DIVERSITY PROJECTS & INITIATIVES THROUGHOUT THE ABA

THE ABA DIVERSITY SHOWCASE

AUGUST 2010
2011 Raymond Pace and Sadie Tanner Mossell Alexander Award for Excellence in Pipeline Diversity

Call for Nominations
Deadline: Friday, October 1, 2010

For more information, please visit: http://new.abanet.org/centers/diversity/Pages/RaymondPandSadieTMAlexanderAward.aspx

The ABA Council for Racial and Ethnic Diversity in the Educational Pipeline presents the Alexander Award to recognize exemplary leadership in pipeline work by an individual or organization. The award honors those demonstrating success working along the educational pipeline in a collaborative approach involving more than one segment of the continuum from kindergarten to high school to college to law school to the practice.

Award Ceremony
Friday, February 11, 2011
5:00 pm – 7:00 pm

Marriott Marquis • Atlanta, GA

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2011 Spirit of Excellence Awards
SATURDAY, FEBRUARY 12, 2011
Marriott Marquis • Atlanta, GA

Celebrating 16 Years of Diversity

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American Bar Association  
Diversity Showcase  
August 2010  

Diversity Projects and Initiatives Throughout the ABA  

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The **Center for Racial and Ethnic Diversity** (Center) serves as the administrative and programmatic oversight body for the three major ABA entities that focus on racial and ethnic diversity issues. The Center provides the framework for effective utilization of ABA resources committed to diversity; improves coordination and collaboration of diversity efforts throughout the Association; and helps to maintain racial and ethnic diversity as a priority issue for the Association, in support of the ABA's Goal III. The Center also collaborates with other ABA Goal III entities on issues of common concern.

**Services provided by the Center include:**

- a centralized web-based clearinghouse that serves as a portal to diversity activities within the ABA;
- coordination of collaborative opportunities to achieve diversity within the ABA and the legal profession;
- a joint publishing initiative to develop and promote expanded opportunities for diverse authors and publishing on diversity topics; and,
- collaborating with and advising ABA departments on their diversity activities, including membership, Human Resources, and Office of the President.

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The coordinating and collaborative services of the Center and the expertise of its three programmatic entities help the ABA assume a greater leadership role in bringing the legal profession into a new era of diversity, inclusion, and opportunity.

**LEGAL PROFESSION**  
**COMMISSION ON RACIAL AND ETHNIC DIVERSITY IN THE PROFESSION**

Established in 1986, the Commission on Racial and Ethnic Diversity in the Profession provides services for racially and ethnically diverse lawyers, judges, and others who are in the legal profession.

The Commission, through its work and programs, is a catalyst for creating leadership and economic opportunities for racially and ethnically diverse lawyers within the ABA and the legal profession. We inspire the ABA and the profession to value differences, to be sensitive to prejudice, and to reflect the society we serve.

**Goals and objectives of the Commission include:**

- to encourage the recruitment, hiring, and promotion of minority lawyers by law firms, corporations, government agencies and departments, and other businesses;
- to facilitate interaction between minority lawyers across the nation through networking and increased communication;
- to develop long-term plans and strategies to assist minority lawyers in attaining full and equal participation within the legal profession;
- to monitor the progress of minority lawyers as a whole toward full and equal participation in the legal profession and in the ABA;
- to increase minority involvement in bar associations at the national, state, and local levels, and with minority and specialty bar associations;
- to recognize and celebrate the advances made by minority lawyers; and,
- to promote the appointment of minorities to the judiciary and judicial clerkships.
Current projects include:

**Goal III Report** monitors and assesses the ABA's progress in achieving its diversity goals within the association’s membership and leadership.

**The History Project** captures and disseminates the histories of individuals who have been notable pioneers in the ethnic and racial integration of the legal profession.

**Minority Counsel Program** encourages corporations to retain lawyers of color for legal services and provides opportunities for corporations and lawyers of color to develop mutually rewarding business relationships through structured networking activities.

**National Conference for the Minority Lawyer** is an annual conference hosted jointly with the ABA Section of Litigation and the ABA Business Law Section. It offers a combination of practical training sessions and substantive CLE programs designed specifically for minority business lawyers, litigators, and government lawyers.

**Spirit of Excellence Award** celebrates the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession. Awards are presented to lawyers who excel in their professional settings; who personify excellence on the national, state, or local level; and who have demonstrated a commitment to racial and ethnic diversity in the legal profession.

**Social Justice Issues**

**Coalition on Racial and Ethnic Justice**

Established in 1992, the Coalition on Racial and Ethnic Justice addresses issues related to the elimination of racial and ethnic bias in the justice system.

The **COREJ** serves as a catalyst for eliminating racial and ethnic bias in the justice system with a focus on systemic changes.

The goals of COREJ are to: (1) assist with the development of educational programs; (2) provide public forums for dialogue between legal institutions and non-legal groups; and (3) provide technical assistance and advice on how to implement specific programs, strategies, and partnerships that eliminate racial and ethnic bias.

Major projects of COREJ are the:
- Overrepresentation of Juveniles of Color in the Juvenile Justice System Committee;
- Natural Disaster Response and Social Justice Strategies Initiative; and,
- Election Protection Project.

COREJ focuses on a number of substantive and diverse issues such as access to the justice system, racial profiling, voting disenfranchisement and the impact of technology on people of color, and election protection.

COREJ’s current Project is a series of three town hall meetings entitled *Stop Teen Violence: Time to Deliver*. The dates and location of the town hall meetings were: Chicago (November 19, 2009); Detroit (May 3, 2010); and San Francisco (August 7, 2010). The goals and objectives of the town halls are: a) to develop strategies to stop teen violence nationwide, b) to develop a national plan of action specifically for cities that are grappling with the problems of teen violence; and c) to publish a directory and resource guide of best practices on how to stop teen violence. The directory will be published November 2010.

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EDUCATIONAL PIPELINE
COUNCIL FOR RACIAL AND ETHNIC DIVERSITY IN THE EDUCATIONAL PIPELINE

Established in 1999, the Council for Racial and Ethnic Diversity in the Educational Pipeline provides services to increase diversity among students in the educational pipeline to the legal profession.

The Pipeline Council’s charge is to increase the number of people of color who are on track to becoming lawyers. The Pipeline Council collaborates with leaders of the bench, bar, and legal education; and with key thought-leaders and stakeholders in other disciplines, to spearhead pipeline diversity issues by:

• increasing awareness of and supporting programs that help students of color overcome the financial, educational and cultural barriers to law school admission, graduation and admission to the bar;
• inspiring and empowering more students of color to pursue and successfully navigate the path to a legal career;
• promoting an understanding of the desirability and necessity of diversity in the profession that fosters public trust and confidence in the legal system and our democracy; and,
• collaborating with key stakeholders to connect and coordinate programs along the full extent of the pipeline.

