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MESSAGE FROM OUR CHAIR

2015-2016: Advocating for the Advancement of the Profession & the Community

Congratulations! We continued the long tradition of impactful programming and welcoming young lawyers “Home” to the Young Lawyers Division. We delivered high quality programs, products and services to our members; and we created opportunities for young attorneys to develop their skills, engage in community service, and expand their leadership talents. In addition to maintaining many of our existing initiatives and projects, the 2015-2016 year housed new initiatives and programs.

We hosted four national conferences: the Fall Conference in Little Rock, Arkansas; the Midyear Meeting in San Diego, California; the Spring Conference in St. Louis, Missouri; and Annual Meeting in San Francisco, California. Our conferences provided young lawyers access to relevant and meaningful CLE, access to subject matter experts and speakers, opportunities for public speaking, networking, and avenues to build business.

Our commitment to the community focused on serving through our Public Service Project, World Wise Web: Protecting Our Youth From Internet Predators. This video project provided young people and adults with resources designed to educate them on making smart, safe choices while online, in a targeted and relatable manner. The increased knowledge we provided will allow us to keep kids safer from cyber predators.

Our focus on serving the members of our profession continued through several initiatives. The inaugural On The Rise: Top 40 Young Lawyers awards launched in the Spring recognized the achievements of talented young lawyers throughout the country. The Member Service Project, the Young Lawyer Toolkit, served as a user-friendly web-based resource center for young lawyers, regardless of practice area. The Toolkit includes five main categories: Diversity & Inclusion; Law Practice Management; Solo Practitioners; Litigation; and Transactional. In addition, our added emphasis on the #Fit2Practice initiative centered around heightened awareness on mental health issues. It’s no secret that the practice of law is high-paced and high-challenged. As lawyers, we must take care of ourselves to best take care of our clients and those who depend on us for support. The initiative also encourages young lawyers to work on their health in other areas including physical fitness, nutrition, and work life balance.

The ABA YLD’s Diversity and Inclusion initiatives continued to lead the way of ensuring our profession is reflective of our communities. What Do Lawyers Do served as a two-tiered resource (web-based and in-person panel discussions) for undergraduate students, particularly racial and ethnic minorities as a way to pipeline more diverse talent to the legal profession. The initiative called for a broad spectrum of lawyers to share fundamental information on the legal profession, steps to take to best prepare for law school, and other ways to navigate your way to becoming an attorney.

Thank you for bringing your time and talent to the Division. I appreciate the journey we made together forging the way to advocating for the advancement of the profession and the community. Together we made a lasting impact during the 2015-2016 bar year!

Lacy L. Durham
Young Lawyers Division 2015-2016 Chair
Leadership

Chair
Lacy L. Durham
Dallas, TX

Chair-Elect
Anna Romanskaya
San Diego, CA

Secretary
Dana M. Hrelic
Hartford, CT

Assembly Speaker
Stefan M. Palys
Phoenix, AZ

Treasurer
Christina M. Liu
Chicago, IL

Assembly Clerk
Shenique A. Moss
Lansing, MI

Constitutional Representatives
ABA House of Delegates Representative 2016  Jennifer Daugherty MacPhail
ABA House of Delegates Representative 2016  Christopher Rogers
ABA House of Delegates Representative 2017  Myra McKenzie-Harris
ABA House of Delegates Representative 2018  Andrew Schpak
ABA Nominating Committee Representative 2017  Mario Sullivan
ABA Board of Governors Representative 2017  Min Cho
ABA Board of Governors Representative 2018  Erica Grinde

Directors
Administrative Director  Tommy Preston
Affiliates Director  J. Logan Murphy
Committees and Liaisons Co-Director  Kristian Collins
Committees and Liaisons Co-Director  Will Johnson
Communications/Technology Director  Sheena Hamilton
Conferences, Programs & Products Director  Cat DiPaolo
Disaster Legal Services Director  Andrew VanSingel
Diversity Director  Collin Cooper
Membership Director  C. Edward Rawl
Public Service Director  Casey Kannenberg

