MESSAGE FROM THE CHAIRS

Welcome to the 2015-16 bar year. We have an exciting year planned! MIPC exists to help young, minority lawyers find resources, learn skills, and make connections that will help them further their careers. In short, we exist to serve you.

To accomplish that, we have two major goals this year: (1) to provide practical advice on how minority lawyers can get ahead in their careers, and (2) to provide you with a greater understanding of the various committees and divisions of the larger ABA and what they do. Minority lawyers still struggle with full inclusion in the workplace, access to professional development and mentorship, promotions, and leadership opportunities within their practice areas. The MIPC will hold a series of teleconferences on this topic, and will host speakers of diverse backgrounds to offer practical tips and advice on how to get ahead.

Additionally, the composition of the larger ABA and the roles of its Sections, Divisions, Commissions, Forums, and Committees still remain a mystery to young lawyers. This year, the MIPC will seek to de-mystify it all by regularly highlighting a different component of the ABA. We are taking requests, so let us know if there is someone you are dying to hear from!
There will also be multiple opportunities for our members to get involved this year, and we encourage you to take advantage of them. Getting involved does not necessarily require a substantial time commitment. You can write an article for the MIPC newsletter, participate as a speaker in a CLE or teleconference, suggest an idea for an ABA resolution, or simply send an email with a topic you would like to see in the MIPC address.

If you have not done so already, please subscribe to our listserv and encourage your colleagues to join the MIPC. Additionally, if you have any suggestions about initiatives or programming you would like to see implemented this year, please feel free to contact us at the email addresses below.

Thank you for your time and interest in the Minorities in the Profession Committee. We look forward to serving you this year, and we encourage you to get involved! 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

Celebrating the 25th Anniversary of the ADA
By: Candyce Phoenix

This year marks the 25th Anniversary of the American with Disabilities Act (ADA). Signed into law on July 26, 1990 by President George H.W. Bush, the ADA ushered in a sea of change in opportunities for people with disabilities, protecting them against discrimination in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. As the U.S. Congress noted in a bipartisan concurrent resolution commemorating the silver anniversary, the ADA has increased access and opportunity for approximately 55,000,000 people in the United States and has been used as a model for disability rights around the world. In celebration of the ADA’s success, and to further its goals, the Equal Employment Opportunity Commission and the Department of Labor have partnered to update guidance on federal employment for those with disabilities. The Federal Emergency Management Agency released guidance on emergency preparedness for individuals with disabilities. Numerous other Federal agencies have taken similar steps in the past year.

There is still much work left to do to ensure that the ADA realizes its full potential, particularly as the country works toward helping tens of thousands of newly-disabled soldiers reintegrating into civilian life after service in the Global War on Terror. Despite the ADA’s tremendous success, individuals with disabilities are twice as likely to live in poverty as those without disabilities, and those with disabilities continue to face high rates of unemployment and underemployment.

To hear more about the history and progress of the ADA, and about where we go next, please join the MIPC and YLD in a celebration of the ADA on at the Friday session of the Young Lawyer’s Division Fall Conference in Little Rock, Arkansas (October 15-17, 2015).

Protecting Our Youngest Refugees: The Rights of Unaccompanied Minors
By: Janet C. Tacoronte, Esq

There is an epidemic of unaccompanied children fleeing Mexico and Central America and coming into this country in record numbers. They are fleeing to escape violence, gangs, extreme poverty and abuse. President Obama described it as an “urgent humanitarian situation requiring a unified and coordinated Federal response.” When the children arrive and are detained into custody, the Trafficking and Victim’s Protection Reauthorization Act (TVPRA) requires agents to ask limited and straightforward abuse questions. If the child is determined to be without a parent or legal guardian, the child is transferred to the Office of Refugee Resettlement (ORR) care within 72 hours. Only about 20% of children made it to ORR care between 2003 and 2011. Instead, Mexican children were not screened and were quickly deported due to an agreement between the Mexican and U.S. governments.

Children who arrive in the United States alone or who are required to appear in immigration court on their own often are referred to as unaccompanied children or unaccompanied minors (“UAC”). Due to their vulnerability, these young migrants receive certain protections under U.S. law. Many of the children fleeing to the United States have international protection needs and could be eligible for humanitarian relief. The problem is that they are not aware of their rights and that is where pro bono attorneys come in.