The Pipeline Council acts as a think tank and programmatic incubator for activities that foster a more diverse pipeline to the profession. It provides the forum for key stakeholders to address particular issues and build networks to affect change. As a national incubator for nascent programs, the Pipeline Council has conducted and collaborated on a variety of projects.

Current projects include:

ABA/LSAC Pipeline Diversity Directory is an online searchable database of projects, programs and initiatives that encourage students of color to consider and prepare for legal careers. This free service presents key information on programs from across the country in an easily accessible and succinct format.

ABA Legal Opportunity Scholarship encourages racially and ethnically diverse students to apply to and attend law school, and provides students with financial assistance to attend law school.

Alexander Award for Excellence in Pipeline Diversity recognizes exemplary leadership in Pipeline work by an individual or organization. The award honors those demonstrating success working along the educational pipeline in a collaborative approach involving more than one segment of the continuum from elementary to high school to college to law school to the practice.

Judicial Clerkship Program is held annually at the ABA Midyear Meeting. It is the joint effort of the Pipeline Council and the ABA Judicial Division that brings law students and judges together from around the country. Students participate in panel discussions, a research and writing exercise, and various networking sessions. These activities are designed to introduce students to the benefits of pursuing a judicial clerkship and to introduce judges to the value of diverse clerks.

Regional Pipeline Diversity Roundtables and Workshops are interactive opportunities for collaboration and education held in conjunction with the ABA Annual and Midyear Meetings.

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Established in 1973, the Commission on Mental and Physical Disability Law’s mission is to promote the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and to promote their full and equal participation in the legal profession. The Commission comprises 15 members appointed by the ABA President. The Commission carries out an array of projects and activities addressing disability-related public policy, disability law, and the professional needs of lawyers and law students with disabilities.

Current projects include:

Employment of Lawyers with Disabilities and the Diversity Pledge In June 2009, the ABA, the Commission, the Association of Corporate Counsel, and the Minority Corporate Counsel Association co-sponsored the Second ABA National Conference on the Employment of Lawyers with Disabilities, which was hosted by then-ABA President H. Thomas Wells, Jr. A key initiative from the Conference was Disability Diversity in the Legal Profession: A Pledge for Change, which now has over 70 signatories. The Pledge can also be downloaded from the Commission’s website.

ABA Goal III Report Goal III calls for the elimination of bias and the enhancement of diversity in the ABA, the profession, and the justice system. The Commission issues an annual report on the level of participation by lawyers with disabilities in ABA leadership positions and encourages their participation in ABA programs and activities.

ABA Lawyer Spotlight Each month the Commission highlights an attorney with a disability who is an asset to the profession. Each attorney interviewed provides a unique point of view from those with disabilities in the profession.

National Law School Disability Programs Directory This first-of-its-kind online directory contains the best available information collected by the Commission from ABA-accredited law schools concerning their disability related programming, such as disability support services, curricular and co-curricular options for disability law and disability rights, and relevant clinical programs.

National Mentor Program for Lawyers and Law Students with Disabilities Since 2000, the Program has been pairing law students with disabilities and practicing attorneys (who may or may not have disabilities) based on mentees’ preferences. In 2003, the Commission’s Mentor Program received the Nation’s Capital Area Disability Support Services Coalition’s Award for “the Outstanding Commitment and Contribution by an Organization that Supports Students with Disabilities.” The Program has recently reached the milestone of 100 active mentor-mentee relationships. Mentors are sources of guidance concerning law school, careers, and issues such as reasonable accommodations. The Commission welcomes students and lawyers from around the country to participate.

Online News and Social Media Tools The Commission hosts several online tools to help keep lawyers and law students with disabilities stay connected and up-to-date on recent developments in disability law and news. There is a live Twitter feed, summaries and analysis on ground-breaking legal developments by staff, and groups to join on Facebook and LinkedIn.

Paul G. Hearne Award The Commission presents this award annually to an individual or organization that has performed exemplary service in furthering the rights, dignity, and access to justice for people with disabilities.

Subcommittee on Lawyers with Disabilities The Subcommittee, comprised of Commission members, works toward the full and equal participation in the legal profession for lawyers with disabilities. Projects focus on education and outreach within the ABA, and within the legal profession as a whole, such as the Mentor Program, which matches potential law students, law students, and recent law school graduates who have disabilities with lawyers who have disabilities or have worked with persons with disabilities.
Publications:

Mental and Physical Disability Law Reporter
Since 1976, the Commission has published the Mental & Physical Disability Law Reporter, which is available in both print and online. Subscribers receive six issues per year and annual alphabetical and subject matter indexes with case citations. The Reporter summarizes more than 2,000 key federal and state court decisions, as well as legislation and regulations, in 22 subject areas covering disability discrimination and civil and criminal mental disability law.

Civil Mental Disability Law, Evidence and Testimony: A Comprehensive Reference Manual for Lawyers, Judges and Mental Disability Professionals (2010) Civil mental disability law touches on many distinct subject areas. Accordingly, this comprehensive reference manual, written by Commission Director, John Parry, J.D., is divided into seven parts with 27 chapters. The extent to which each of these legal matters involving the rights of persons with mental disabilities is covered depends largely on how much litigation and legislation a particular subject has generated, as well as its historical importance. The book concludes with a glossary of key terms, definitions, and U.S. Supreme Court cases, an index, and a table of cases.

The Second National Conference on the Employment of Lawyers with Disabilities: A Report from the American Bar Association to the Legal Profession (2009) This Commission-produced report provides an overview of the essential developments and recommendations at the conference based on the speaker papers, transcripts, and other materials gathered from the Conference. Topics include best accommodation practices for employers, practical advice for lawyers and law students with disabilities, and a listing of organizations, support programs, and scholarships for individuals with disabilities. It is available in print and online for free.

Civil Mental Health and Disability Law Evidence and Testimony (2009) Written by Commission Director, John Parry, J.D., this manual covers mental health and disability issues related to criminal law. Part I introduces mental health and disability law in the criminal justice context, both historically and conceptually. Part II discusses substantive law and legal standards in four broad areas: criminal incompetency; insanity and diminished culpability; dangerousness in quasi-civil commitments and the death penalty; and rights and conditions in jails, prisons, and secure treatment facilities. Part III focuses on the role of forensic expert evidence and testimony in all of these proceedings. In addition, the manual features a glossary of key terms and Supreme Court decisions, an index, and a table of cases.