Coordinators*
Member Service Project Co-Coordinator  Samara Gomez
Member Service Project Co-Coordinator  Christina Huszcza
National Conferences Team Coordinator  Miriah Holden
On-line Communications & Social Media Coordinator  Heather Riggs
Public Service Team Coordinator  Elizabeth Palmer
## District Representatives

<table>
<thead>
<tr>
<th>District Representative</th>
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<tr>
<td>First District (ME &amp; VT)</td>
<td>2016</td>
<td>Tara Rich</td>
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<td>Second District (CT &amp; RI)</td>
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<td>Joanna Kornafel</td>
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<td>Third District (MA &amp; NH)</td>
<td>2016</td>
<td>Courtney Shea</td>
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<td>Fourth District (NY)</td>
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<td>Luwick Francois</td>
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<tr>
<td>Fifth District (PA)</td>
<td>2016</td>
<td>Alexander Guminski</td>
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<tr>
<td>Sixth District (NJ)</td>
<td>2017</td>
<td>Nicole O'Hara</td>
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<td>Seventh District (DC &amp; DE)</td>
<td>2016</td>
<td>Mason McNulty Hubbard</td>
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<td>Eighth District (MD &amp; VA)</td>
<td>2017</td>
<td>Sean O'Keefe</td>
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<td>Ninth District (NC)</td>
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<td>M. Cabell Clay</td>
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<td>Tenth District (SC &amp; US Virgin Islands)</td>
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<td>Ashleigh Wilson</td>
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<td>Lauren Pilkington</td>
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<td>Twelfth District (AL &amp; GA)</td>
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<td>Robert Shreve</td>
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<td>Jeremy Thomas England</td>
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<td>Fourteenth District (LA)</td>
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<td>Graham Ryan</td>
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<td>Andrea Ciobanu</td>
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<td>Sixteenth District (TN &amp; KY)</td>
<td>2017</td>
<td>Tanner Watkins</td>
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<td>Seventeenth District (WI &amp; MN)</td>
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<td>Donika Pentcheva&lt;sup&gt;^&lt;/sup&gt;</td>
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<td>Eighteenth District (OH &amp; WV)</td>
<td>2017</td>
<td>Christopher Brown</td>
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<td>Scott Hall</td>
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<td>Twentieth District (MI)</td>
<td>2017</td>
<td>Choi Portis</td>
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<td>2016</td>
<td>Erica Shively</td>
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<td>Jerri Zhang</td>
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<td>Joy Isaacs</td>
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<td>Jordan Haygood</td>
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<td>Baylor Wortham</td>
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<td>Rusty O'Kane</td>
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<td>Jess P. Rinehart</td>
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<td>Blake Klinker</td>
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<td>Twenty Ninth District (WA &amp; OR)</td>
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<td>Jacob R. Brennan&lt;sup&gt;^&lt;/sup&gt;</td>
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<td>Thirtieth District (MT &amp; ID)</td>
<td>2017</td>
<td>Dave Whisenand</td>
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<tr>
<td>Thirty First District (North CA)</td>
<td>2016</td>
<td>Vanessa Candelaria</td>
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<tr>
<td>Thirty Second District (South CA)</td>
<td>2017</td>
<td>Aastha Madaan</td>
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<td>Thirty Third District (AK &amp; HI)</td>
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<td>Helen Poitra-Chalmers</td>
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<td>Thirty Fourth District (Federal &amp; Military Bar)</td>
<td>2017</td>
<td>Amanda McNeil</td>
</tr>
</tbody>
</table>

<sup>^</sup>Assistant Council Contact (ACC)

## Law Student Division Chair

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
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<tbody>
<tr>
<td>Fabiani Alberto Duarte</td>
<td>2016</td>
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</tbody>
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## National Affiliate Representatives

