The Minorities in the Profession Committee is accepting, on an ongoing basis, submissions to be considered for publication in the newsletter or as 101/201 articles. Articles should be from 150 to 600 words and report new, exciting events of interest to racial and ethnic minority lawyers, lawyers with disabilities, LGBT lawyers, or young lawyers in general. Topics may encompass recent events, case decisions, diversity news, emerging trends, or general topics of interest to young lawyers. Please send submissions or inquiries to Janet Tacoronte, janet@jclawmiami.com.