Disability Discrimination Law, Evidence and Testimony (2008) Written by Commission Director, John Parry, J.D., this manual explains and analyzes key aspects of disability discrimination law from several different perspectives to guide readers through the myriad of federal and state statutes, court cases, and regulations. The major substantive areas of disability discrimination law covered are employment, state and local government, public accommodations, telecommunications, housing and zoning, education, and criminal and civil institutions. Charts of the statutory law in the 50 states and the District of Columbia for each area are included. Also discussed are the history of disability discrimination law and the client-lawyer relationship as it pertains to clients with disabilities.

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The Commission on Sexual Orientation and Gender Identity (SOGI) was created in August 2007 by the Association’s Board of Governors. It is the ABA diversity entity whose mission is to secure equal treatment of persons in the ABA, the legal profession and the justice system, and to remove barriers to professional advancement without regard to sexual orientation or gender identity.

SOGI has been working on ways to grow lesbian, gay, bisexual and transgender (LGBT) attorney membership in the ABA. One of the benefits of ABA membership is access to the many American Bar Endowment (ABE) insurance plans. These plans had failed to make available domestic partner coverage. The Commission has worked with ABE to expand coverage to include domestic partners thereby adding a meaningful benefit to LGBT attorney members and added revenue to ABE. SOGI is continuing to work to expand coverage to LGBT attorneys and their domestic partners.

The Commission has also made efforts within the ABA to increase awareness of LGBT issues. At the 2010 Annual Meeting, SOGI co-sponsored the Presidential Showcase CLE, “Same Sex Marriage—Moving Beyond State Courts.”

Current projects include:

ABA GOAL III Report SOGI issues an annual report on the level of participation by LGBT lawyers in ABA entity leadership and programming.

Best Practices SOGI is developing guidelines for members of the legal profession and justice system to use in helping to create LGBT-friendly work environments, including attracting and retaining talent.

Advocacy SOGI is working with ABA leadership to develop policy on LGBT issues.

Judicial Training SOGI, in conjunction with The Williams Institute, is designing a judicial training model to help members of the bench understand and address complex LGBT legal issues.

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The Commission on Women in the Profession was inspired to create the Women of Color Research Initiative to examine the professional trajectory of women of color based on research in the late 1990s by the National Association for Law Placement (NALP), which suggested that virtually all women lawyers of color working in private practice had left their positions at major law firms within eight years. A more recent study by NALP found that from 1998 to 2003 nearly two-thirds (64.4 percent) of minority females left their firms within 55 months of being hired.

The first phase of this research initiative explored diversity and inclusion in the experiences of lawyers in law firms. The published studies from this research reported on the diversity dynamics in law firms with a specific focus on the often overlooked perspectives of women of color. As a result of this research, two reports were issued - Visible Invisibility: Women of Color in Law Firms and From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms.

The second phase of this research initiative will build on the lessons learned from the first phase and study the experiences of lawyers in the government sector. Specifically, the initiative will delve into how male and female lawyers of different races in the United States Department of Justice and all of its various components, including all of the United States Attorneys offices, experience and navigate their careers. A third research phase will follow focusing on the perspectives of lawyers in the Fortune 500 legal departments. For more information on the Women of Color Research Initiative please visit: www.abanet.org/women/woc/wocinitiative.html.

Visible Invisibility: Women of Color in Law Firms (2006) - In fall of 2006, the Commission released its report Visible Invisibility: Women of Color in Law Firms. Focusing on large law firm practice, data gathered through a national quantitative survey and a series of focus groups showed that women attorneys of color in such firms experience a dramatically different working environment than similarly situated white male, white female and male attorneys of color. These differences include: demeaning comments or harassment; a lack of networking opportunities; denial of assignments; a lack of access to billable hours; limited client development opportunities; unfair performance evaluations; lower compensation; and greater rate of job attrition. The Executive Summary of the report is available online, free of charge, at www.abanet.org/women/woc/wocinitiative.html. The full report, product code 4920037, is available for $49.95 at www.ababooks.org.

From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms (2008) As a follow-up to the previous report, this contains insights and advice gathered from 28 women of color partners in national law firms and examines the law firm practices that contributed to the success of these partners. To download a copy of this report, free of charge, please visit: www.abanet.org/women/woc/wocinitiative.html.
Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys (2009) This is a unique, inspirational collection of letters from 44 experienced women attorneys of color to the next generation outlining various roadmaps for success in the legal profession as a minority woman attorney. The book is organized by practice settings: (a) large and midsize firms; (b) solo and small firm practices; (c) public service, including government, nonprofits, executive roles in government and nonprofits, the judiciary, and elected officials; (d) in-house practices; and (e) academia. Following the essays in each chapter are tips for success from the authors featured in that chapter, and the essays end with a response from a sister/daughter from the next generation. This book follows up on the popular Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who’ve Been There and Done That, published in 2000; 200 pages; product code 4920044; $29.95 ($24.95 ABA Law Student Division Members). For more information and to order, please visit www.ababooks.org.

Fair Measure: Toward Effective Attorney Evaluations, Second Edition (2008) This manual provides a step-by-step guide to develop and implement an evaluation process that establishes objective criteria for successful performance, eliminates bias, and recognizes the value of diversity. It also contains a current, comprehensive review of the psychological literature on stereotyping. Appendices (also available on the accompanying CD-ROM) include sample evaluation forms (associate, associate self-evaluation, and upward review), a model performance evaluation policy, a training checklist, instructions for supervising attorneys for completing performance evaluations, and performance evaluation training materials for supervising attorneys; 108 pages + CD; product code 4920043; $69.95 ($59.95 ABA Labor & Employment Section Members). For more information and to order please visit: www.ababooks.org.

The ABA Margaret Brent Women Lawyers of Achievement Awards Now in their 20th year, the ABA Margaret Brent Women Lawyers of Achievement Awards recognize and celebrate the accomplishments of women lawyers around the country who have achieved professional excellence in their field and have paved the way to success for other women lawyers. The Brent Awards shine the spotlight on the unsung heroines – women lawyers making an impact on their communities and/or making a difference on the national level. Each year, five women are honored at a luncheon that is one of the largest ticketed events during the ABA Annual Meeting. For more information on the ABA Margaret Brent Women Lawyers of Achievement Awards please visit: http://www.abanet.org/women/awards.html.

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In Spring 2010, the American Bar Association released its report and recommendations on Diversity in the Legal Profession: The Next Steps. This practical publication represents the culmination of a multi-year ABA presidential project to examine the state of diversity in the legal profession. Through outreach to a wide range of stakeholders throughout the profession, the ABA asked: Where are we with diversity in the legal profession and what are the next steps we must take to gain real advancement?