<table>
<thead>
<tr>
<th>National Affiliate</th>
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<th>Name</th>
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</thead>
<tbody>
<tr>
<td>National Asian Pacific American Bar Assn</td>
<td>2016</td>
<td>Ireneo Reus</td>
</tr>
<tr>
<td>National LGBT Bar Association</td>
<td>2017</td>
<td>Sommer Stellflue</td>
</tr>
<tr>
<td>Hispanic National Bar Association</td>
<td>2016</td>
<td>Claudia Castro</td>
</tr>
<tr>
<td>National Bar Association</td>
<td>2016</td>
<td>Dionna Marie Lewis</td>
</tr>
<tr>
<td>National Native American Bar Association</td>
<td>2017</td>
<td>Colleen E. Lamarre</td>
</tr>
</tbody>
</table>
Introduction
The Young Lawyers Division is open to ABA members who are under 36 years old or have been admitted to practice for five years or less, and law students. The YLD provides services and benefits to its members and affiliates. This year, the YLD increased its membership by 26.3% moving from approximately 130,000 members to more than 160,000 members largely through the automatic addition of ABA law student members. Committee membership among YLD members increased 44.58% from approximately 14,000 members being devoted to committees to more than 20,000.

YLD leadership changes each year. Although there is some consistency in the members of the teams, those members often change roles. During the 2016-2017 bar year, at the direction of Chair Lacy Durham and through the leadership of longstanding YLD champion Chris Fortier, the YLD established a five-year strategic plan. It was a collaborative effort between current, past, and future YLD leaders incorporating feedback from the YLD membership at-large. With a wide breadth of institutional knowledge and an immeasurable diversity of experience, perspective, and thought – the team evaluated and articulated the YLD’s purpose, goals, and, most importantly, deliverables. The outcome was a comprehensive report – YLD 2021!

YLD 2021 – A Strategic Plan

Our Mission
The Young Lawyers Division is committed to enhancing the professional and personal development of new lawyers through educational, leadership, networking, advocacy and public service opportunities, with a dedication to diversity and inclusion in all of its efforts.

Our Vision
A diverse, inclusive and service-oriented profession in which young lawyers and young lawyer organizations are equipped for professional and individual success.

Our Core Values
Development, Advocacy, and Inclusion.

Priority 1: Optimize and Demonstrate Membership Value through Engagement
- Leverage technology to create and share accessible content relevant to young lawyers’ personal and professional development
- Produce multi-year member benefits and public service projects that involve Division committees and teams and get adopted by ABA entities

Priority 2: Increase the Division’s Impact on the Profession and Society
- Advocate for the interests of young lawyers and the legal profession while increasing involvement in broader ABA policy creation
- Engage affiliated young lawyer organizations using improved technology and communications
- Support ABA entities encouraging a diverse and inclusive profession

Priority 3: Facilitate Inclusive Strategic Partnerships and Develop a Diverse Group of Future Leaders
- Foster effective and meaningful connections for young lawyer organizations and their leaders
- Create homes for Affiliate leaders, Scholars, subject matter leaders, and other young lawyer leaders in the ABA through collaboration with various partners
- Educate the ABA on inclusion and retention of diverse attorneys in the profession
In furtherance of its mission, the YLD provided service to members, benefits to affiliates, outreach to the community, advancement to the profession, diversity to the bar, and significant accomplishments during the 2015-2016 bar year. This Report ventures to capture a few highlights.

**YLD Service to Members**

**The YLD’s primary membership benefit is clear – programming!**

This year, the YLD hosted live programming in Little Rock, Arkansas, San Diego, California, St. Louis, Missouri, and San Francisco, California.

**Live Programming**

The Conferences, Programs and Products team coordinated a robust schedule of onsite programming, distance learning, and co-sponsorships across ABA forums, sections, and divisions. The National Conferences Team (NCT) multiplied YLD offerings by becoming an integral part of programming facilitation throughout the year. In fact, the YLD put on 35 live CLE programs and had more than 200 members attend each physical conference. In line with the 2015-2016 theme, Advocating for the Advancement of the Profession and the Community, YLD put on programs such as:

- Symbols of the Confederacy in the Modern Era: Where do we go From Here?
- Little Rock Nine City Tour: Charting Our Future: Civil Rights in Voting and Education
- Beyond Free Speech: Understanding Protesters’ Legal Rights
- What Happened in Ferguson and What Can Lawyers Do?
- A Right to Discriminate or Religious Liberty? The Return of Accommodation Battles
- Accommodating Religious Attire: The Ethical Implications of EEOC v. Abercrombie’s “Notice” Requirements
- Coming to America: Addressing the Global Refugee Crisis
- Dynamic “Trans”-ition: A Path Forward on the Recognition of Transgender Rights, Employment Equality
- Integration of Transgender Troops Into the U.S. Military