Just like adults facing deportation, children facing deportation are not provided government-appointed counsel to represent them in immigration court. Under the immigration laws, all persons have the “privilege” of being represented “at no expense to the Government.” This means that only those individuals who can afford a private lawyer or those who are able to find pro bono counsel to represent them free of charge are represented in immigration court.

The ProBar Children’s Project currently serves more than 1,000 detained, unaccompanied children at shelters in South Texas by providing them with “Know Your Rights” presentations and coordinating their legal representation. Volunteers do not need to be experienced in immigration law and do not need to be licensed in Texas. Contact ProBar for volunteer opportunities.

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

YLD 2015 FALL CONFERENCE

The YLD will be convening in Little Rock, AR, from October 15-17, 2015. The Minorities in the Profession Committee will be presenting a panel on the silver anniversary of the Americans with Disabilities Act. Join us for ADA at 25: A Discussion of the Progress in Reasonable Accommodations and Equal Access (CLE) on Friday, October 16, 2015 from 10:30-11:30 AM. In celebration of the 25th anniversary of the ADA, this CLE will address the impact of the ADA over the last 25 years and where progress can be made over the next 25 years. Speakers will also discuss ethical challenges in applying the ADA in critical areas such as education,

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employment and public accommodations, and the speakers will discuss the improvements the ADA has made in these areas.

Other sessions of interest to MIPC members include:

- ABE Financial Planning One-on-One Sessions
- Friday, October 16, 2015:
  - The Public Service Team will hold its inaugural World Wise Web (“WWW”) outreach at 9:00 AM at Henderson Middle School in Little Rock, Arkansas. If you are interested in volunteering for this outreach, please contact ckannenb@fclaw.com
  - ABE 360 Financial Planning: An Interactive Learning Experience, 9:00-10:00 AM
  - Symbols of the Confederacy in the Modern Era: Where Do We Go From Here?, 9:15-10:15 AM
  - ADA at 25: A Discussion of the Progress in Reasonable Accommodations and Equal Access (CLE), 10:30-11:30 AM
  - Diversity Luncheon: Charting Our Future: Lessons from the Past,” featuring member of the Little Rock Nine, Mrs. Minniejean Brown Trickey, 11:45 AM – 1:00 PM
  - Little Rock Nine City Tour: Charting Our Future: Civil Rights in Voting and Education, 1:30-5:00 PM
  - What I Wish I Had Known as a Young Lawyer (CLE), 2:45-4:15 PM
- Saturday, October 17, 2015:
  - How to Sell Yourself in 60 Seconds or Less (CLE), 9:30-10:45 AM
  - A Right to Discriminate or Religious Liberty? The Return of Accommodation Battles in Civil Litigation, 11:00 AM -12:15 PM
  - ABA YLD Demystified: Understanding the YLD & What Can it Do for You, 11:00 AM-12:15 PM

http://www.americanbar.org/groups/young_lawyers/events_cle/2015_fall_conference.html

NEWS AND ANNOUNCEMENTS

50th Anniversary of the Voting Rights Act


National Pro Bono Celebration

October 25-31, 2015. Building on the extraordinary success of the annual National Pro Bono Celebrations in 2009 - 2014, the ABA Standing Committee on Pro Bono and Public Service is sponsoring the Celebration again this year October 25 through 31, 2015. The Celebration is a coordinated national effort to meet the ever-growing needs of this country's most vulnerable citizens by encouraging and supporting local efforts to expand the delivery of pro bono legal services, and by showcasing the great difference that pro bono lawyers make to the nation, its system of justice, its communities, and, most of all, to the clients they serve. For more
information on the celebration, including information on how to plan an event in your area, visit [http://www.probono.net/celebrateprobono/](http://www.probono.net/celebrateprobono/).