The full Report is available for complementary download on the ABA Diversity Center’s website: http://new.abanet.org/centers/diversity/. Summary reports of each phase of the information-gathering process are also available on the Diversity Center’s website.

The multifaceted process that produced this Report resembled a national town hall with myriad voices from many different localities and all facets of the legal community. Through numerous surveys, hearings, summits and workshops, the project addressed diversity from a race, ethnicity, gender, sexual orientation, and disability perspective. The Report’s Executive Summary captures the gist of the findings:

This nationwide endeavor quickly revealed that we have made some progress, but the lack of genuine diversity remains a disappointment. As America races toward a future where minorities will be the majority and more marginalized groups make their voices heard, the legal profession’s next steps towards advancing diversity must produce more viable, sustained outcomes. Despite our efforts thus far, racial and ethnic groups, sexual and gender minorities, and lawyers with disabilities continue to be vastly underrepresented in the legal profession.

The recommendations in The Next Steps Report focus on four broad categories of the profession:

- Law Schools and the Academy
- Law Firms and Corporate Law Departments
- Government and the Judiciary
- Bar Associations

The next phase of this project has started with broad distribution of the Report throughout the profession—thus far, over 4,000 copies have been distributed. Encouraging and tracking implementation of the recommendations are the subsequent steps the ABA will take to insure that this Report becomes more than “just another report on the shelf.”

Users of the Report are encouraged to identify the recommendations that align with their individual or organizational interests and resources. Then implement one or more of the recommendations. Also, recognize and promote existing activities that are already fulfilling the recommendations. Then, inform the ABA of progress being made. Users can promote their Next Steps successes by posting comments on the project’s online discussion page: http://new.abanet.org/centers/diversity/Pages/presidentialdiversityinitiative.aspx. Or, comments and recommendation implementation steps can be sent to the ABA Diversity Center: diversity@staff.abanet.org.

This type of information sharing of successful strategies and best practices benefits everyone working to take meaningful action steps towards a more diverse and inclusive legal profession.
Overview of Diversity-Related Activities at the American Bar Association

The ABA Center for Racial and Ethnic Diversity’s website (http://new.abanet.org/centers/diversity/) is a centralized resource for diversity in the ABA and the profession.

The Diversity Center’s website features a “Diversity Roadmap,” that identifies the various activities offered by 36 ABA entities to promote diversity. Key points reflected in the Diversity Roadmap include:

• In the past year, 29 entities have held CLE programs on the topic of diversity and/or made a substantiated effort to include diverse speakers at their events.

• In the past year, 29 entities had formal Diversity Plans and are actively working to implement those plans.

• In the past year, 25 entities had an active Diversity Committee or designated diversity position on their member roster.

• In the past year, 24 entities have put forth outreach efforts to recruit diverse applicants for fellowships, internships and scholarship awards.

The Diversity Roadmap consists of seven categories: Committee/Position; Diversity Plan/Efforts; Pipeline Activities; CLE Programs; Outreach Efforts; Social Justice; and Dedicated Staff. It is recognized that the particular practice area or specialized nature of an entity may not make it feasible for it to conduct activities in some of the designated categories.

The following ABA entities have the most representation in the seven featured categories:

• Active in all 7 categories are:
  ○ Young Lawyers Division
  ○ Business Law Section
  ○ Judicial Division
  ○ Section of Litigation, and
  ○ Section of Individual Rights and Responsibilities

• Active in 6 categories are:
  ○ General Practice Solo and Small Firm Division
  ○ Section of Environment, Energy and Resources
  ○ Law Student Division
  ○ Section of Taxation, and
  ○ Section of Real Property, Trust and Estate Law

• Active in 5 categories are:
  ○ Criminal Justice Section
  ○ Section of Dispute Resolution
  ○ Section of Family Law
  ○ Section of International Law
  ○ Section of Labor and Employment Law
  ○ Law Practice Management Section
  ○ Section of State and Local Government Law, and
  ○ Tort, Trial & Insurance Practice Section
The Business Law Section understands, that through the varying types of diversity, it can better serve the profession and the needs of its constituents. The Section continues to strengthen its long-standing commitment to diversity through a multitude of initiatives and activities, and continues to reach out to underrepresented minority groups, including lawyers of color, women, lawyers with disabilities, lesbian, gay, bisexual and transgender (LGBT) lawyers, lawyers from countries outside of the U.S., younger lawyers, and law students.

Diversity Committee The main focus of this Committee is to lead the Section’s efforts to recruit and retain lawyers of underrepresented groups for active involvement in the work and leadership of the Section and to ensure that the Section is addressing issues of relevance to these constituencies. The Committee works to achieve its mission by providing relevant programming at the ABA and Section meetings. The Diversity Committee staged a program at the 2010 Section Spring Meeting entitled, “What is Diversity and Is It Still Relevant in Today’s Economy?” At the 2010 ABA Annual Meeting, the Committee, through it’s Women’s Business Law Network (WBLN) Subcommittee, will sponsor a program titled “Making the Business Case for Diversity and Inclusion” that will address the competitive business advantages of diversity and inclusion. http://www.abanet.org/dch/committee.cfm?com=CL360000

Corporate Director Diversity Committee The Corporate Director Diversity Committee works to enhance the role of diverse corporate lawyers on public and private corporate boards. The Committee works toward increasing the lines of communication and the flow of relevant information among all interested groups on issues of diversity and corporate governance. The Committee works directly with the ABA Commission on Women, the Diversity Committee, and the Corporate Governance Committee to ensure that the Association and the Section of Business Law are addressing issues of relevance for its constituencies. http://www.abanet.org/dch/committee.cfm?com=CL107000

Diversity Networking Reception The Diversity Networking Reception is held at the Section Spring Meeting and ABA Annual Meeting every year. Prior to the meeting, the Committee reaches out to the local (city, county, and state of the host city) area bar associations of color, women bar associations, LGBT bar associations, the bar associations of local lawyers with disabilities, and the minority law student organizations of the area law schools. The reception is always successful, with well over 150 attendees, including notable attendance from the minority bar groups that were invited.

Sweet Endings Dessert Reception The Sweet Endings Dessert Reception held at the Section Spring Meeting is a focused women’s networking event. In the invitation to the Diversity Networking Reception, the WBLN also offers complimentary attendance to this event to the local (city, county, and state of the host city) area bar associations of color, women bar associations, LGBT bar associations, the bar associations of local lawyers with disabilities, and the minority law student organizations of the area law schools.