**Networking and Social Events**

Mixed in with live programming, members were afforded many opportunities to network with other young lawyers from around the world. NCT implemented first of their kind scavenger hunts where first-time attendees got to know YLD Senior Leaders. First-timers were given clues corresponding with speeches given at the welcome reception, then charged with getting business cards and selfies for social media to win extravagant prizes like a ticket to a Dinner Dance or a Microsoft Surface Pro. New this year, Committees were charged with having their own in-person event, which included the option of a social gathering. Committees hosted 12 such events including five gatherings in Washington, DC. The evenings were filled with sounds, caricatures, and costumes from the Denim, Diamonds, and Purple Rain Dinner Dance in St. Louis to the Phantom of the Opera Fellows Dinner in San Francisco.
Distance Learning
Because many YLD members are not able to attend conferences, the YLD leverages technology to create and share accessible content. Bringing the conferences to the members, the YLD sponsored or co-sponsored 27 webinars and hosted 26 teleconferences. The YLD also pushed content to members through an abundance of communication tools: TYL, The Affiliate Blog, monthly E-Bulletin, Committee eNewsletters, the Liaison Lounge, and Social Media.

Communications
The YLD provided timely and relevant articles through TYL and The Affiliate Blog. TYL, designed to mentor young lawyers, published four quarterly print issues this year: Past, Present, Future, and Tradition. It also circulated 6 month, web-based In-Focus editions covering substantive law topics such as Sports & Entertainment, Municipal Law, International Rule of Law, and Mergers and Acquisitions; and a monthly newsletter. Under the leadership of Blogger-in-Chief Raymond Panneton, The Affiliate Blog re-launched this year in a bi-weekly blog style format publishing upwards of 30 blog posts. It hosted affiliate spotlights, conference previews, and a salute to our troops through member profiles during Military Appreciation Month. The Affiliate Blog also developed a new writers guide for members interested in blogging and was also instrumental in the composition and launch of the Affiliate Survey designed to gage the needs of the Affiliates.

The YLD also had its eye on preparing its members for integration into the larger ABA, i.e., life after the YLD. When YLD liaisons sought opportunities to advertise events, scholarships, fellowships, publication opportunities by the ABA’s forums, sections, and divisions, the YLD created a new forum – The Liaison Lounge. The Liaison Lounge allows YLD members quick access to the perks of larger ABA membership with the ability to view opportunities currently available in a concise one-stop show, and it allows different ABA forums, sections, and divisions to reach a broader audience.

The YLD’s social media platforms – Facebook, Twitter, LinkedIn, and YouTube – now incorporate every facet of the YLD keeping members up to date on the endless resources produced by YLD leaders. In the words of Above the Law, the YLD “upped their social media game, with the officers increasingly aware of the importance of social media.” New this year, the YLD published a Social Media Packet for Division Leaders, assigning liaisons to every avenue of the YLD and encouraging leaders to participate in social media by submission of content through the YLD’s submission process or directly from their own platforms. The Social Media Team and District Representatives live tweeted Assembly, streamed the International Oratory Competition on Periscope, and hosted two #Fit2Practice Twitter chats. Engagement on each of the Division’s social media platforms grew to nearly 5,000 on Facebook, more than 23,000 on Twitter, and approximately 33,000 on LinkedIn – the highest numbers to date.
YLD Benefits for Affiliates
Affiliates are young lawyer groups from local, state, national, international and specialty bars that have asked to become affiliated with the ABA YLD. The YLD currently affiliates with more than 300 bar associations including the 4 national minority bar organizations, as well as 4 international young lawyer bar organizations. Affiliates formally apply to affiliate with the YLD, and, upon approval, those bar associations receive significant benefits.