**New ABA Publications**


**Legal Technology Survey**

The ABA’s Legal Technology Resource Center has surveyed practicing attorneys about their technology choices for more than a decade. The Center’s annual *Legal Technology Survey Report* is recognized as the source for information regarding the use of technology by attorneys in private practice. In 2015, the findings of the survey will be presented in six volumes: Technology Basics & Security, Law Office Technology, Litigation & Courtroom Technology, Web & Communication Technology, Online Research, and Mobile Lawyers. All volumes of the 2015 Legal Technology Survey Report are now available. [http://www.americanbar.org/groups/departments_offices/legal_technology_resources/publications.html](http://www.americanbar.org/groups/departments_offices/legal_technology_resources/publications.html).

**Preview of United States Supreme Court Cases**

The ABA’s Division for Public Education provides expert, plain language analysis of all cases given plenary review by the Supreme Court. For a preview of the October and November docket, visit [http://www.americanbar.org/publications/preview_home.html](http://www.americanbar.org/publications/preview_home.html).

**ABA OPPORTUNITIES**

**National Law-Related Education Conference**

October 29-30, 2015. The American Bar Association Division for Public Education will host the 29th National Law-Related Education Conference exploring the theme “The Bill of Rights in the Digital Era.” As the 225th anniversary of the Bill of Rights approaches in 2016, this conference will consider how, and if, the digital era of the 21st century reshapes our understanding and teaching of the fundamental guarantees included in the first ten amendments to the Constitution. This conference is an opportunity for participants to share law-related content, experiences, best practices, teaching strategies, and curriculum with colleagues. Register today to join a nationwide conversation on teaching about the law. This conference will also be streamed via live webcast. [http://www.americanbar.org/groups/public_education/events/2015-national-law-related-education-conference.html](http://www.americanbar.org/groups/public_education/events/2015-national-law-related-education-conference.html).

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D’Alembarte Raven Award

October 31, 2015. This award was approved by the American Bar Association Board of Governors and was created to recognize outstanding service in dispute resolution. The award is usually presented in conjunction with the ABA Section of Dispute Resolution Spring Conference. The Section of Dispute Resolution honors Robert D. Raven and Talbot D’Alemberte by using their names in the award title. Both individuals hold the unique position of being both ABA Presidents and Dispute Resolution Chairs. Also Robert D. Raven and Talbot D’Alemberte both guided the Section to be a leader in the dispute resolution arena: D’Alemberte as the first chair (1976-79) of the then ABA Special Committee on Resolution of Minor Disputes and Raven as the first chair (1993-94) of the ABA Section of Dispute Resolution. Nominations are due no later than October 31, 2015.

http://www.americanbar.org/groups/dispute_resolution/awards_competitions/d_alemberte_raven_award.html.

Tips to Make Your Writing More Efficient (Webinar)

November 3, 2015. Join our distinguished panel of legal writing professors as they provide tips to make your writing more effective and efficient. Specifically, they will discuss how to present your legal arguments more persuasively, write under a tight deadline, edit your own writing to improve its clarity, and draft parentheticals that convey more law in less space.


Women of the Section of Litigation Conference

November 11-13, 2015. Learn from and network with leading litigators from across the nation at our second Women of the Section of Litigation: Leading, Litigating & Connecting conference. The ABA Section of Litigation is partnering again with the Woman Advocate Committee, Women in Insurance Network, and Women in Products Liability Subcommittees to offer this two-and-a-half day conference. This conference will open with a Women Rainmakers plenary; the following day will offer separate programming tracks focusing on trial advocacy skills, insurance, and products liability issues. The conference will conclude with a final and full day of cutting edge plenaries. Join expert litigators and in-house counsel at committee receptions and dinners on Wednesday night, two lunches, a group reception and dinner event on Thursday night, and a farewell champagne reception on Friday afternoon.


Margaret Brent Award

December 4, 2015. The Margaret Brent Women Lawyers of Achievement Award, established by the Commission in 1991, recognizes and celebrates the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers. Nominations are due Friday, December 4, 2015. The 2016 Margaret Brent Women
Lawyers of Achievement Awards will be presented on Sunday, August 7, 2016 in San Francisco during the ABA Annual Meeting.

http://www.americanbar.org/groups/women/initiatives_awards.html.

FROM THE ARCHIVES

7 Ways to Successfully Prove Yourself as a Young Lawyer

Just starting out in your career or looking for a boost? Check out this 101 article on tips to stand out as a young attorney.


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, and Stuart Lott, spl56@cornell.edu.