ABA Business Law Section CLEO Fellow Scholarship The ABA Business Law Section CLEO Fellow Scholarship Program awards scholarships to five law students each year that have participated in the ABA CLEO Fellow program. In addition to a scholarship, these students must attend the Section Spring Meeting, where they are appointed to a substantive committee and given one Section mentor and one Committee mentor. http://www.abanet.org/buslaw/committees/CL360001pub/cleo.shtml

Business Law Fellows, Ambassadors and Diplomats The Section continues to sponsor its Business Law Fellows, Ambassadors, and Diplomats (FAD) Programs. These programs are designed to involve younger lawyers, lawyers of color, and lawyers with disabilities in the Section’s substantive work. The Section is enjoying strong retention from the programs, with the majority of alumni continuing their involvement in the Section. Application deadline: April 29, 2011. http://www.abanet.org/dch/committee.cfm?com=CL715000
**Diversity Clerkship** The Diversity Clerkship Program encourages students to pursue business court clerkship opportunities and to consider careers in the practice of business law. The mission of the Program is to expose law students to the practice of business law and to provide them with work experience and foundations in business law that will further their careers. In considering a student’s diversity, the Section gives special consideration to individuals who have overcome social or economic disadvantages, such as physical disability, financial constraints, or cultural impediments to becoming a law student. Application deadline: January 21, 2011. http://www.abanet.org/buslaw/students/clerkship.shtml

**International Coordinating Committee** The International Coordinating Committee (ICC) works to expose U.S.-based lawyers to their counterparts overseas and to also integrate non-U.S.-based lawyers into the work of the Section. One way in which the ICC does this is through the development of a comprehensive website that will contain a wealth of information beneficial to both of these groups including: 1) a list of upcoming Section programs with an international focus; 2) a link to past programs with an international focus; 3) a list of all internationally focused non-ABA entities; and, 4) a link to all Section entities and a brief description of their work in order to assist non-U.S. based lawyers find needed information.

**Jean Allard Glass Cutter Award** To recognize the significant contributions women have made to the Section and to the profession, the Section awards its Jean Allard Glass Cutter Award annually. This prestigious award is given to a woman who has achieved professional excellence in her field, demonstrated a dedication to the work of the Section, and has worked to advance opportunities for other women in the Section. Deadline for nominations: February 11, 2011. http://www.abanet.org/buslaw/committees/CL360000pub/glasscutter.shtml

**Section Support of ABA Diversity Programs** The Business Law Section supports the work of the ABA Commission on Racial and Ethnic Diversity in the Profession, including support for the Annual Spirit of Excellence Awards Luncheon at the ABA Midyear Meeting; sponsorship of the Diversity Center’s Joint Exhibit Program; sponsorship of the Law Student Outreach Program; sponsorship of the ABA Commission on Women in the Profession’s Margaret Brent Awards Luncheon at the ABA Annual Meeting; co-sponsorship of the National Conference of the Minority Lawyer; and, sponsorship of the Law Student Outreach Program in conjunction with Sections Officers Conference.

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The mission of the ABA Commission on Lawyer Assistance Programs (CoLAP) is to educate the legal profession about alcoholism, substance abuse, addiction, and mental health issues, and to assist and support lawyer assistance programs and bar associations in the development and maintenance of methods that provide effective solutions for recovery of judges, lawyers, and law students.

CoLAP addresses the health and well-being of minority members of the legal profession through both pervasive and tailored methods.

Each fall, CoLAP sponsors the National Conference for Lawyer Assistance Programs, gathering over 200 people from lawyer assistance programs, bar associations, the judiciary, law schools, and mental health treatment facilities. Frequently, programming at the conference provides a focus on aspects that are particularly relevant to minority lawyers.

As part of its direct services to state lawyer assistance programs, CoLAP forms teams of experienced LAP directors who conduct on-site state evaluations of current and emerging lawyer assistance programs. The evaluations are used to expand and enhance resources available to the lawyers, judges and law students in the states that are evaluated. The evaluations take into consideration the needs of specific populations and explore ways to maximize the assistance that is available through the programs.

For the first time since 2002, CoLAP is conducting a comprehensive survey of lawyer assistance programs in 2010. The survey seeks a wide variety of information from the program directors about the structures of the programs and nature of the services that are provided. The survey specifically seeks data on demographics of those who receive assistance and support from the lawyer assistance programs.

The Commission’s website provides information about assistance programs, with a directory and links to each state and local program, hotline contacts, including the newly established hotline for Judges Helping Judges, and other resources to help lawyers in need of assistance.

CoLAP has a series of committees that address the specific needs of various demographics, including law students and the judiciary. Among these is the Diversity Committee. This Committee focuses on coordination and outreach to minority bar associations. In the spring of 2010, the Committee produced a town hall meeting on diversity at the inaugural Corporate Counsel Conference of the Hispanic National Bar Association. CoLAP received permission from the ABA Board of Governors to co-sponsor this event, which was well attended and well received.

At the 2010 ABA Annual Meeting, the Diversity Committee will sponsor a Diversity Roundtable, bringing together directors of lawyer assistance programs with representatives of minority bar associations and others of interest, for the purpose of exploring ways in which LAPs can improve their outreach and overcome obstacles to serving those in minority communities.

Both through its general work and through the specific efforts of its Diversity Committee, the Commission on Lawyer Assistance Programs looks forward to furthering its relationships with minority communities and meeting the needs for assistance to all those in the legal community who may suffer from alcoholism, substance abuse, or mental health issues.

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The **Council on Legal Education Opportunity** (CLEO) was founded in 1968 to expand opportunities for minority and low-income students to attend law school. Since that time, more than 8,000 students have participated in CLEO programs, successfully matriculated law school, and joined the legal profession.

In 1998, Congress passed the Higher Education Amendments Act, creating the Thurgood Marshall Legal Educational Opportunity Program, which enabled CLEO to greatly expand its programs and services. Through partnerships with law schools, bar associations, law firms and other corporate entities committed to increasing diversity in the legal profession, CLEO has established a wide range of programs for high school, college, pre-law and law school students. To ensure the success of students who participate in the CLEO program as well as accomplish its mission to diversify the legal profession, CLEO provides placement assistance, academic support and counseling, financial assistance, bar prep orientation, online tutoring programs and weekend seminars and workshops. Most of these programs are funded by the U.S. Department of Education and are offered at no cost to the participants.