In addition to re-launching The Affiliate Blog in a new and improved format to better serve Affiliates, the YLD added three new Affiliates, distributed $21,070 to Affiliates and Affiliate Leaders to facilitate meeting attendance and support public service or member service programs, awarded 11 sub-grants to Affiliates, co-sponsored four events with Affiliates, hosted two Affiliate showcases highlighting more than 25 Affiliates, and sponsored three Regional Summits. Regional Summits promote and develop growth, education, leadership, and outreach to YLD Affiliates. Whether it was a multi-day conference at a resort or a half-day meeting in a ballroom, YLD Regional Summits assisted YLD Affiliates in expanding their footprints through training, mentoring, and networking.

The Affiliates Assistance Team worked with The Affiliate Blog to develop an Affiliate Survey designed to gage the needs of YLD Affiliates from a financial and a programmatic perspective. The Affiliate Survey results will be used to better tailor YLD offerings to its constituents.

YLD Outreach to the Community

Disaster Legal Services
The YLD’s Disaster Legal Services team (DLS) addressed 16 disasters during the 2015-2016 bar year. Texas was especially hit hard, and represented five of the 16 declarations. The YLD also responded to disasters in Saipan (Confederation of Northern Mariana Islands), Arkansas, California, Kentucky, Louisiana, Mississippi (twice), Missouri, South Carolina, West Virginia and Wyoming. In order to streamline DLS responses, it collaborated with each District Representative to develop a short, two-page disaster template which will provide future District Representatives with quickly accessible, vital information including agencies to partner with and points of contact at relevant government agencies. The DLS team made presentations at the Disasters, Displacement, and Human Rights Conference in Knoxville, Tennessee, the Touro Law Center in Long Island, New York, and at a Regional Summit for the United States Virgin Islands Bar Association. The DLS team intends to replicate the USVI presentation for other areas susceptible to disasters, and lacking a strong YLD presence, such as Hawaii, Guam, and Alaska.
World Wise Web: Protecting Our Youth From Internet Predators
WWW provides resources to help defend against online predatory activity. New technology emerges every day, and young people are at the forefront of using such technology in novel ways. This fast-paced environment creates prime hunting grounds for cyber predators. In addition to having a short film produced, the YLD created a toolkit, including a legal rights and consequences guide, enabling young lawyers across the country to host their own WWW presentations. The YLD hosted WWW presentations at the Hawthorne School for Girls in St. Louis, Missouri during the Spring Conference and joined forces with ABA President Paulette Brown’s Mainstreet USA initiative at the Willie Mays Clubhouse in San Francisco during the Annual Meeting.

What Do Lawyers Do (WDLD)?
This year, the YLD partnered with the Texas Young Lawyers Association to expand WDLD into a national resource. What Do Lawyers Do? is an interactive web-based is designed to educate high school and college students about how to become a lawyer. The project focuses on preparation for law school, the law school experience, and different career paths for law school graduates. Among its many goals, the project seeks to encourage a discussion about the different aspects of a legal education and the seemingly endless options open to those interested in pursuing a legal education. The YLD hosted three programs at historically black colleges and universities (HBCUs), during the Fall, Midyear, and Spring conferences. HBCUs such as Howard in Washington, DC and Harris Stowe State University in St. Louis, Missouri benefited from full scale programs while regional events were also implemented by YLD leaders in Georgia, North Carolina, Alabama, New Mexico, Oregon, and Florida. The YLD also collaborated with ABA President Paulette Brown’s Boys & Girls Club mentees to host a luncheon at the Annual Meeting.

EMBRACING Diversity Challenge
New this year, the YLD implemented the EMBRACING Diversity Challenge, which recognized and awarded top young lawyer organization programs that increase diversity in the legal profession. EMBRACING in the Challenge’s title is an acronym describing actions the proposed programs should seek to do with respect to diversity.

The top programs were selected and showcased. First place went to the Florida Bar Young Lawyers Division for its “Pipeline Initiative Diversity Symposium.” Second place went to the State Bar of Georgia Young Lawyers Division for its “Georgia’s Journey to Marriage Equality: The Importance of Diversity and Inclusion in the Profession” program. The Tennessee Bar Association Young Lawyers Division came in third place with its “Diversity Leadership Institute.” Through sponsorship from Walmart and the Center on Racial and Ethnic Diversity in the Profession, subgrants were awarded to each program.
YLD Advancement of the Profession
The YLD provides young lawyers with opportunities to lead with 300 leadership appointments, to speak during live programming, and to write in its publications, eNewsletters, and practice series articles. It also affords young lawyers the opportunity to effect change in the profession during its Assembly, advocate for the profession at the nation’s capital during ABA Day, engage and educate youth regarding important legal issues through its Law Day Art Contest, connect with other young lawyers on an international level to develop global citizenship opportunities and networking, grow in their practice with resources like the Young Lawyer Toolkit, and stay physically and mentally #Fit2Practice.

Assembly
The YLD has an active Assembly, which is structured like the ABA House of Delegates. The Assembly comprises of more than 300 representatives from the 50 states and United States territories, as well as representatives of the national bars and military bars. The Assembly serves as the policy making body of the YLD and offers members leadership opportunities. It is the preeminent forum for young lawyers to shape policy that affects their practice and the profession and allows them to serve as the voice of young lawyers to the profession.

During the 2015-2016 bar year, the YLD considered 20 resolutions to take before the House of Delegates. The House of Delegates passed Resolution 110 and 111B. Formally known as Resolution 4YL, Resolution 110 urges the United States Supreme Court to offer video of its oral arguments to facilitate training for up and coming oral advocates. Resolution 11B urges legislators to abolish offender-funded probation.

ABA Day
In addition to serving the public directly through its public service and pro bono initiatives, the ABA YLD has been a longstanding co-sponsor of this annual event and encourages members to actively advocate for important social issues, such as improving access to justice. Each year, the YLD actively encourages its members to participate in ABA Day in Washington, D.C., where young lawyers join bar leaders from across the nation to lobby their elected officials on important issues.

Law Day Art Contest
The YLD hosted its Sixth Annual Law Day Art Contest where students had the chance to make an impactful statement about constitutional justice. The theme for the 2015-2016 bar year was “Miranda: More Than Words”, tying into the 50th anniversary of the landmark U.S. Supreme Court case Miranda v. Arizona which requires arresting law enforcement officers to inform suspects of their Constitutional rights to be silent and the right to an attorney, among others.

Students in grades 9-12, applying either as individuals or teams of two or more, submit a two-dimensional art piece, including drawings, paintings, films, photographs, graphic novels, comics, and more, for a chance to win first-place prizes valued up to $750, or runner-up prizes valued up to $250.

Abby Tan of Middlesex County Academy for Science, Mathematics, and Engineering Technologies in Edison, New Jersey, won first place in the single entry category with her art work. Jazmine Bandala and Tahmina Chowdhury of Passaic County Technical Institute in Wayne, New Jersey won first place in the group submission category with their video submission.
The Young Lawyer Toolkit
The YLD developed the Young Lawyer Toolkit, which is a collection of ebooks, tutorials, and online resources free for ABA Members. Organized by year, the Toolkit offers 102 resources in 16 categories and houses seven educational podcasts. It is a one-stop-shop full of relevant, helpful resources for young lawyers who have questions about the practice of law, and a priceless member benefit designed to advance young lawyers in their practice.

#Fit2Practice
#Fit2Practice continued to be a focus of the YLD during the 2015-2016 bar year. It centers around the overall health of young lawyers including fitness, mental health, nutrition, and sleep. This year, the YLD created a Public Service Announcement regarding mental health awareness and collaborated with ABE to develop and distribute more than 1,500 coloring sheets statistically proven to relieve stress. The YLD also put on three live programs. During the Fall Conference, Hilary Chaney discussed her battle with bipolar disorder and how she managed to control it while maintaining a successful practice, and JD and Founder of Warrior One Judi Cohen led a mindfulness training via Skype. Then, the YLD collaborated with COLAP to bring Hazelden Betty Ford Foundation’s Patrick Krill to present regarding his research on depression and anxiety among licensed attorneys at the Spring Conference. The YLD also hosted two twitter chats with JD and health coach Christie Miller of EatTrainWin regarding her decision to step away from law practice and Executive Director of the Dave Nee Foundation Rachael Barrett regarding the stigma associated with depression, and featured two podcasts put on by YLD member Nicole Abboud regarding the importance of physical health for young lawyers and one Texas young lawyer’s battle with depression and road to wellness.
YLD Diversity
The YLD Diversity Team facilitated a host of community outreach programming through the What Do Lawyers Do program and Embracing Diversity Challenge. It also impacted YLD programming through the Diversity Plan, put on dynamic diversity programming at conferences, and engaged diverse lawyers through the Scholarship Program.