**CLEO/Thurgood Marshall College Scholars Program**

**Who Is Eligible:** Freshmen, sophomores, and juniors

**What:** The Road to Law School, Sophomore Super Saturdays, Juniors Jumpstart the LSAT, and Achieving Success in the Application Process pre-law seminars designed especially for undergraduate students

**When:** Throughout the year

**Where:** Various locations across the country

**Deadline:** Varies (Log on to www.cleoscholars.com for deadline dates).

**Sophomore Summer Institute (SSI)**

**Who Is Eligible:** College students with between 45 and 72 credit hours

**What:** A four-week residential pre-law program designed to prepare students to become more competitive law school applicants

**When:** June

**Where:** Various law schools

**Deadline:** April 1st

**CLEO Six-Week Summer Institute**

**Who Is Eligible:** Graduating seniors or graduates who plan to attend law school in the fall

**What:** A six-week residential program designed to prepare participants to be more competitive law school students.

**When:** June - July

**Where:** Various locations

**Deadline:** November 30th (early deadline) and February 1st (regular deadline)

**Cost:** $2,000 (includes room, board, and instructional materials)

**Achieving Success in the Application Process (ASAP)**

**Who Is Eligible:** College juniors, seniors and post-graduates

**What:** Weekend workshop to help participants understand the application process and become competitive law school applicants

**When:** July

**Where:** Various locations

**Deadline:** April

**Attitude Is Essential (AIE)**

**Who Is Eligible:** College graduates who have been accepted into an ABA accredited law school

**What:** Intensive pre-law weekend designed to introduce and prepare students for the rigors of law school.

**When:** July

**Where:** Various locations

**Deadline:** May

**Mid-Winter Academic Enrichment Seminar**

**Who Is Eligible:** All CLEO Fellows and Associates

**What:** An intensive weekend of devoted to academic counseling and improving test taking skills

**When:** February

**Where:** Washington, DC

**Mid Summer Professional Development Seminar and Career Fair**

**Who Is Eligible:** All CLEO Fellows and Associates who are rising second and third-year law students

**What:** Weekend seminar focusing on career development and community service

**When:** June or July

**Where:** Various locations
Mid-Winter Bar Preparation Seminar

Who Is Eligible: CLEO Fellows and Associates who are third-year law students

What: Weekend seminars designed to introduce graduating law students to the demands of preparing for the bar examination

When: Early January

Where: Washington, DC

Please visit our websites: www.cleodiversitynetwork.org or www.cleoscholars.org. CLEO is funded by the U.S. Department of Education through the Thurgood Marshall Legal Educational Opportunity Program. We are located at 740 15th Street, NW, 9th Floor, Washington, DC 20005.

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The **Criminal Justice Section** has developed and begun to implement a Diversity Plan that will take specific measurable steps to increase the diversity of its membership and leadership in accordance with the Section's Diversity Mission Statement. These steps will include actions regarding: appointments, orientations, mentorship, programming, and outreach. Additionally, the Section’s First Vice-Chair shall act as “Diversity Director” and have the primary goal of carrying out the Diversity Plan and promoting Goal III of the ABA. A copy of the Section’s Diversity Plan is available at http://www.abanet.org/dch/committee.cfm?com=CR202000.

**Awarded Grants for Work on Diversity Focused Multi-Year Projects** The Section was recently the recipient of a grant from the Bureau of Justice Assistance. This project will initiate a “Racial Justice Task Force Pilot Project” that will: (1) pilot a Racial Justice Task Force (RJTF) model in four jurisdictions; (2) provide facilitation and informational resources to each pilot jurisdiction; (3) evaluate the RJTF model’s effectiveness in engaging community stakeholders; develop stakeholder consensus regarding the racial justice issues that exist in each jurisdiction; develop a work plan to address a specific racial justice issue(s) in each jurisdiction; develop a sustainable plan for the RJTF beyond the pilot period; and (4) develop written materials and information (articles, reports, tool kits, etc.) to support replication. The timeline allotted for the grant is 2.5 years.

**Building Community Trust: Improving Cross Cultural Communication in the Criminal Justice System** This ABA Board of Governors Enterprise Grant Fund project seeks to address concerns that are of particular importance to the legal profession that could be significantly impacted by the development of a cadre of committed individuals trained in a criminal justice-specific cultural competency curriculum. Representatives from judicial, defense, and prosecutor offices around the country have come together to assist as the criminal justice field faces the management challenges posed by increasing racial, ethnic, and cultural diversity in the workforce, and the public’s perception of the fairness of the system, which ultimately becomes a rule of law issue.

On June 17-18, 2010 at the ABA Washington Office, the Section held a training conference titled “Building Community Trust: Improving Cross Cultural Communication in the Criminal Justice System” led by Catherine Beane, Wayne McKenzie, and Ed Burnette to utilize the project’s curriculum. More than 50 individuals from prosecutorial, judicial, defense, law enforcement, academic, and bar association settings attended to be trained in how to train others in the curriculum.

The Section developed the project in partnership with the ABA Section of Individual Rights and Responsibilities and the ABA Coalition on Racial and Ethnic Justice. *A Model Curriculum & Instructional Manual* was created by consultant Catherine Beane and others, through a grant provided by the ABA Board of Governors enterprise fund, and it has been tested during two two-day trainings and been revised based on feedback. The National Judicial College has been particularly helpful in improving the curriculum.

This curriculum provides leaders of judicial, prosecutorial, defense and other agencies with the information, resources, and training tools they need to support educational efforts in cultural competency. We hope these educational efforts will improve the effectiveness of cross-cultural communication between justice agencies and the communities they serve, and build community trust and confidence in the integrity and reliability of the criminal justice system.
Section Entities That Address Diversity in the Field of Criminal Law

• Racial, Ethnic Justice, and Diversity Committee
  Oversees the Diversity Action Plan for the Section; works on the Criminal Justice Solutions Project to develop resources to assist jurisdictions with the creation and implementation of Racial Justice Task Forces; monitors ongoing initiatives and pending legislation aimed at assisting prosecutors in the regulation of the transparency and accountability of their offices, and collaborates with the Vera Institute of Justice’s Prosecution and Racial Justice Project on a number of initiatives.

• Women in Criminal Justice Committee
  Examines contemporary issues faced by women in the criminal justice community, including practitioners, judges, criminal justice professionals, victims, and offenders. Examines the systemic characteristics and needed improvements of the criminal justice system to address those issues unique to women.

• LGBT & Criminal Justice Committee
  Examines issues faced by lesbian, gay, bisexual and transgender individuals in the criminal justice community. Considers hate crimes and other issues such as selective enforcement of the law, “gay panic defense,” juror selection and discrimination, and domestic violence in LGBT Relationships.