Revised Diversity Plan
The YLD promotes full and equal participation in the Division for a membership inclusive of lawyers of varying gender, national origin, racial and ethnic backgrounds, sexual orientation and gender identity, and of lawyers with disabilities. Meaningful diversity extends well beyond citing high numbers; it requires action. As part of its continued commitment to diversity, the YLD developed a Diversity Plan during the 2011-2012 bar year. This year, the Diversity Team led the charge on revising that plan to include additional activities, presentation suggestions, and requirements.

Diversity Programming
The YLD published its Diversity Dialogue White Paper, *Examining Privilege, Stereotypes, and Implicit Bias in the Workplace*, during the Midyear meeting. The paper tackles important multi-cultural issues such as the distinction between diversity and inclusion.

The Diversity team brought young lawyers some phenomenal programming on diversity in the judiciary, featuring diverse judges from across the nation (one of whom was on the short list for a SCOTUS nomination) and for the first time in recent history, had leaders from all diversity affiliate bars on one panel to discuss how we can work together more effectively as a team.

Scholarship Program
With the support of sponsorship from Walmart each year, the ABA YLD awards partial conference funding and an opportunity to become more involved in the Division for Minority, Solo/Small Firm, Government, Private Sector, and Military Service Attorneys. In total, more than 300 scholars have completed the program, which started in 1994.
YLD Awards
The YLD honored its members with eight different scholarships and awards.

➢ Awards of Achievement Program
➢ Child Advocacy Award
➢ EMBRACING Diversity Challenge
➢ Emerging Leaders Program
➢ Haiku Contest for Law Students
➢ On the Rise Award - Top 40 Young Lawyers
➢ Outstanding Young Military Service Lawyer Award
➢ Regional Summit Subgrants
➢ Rosner and Rosner Young Lawyers Professionalism Award
➢ Scholarship Program
➢ Subgrant Program
➢ William Reece Smith, Jr. National Outstanding Young Lawyer Award

Six YLD Leaders received Star of the Year awards for exemplary performance of duties in service to the public and the ABA.

➢ Casey Kannenberg (Denver, CO)
➢ Chris Fortier (Oakton, VA)
➢ Collin Cooper (Greensboro, NC)
➢ Miriah Holden (Honolulu, HI)
➢ Sheena Hamilton (St. Louis, MO)
➢ Will Johnson (Columbia, SC)
Throughout the bar year twenty-two YLD Leaders received Star of the Quarter awards for excellence in service to the Bar going above and beyond the call of duty.

➢ Aastha Maadan (Irvine, CA)
➢ Adam Landy (Columbia, SC)
➢ Alyssa Ehrlich (San Diego, CA)
➢ Andrew Karwoski (Washington, D.C.)
➢ Ashleigh Wilson (Columbia, SC)
➢ Ashley Hollan Couch (Atlanta, GA)
➢ Blake Klinker (Cheyenne, WY)
➢ Brooke Weitzman (Santa Ana, CA)
➢ Candyce Phoenix (Washington, D.C.)
➢ Christina Huszcza (Denver, CO)
➢ Christopher Brown (Mansfield, OH)
➢ Daiquiri Steele (Atlanta, GA)
➢ Deepa Goraya (Washington, D.C.)
➢ Elizabeth Overmoe (Sioux Falls, SD)
➢ Jamie Davis (Bentonville, AR)
➢ Jennifer Overmann (Edgewood, KY)
➢ Jeremy Evans (San Diego, CA)
➢ Joann Granges Burnett (Gulfport, FL)
➢ Julius Redd (Washington, D.C.)
➢ Paige Willan (Philadelphia, PA)
➢ Wendy Ellard (Jackson, MS)

Four YLD District Representatives received Star of the Quarter awards for superior programming.

➢ “Alliance of Black Women Attorneys of Maryland Law Academy,” Sean O’Keefe, District 8 District Representative (Middletown, MD)
➢ “South Carolina Bar YLD Voices Against Violence,” Ashleigh Wilson, District 10 District Representative (Columbia, SC)
➢ “Kansas City Metropolitan Bar Association Annual Law Week,” Jerri Zhang, District 22 District Representative (Kansas City, MO)
➢ “Four Corners Young Lawyers Regional Summit,” Jess Rinehart, District 27 District Representative (Reno, NV)

Eight YLD Affiliates received Star of the Quarter awards for a number of outstanding offerings.

➢ New York State Bar Association Young Lawyers Section, “Reference E-Book for New Lawyers” (Luwick Francois, 4th District DR, Bronx, New York)
➢ New Orleans Bar Association Young Lawyers Section, “Senior Legal Fair with AARP” and “Katrina 10th Year Anniversary” (Graham Ryan, 14th District DR, New Orleans, Louisiana)
➢ Texas Young Lawyers Association, “Justice for All” and Katrina “10th Year Anniversary” (Baylor Wortham, 25th District DR, Beaumont, Texas)
➢ Alameda County Bar Association Barristers Section, “Student Loan Crisis Sessions” (Vanessa Candelaria, 31st District DR, Walnut Creek, California)
➢ Connecticut Bar Young Lawyers, “Court Visitation Program” (Joanna Kornafel, 2nd District DR, Bridgeport, Connecticut)
➢ Hampden County Bar Association Young Lawyers, “Feed a Friend Friday” (Courtney Shea, 3rd District DR, Boston, Massachusetts)
➢ North Carolina Bar Association Young Lawyers, “Legal Feeding Frenzy” (Cabell Clay, 9th District DR, Charlotte, NC)
➢ Cleveland Metropolitan Bar Association Young Lawyers, “Connection Program” (Christopher Brown, 18th District DR, Mansfield, Ohio)
For the first time, this year, the YLD awarded the On the Rise: Top 40 Young Lawyers Award which recognized the top 40 ABA young lawyers who exemplify a broad range of high achievement, innovation, vision, leadership, and legal and community service. The YLD received a record breaking 1,561 nominations for the award.

- Yasmine Abdel-Aal (Newport Beach, CA)
- Ben Aguilar (San Diego, CA)
- Captain Mika’il Ali (Joshua Tree, CA)
- Ashley Bell (Gainesville, GA)
- Jason Bonk (New York, NY)
- Leigh-Ann Buchanan (Miami, FL)
- Craig Bucki (Buffalo, NY)
- Priya Cariappa (Pretoria, South Africa)
- Kiamesha-Sylvia Colom (Indianapolis, IN)
- Stacy Crabtree (Peoria, IL)
- Courtenay Dunn (Reston, VA)
- Jana Edmondson-Cooper (Atlanta, GA)
- Alfredo Fernandez (Hartford, CT)
- Lauren Fine (Philadelphia, PA)
- Kevin Gooch (Atlanta, GA)
- Jessica Hertz (Washington, DC)
- Shontavia Johnson (Des Moines, IA)
- Will Johnson (Columbia, SC)
- Shamica Kennedy (Tarzana, CA)
- Bryan Killian (Washington, DC)
- Bassel Korkor (Westlake, TX)
- Jessie Kornberg (Los Angeles, CA)
- Amy Kramer (Denver, CO)
- Stephanie McCoy Loquvam (Phoenix, AZ)
- Anat Maytal (New York, NY)
- G.C. Murray, Jr. (Tallahassee, FL)
- Alex Oh (Seattle, WA)
- Elizabeth Overmoe (Pierre, SD)
- Michelle Philo (San Diego, CA)
- Joni Poitier (Jacksonville, FL)
- Emily Renzelli (Washington, DC)
- Antonia Roybal-Mack (Albuquerque, NM)
- Sandra San Emeterio (Wethersfield, CT)
- Sankeetha Selvarajah (Boston, MA)
- Matthew Stubenberg (Baltimore, MD)
- Daniel Suvor (Los Angeles, CA)
- Jessica Therkelsen (Oakland, CA)
- Brett Walker (Boston, MA)
- Brendan Winslow-Nason (Seattle, WA)
- Brandon Woodard (Cincinnati, OH)