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The Division for Bar Services serves as the primary link between the ABA and more than 1,000 state, local, and special-focus bar associations and bar foundations in the United States. The division acts as an information clearinghouse, collecting and providing information on bar association and foundation issues, organization, management, and member and public service programs, as well as ABA activities of interest to bar officials.

ABA Partnership Awards Program This annual program has expanded its definition of diversity as it salutes bar association projects that seek to increase the participation and advancement of lawyers of color as well as other underrepresented constituents - attorneys with disabilities, women attorneys and those who are lesbian, gay, bisexual or transgender - and to attract students from these groups to the legal profession. Award-winning projects are showcased at the joint annual meeting of the National Conference of Bar Presidents, the National Association of Bar Executives, and the National Conference of Bar Foundations. This annual program is cosponsored by the ABA Standing Committee on Bar Activities and Services, National Native American Bar Association, National Asian Pacific American Bar Association, Hispanic National Bar Association, and the National Bar Association.

NCBP Midyear and Annual Meeting Programming NCBP presents diversity-related programming at its Midyear and Annual meetings held in conjunction with the ABA. Programming includes Friday morning workshops and the Forum on Ethnic and Racial Diversity, a session providing bar leaders interested in issues related to racial and ethnic diversity, an opportunity to network and discuss matters of common concern.

Bar Leader of Color Scholarships NCBP provides registration fee-waivers to the president or president-elect of bar associations for lawyers of color for attendance at the Midyear and Annual meetings.

Bar Leadership Institute Scholarships The Division awards need-based scholarships to presidents-elect from bar associations whose budgets would not allow attendance at the Bar Leadership Institute, an annual leadership training program held in Chicago each March. Bar leaders of color and bar leaders representing bar associations for lawyers of color are encouraged to apply.

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The Forum on Communications Law:

• encourages discussion of problems relating to legal counseling and representation of the print media, the telecommunications industry, and the electronic media;

• promotes the exchange of information among practitioners in the field and supports and promotes research, forums, and publications focusing on communications;

• keeps abreast of developments in the law to discuss evolving issues; and

• preserves and develops professional competence and integrity in the practice of law.

The Forum is serious about supporting lawyers with diverse backgrounds and has several programs designed to that end.

Women in Communications Law (WICL) The WICL website is a useful vehicle for supporting and networking with women practicing in this area of law, as well as a forum for posting and sharing new information with each other. One can access the Women in Communications Law Directory, a useful tool, both as a referral network and as a resource for seminar planners and editors with speaking and writing opportunities for Forum members. WICL also publishes a newsletter targeted at women practitioners with commentaries, event listings, updates and articles featuring Women to Watch and Women on the Move. www.abanet.org/forums/communication/women_in_co_law/home.html

First Amendment and Media Law Diversity Moot Court Competition The competition is designed primarily to introduce minority law students to the practice of media law and to many of the lawyers who are active in the media law bar. It also offers a unique opportunity for law students to apply their writing and advocacy skills to cutting edge legal issues that are directly relevant to the development of communications law in the United States. www.abanet.org/forums/communication/moot_competition.html

Scholarships to the Forum Annual Conference Each year, the Forum awards up to three full-ride scholarships to law students to attend its annual conference. Hotel, airfare and ground transportation, and registration fees (including meals), for both the Media Advocacy Workshop and the Conference, are included in the scholarship. Of three possible scholarships, one is for a minority student; one is for an international student (a student who is a permanent resident of a country other than the U.S.); and one is open to the general pool of applicants. The scholarships are intended for those who would not otherwise be able to attend the conference. www.abanet.org/forums/communication/scholarships.html

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The **Forum on the Construction Industry** serves the industry through a variety of programs and publications. It has been described as a national opportunity for attorneys serving the construction industry to meet others in the construction field, attend educational sessions, exchange views, and become acquainted with others having similar interests.

Over recent years, the Forum’s leadership has initiated a fellowship program for women and minority construction lawyers in the hopes of introducing the Forum to women and minority construction lawyers and drawing these lawyers into the ranks of active members. The Forum’s Women and Minority Fellowship is intended to serve two purposes: to make the benefits of Forum membership available to women and minority construction lawyers who would like to sample Forum membership on a “risk-free” basis; and to utilize the marketing of the Fellowship as a means of introducing the Forum to construction lawyers who are members of women’s and minority lawyer’s bar associations and are unaware of the Forum’s existence.

Currently, three three-year Fellowships are awarded by the Forum each spring. Fellows receive the following benefits:

- The Forum waives all registration fees for all Forum programs (Fall, Winter, Spring).

- The Forum reimburses the Fellows’ reasonable travel and accommodation expenses to attend the Forum Annual Meeting program held each spring (not to exceed $1,000 annually).

- The Forum waives all Forum dues.

- The Forum pays the Fellows’ ABA dues in the following amounts: 100% in Year 1, 66% in Year 2, and 33% in Year 3.

In addition, Fellows are afforded the opportunity to join the steering committee of one of our 12 divisions, and if desired, the Forum will arrange a mentor for each Fellow, appropriate to that Fellow’s needs (e.g., career advice, guidance on navigating Forum meetings, leadership, committees, etc.).

The Forum’s Annual Spring meeting holds a Women in Construction Reception that provides a networking opportunity for women lawyers in the construction industry. Invitations are extended to local women construction associations where the meeting is held.

The Governing Committee has recently established a Diversity Committee to examine and address diversity issues within the Forum, and to increase the awareness of diversity issues within the construction industry.

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The Forum on Franchising continues to strengthen its focus on diversity. The Forum’s diversity goals are to (1) increase diversity membership in the Forum, (2) grow diverse representation on our various subcommittees, and (3) continue to develop a strong base of diverse writers and speakers for the Forum. Focusing on these goals will allow the Forum to create a growing pool of diverse members ready to move into leadership positions for the Forum, including positions on the Governing Committee.

To help drive this focus, the Forum’s Governing Committee has conceptually approved the formation of a Diversity Caucus within the Forum and is in the process of formulating a mission statement for this Caucus for discussion and approval at our October 2010 meeting. The creation of a more formalized diversity organization within the Forum will help meet its goals by raising awareness of the importance of diversity within the Forum to all of its members. The Forum will host a lunch for its diverse members during the October 2010 Annual Forum on Franchising Meeting to kick off the work of the Diversity Caucus.

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The General Practice, Solo and Small Firm Division is pleased to announce the sponsorship of four annual Diversity fellowships.

Diversity Fellowship Program

- **Purpose:** The Division established the Diversity Fellows Program in the 1999/2000 bar year. The program is designed to promote diversity within the Division and the ABA, while providing leadership development opportunities within the Division for women, attorneys of color, and those with disabilities, and persons of differing sexual orientations and gender identities.

- **Description:** The Division’s Diversity Committee will identify and nominate four lawyers of diverse backgrounds and experiences who will be appointed by the Chair-Elect to funded fellowship positions within the Division to be effective during the following bar year. Upon completion of successful active participation in the first scholarship year, these participants will then be appointed to regularly funded positions within the Division the following bar year, giving consideration to the Division’s existing needs and the participants’ preferences based upon the first-year participation.

- **Eligibility:** Any lawyer or judge, who is a member of the Division, with a diverse background and experiences as defined by ABA Goal III, including, women, attorneys of color, and those with disabilities and persons of differing sexual orientations and gender identities.

- **Funding:** The fellows will receive normal Division reimbursement ($500 airfare and $100 per diem for two days) to attend the Division’s fall meeting (typically held in October), and spring meeting (typically held in May). Fellows are also expected to show their commitment to the Division by attending the ABA Annual Meeting.

- **Guidelines:** The selection will be based on the individual’s achievement and commitment to the organized bar and General Practice, Solo and Small Firm Division’s mission and goals. Fellows will be required to attend three of the Division’s meetings during their Fellowship. Fellows also agree to remain a member of the Division for a two-year period after their Fellowship concludes and participate in the activities and program of the Division.

- The nomination process is open annually by January 1 and closed by April 30. Successful applicants will be notified within 30 days.

Please visit the Division’s website for nomination application, submission instructions and deadlines.

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The **Government and Public Sector Lawyers Division** consistently strives for diversity because it makes the Division stronger and more reflective of the overall population of government lawyers. Inclusion of lawyers of color, women lawyers, young lawyers, lawyers with disabilities, gay and lesbian lawyers, enriches the Division and keeps it relevant to the multicultural society in which we live.

The Division’s Diversity Plan includes objectives, long-range goals and a specific action plan to increase the participation of underrepresented lawyers. Pursuant to the plan, the Division:

- actively recruits underrepresented lawyers;
- fosters an atmosphere of inclusion to assist in retaining underrepresented lawyers once they become members;
- seeks the participation of underrepresented lawyers on panels and working groups; and,
- provides underrepresented lawyers with opportunities and training to take on leadership roles at both the Committee and Division levels.

The Division’s *Pathways to Success for Women and Minorities in the Public Sector* highlights the Division’s commitment to the importance of diversity in the profession. This lively, practical, well-received program features a panel of successful public sector women and minority lawyer-leaders who describe their current positions and discuss the obstacles, encouragement, and serendipitous events that helped them achieve prominence. The Division has presented this program numerous times across the country.

With limited financial resources, the Division also promotes diversity in the following ways: diverse CLE panels; diverse images in publications; a diverse council membership (about 22 percent of which are council members of color, including the current chair who is an African American woman and the immediate past chair who is an African American male); and, the posting of the Division’s diversity plan on our website with links to the ABA Commission on Racial and Ethnic Diversity in the Legal Profession, the ABA Commission on Women in the Profession, and the ABA Coalition on Racial and Ethnic Justice.

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The Judicial Division diversity initiatives are designed to educate the public and to enhance diversity in the profession.

Tribal Courts Council The Tribal Courts Council is devoted to educating the public and recognizing the American Indian Tribal courts and the judges thereof. The ABA has no similar convening body that brings tribal court judges together. Visit our website for more information.

The Council is also working with the representatives of the National Native American Bar Association, Native American Rights Fund, and the National Congress of American Indians to increase the presence of Native Americans within the federal judiciary. The Council is reaching out to the deans of law schools that traditionally are attended by Native American law students in an effort to increase both membership and Native American student attendance at the ABA Judicial Clerkship Program. http://www.abanet.org/jd/tribalcourts/ Robert Saunooke, Cherokee, NC, Chair, Tribal Courts Council

Outreach Program to Minority Students The Standing Committee on Minorities in the Judiciary (SCMJ) presents outreach programs to local schools during the ABA Midyear and Annual Meetings. The outreach programs presented by the Standing Committee play a huge role in efforts toward advancing the legal profession by all. The purpose of the program is to initiate an interest in the legal profession in 7-12th graders. Committee visits motivate students to seek mentors and schools of higher learning that will cultivate their efforts to enter the legal profession. The Standing Committee usually spends approximately two hours speaking with students regarding their careers and experiences as minorities. http://www.abanet.org/jd/diversity/home.html. Judge Allen Webster, Los Angeles, CA, Chair, SCMJ

Judicial Mentor Program The Judicial Mentor Program (JMP) matches attorneys and judges for one-on-one mentoring. Judges and attorneys may register online to participate. Attorneys are matched with judges in their jurisdiction, and can be matched according to their area of interest, gender, ethnicity, and sexual orientation. The program is open to non-Judicial Division members and non-ABA members. http://www.abanet.org/jd/diversity/home.html. Judge Leslie Miller, Tucson, AZ, Chair, JMP

The Directory of the Minority Judges in the United States, 4th Edition The Directory is the most comprehensive compendium of minority judges in the United States and contains the names, addresses, telephone, facsimile numbers, and, in many cases, email addresses of colleagues of color. The newest feature of the 4th Edition is the expanded administrative law section. The expansion includes a broader representation of various types of administrative law judges. http://www.abanet.org/jd/scmj/home.html. Judge Allen J. Webster, Los Angeles, CA, Chair, SCMJ

Diversity Database The Judicial Division and the Standing Committee on Judicial Independence completed the first online, fully searchable Diversity Database. The Database, the only one of its kind, provides the current composition of minority judges on the state bench, both nationwide, by level of court and by method of judicial selection used by the states. The Database can be found on the Standing Committee on Judicial Independence website at: http://www.abanet.org/judind/

Judicial Clerkship Program The Judicial Clerkship Program is a joint effort of the ABA Judicial Division and the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline, with the generous support of LexisNexis®. The Program is held for three days in various sessions and brings together up to 100 minority law students from around the country, judges, and former law clerks. The group participates in panel discussions, a research and writing exercise, and informal social events. The activities are designed to introduce and reinforce to the students the reasons and values of pursuing a judicial clerkship. Numerous students have obtained clerkships and internships as a result of their participation. The 2010 Program celebrated its 10th year anniversary, and hosted approximately 100 minority law students from up to 19 law schools, and nearly 50 judges from 22 states. Visit http://www.abanet.org/jd/diversity/home.html for more information. Judge Ramona See, Redondo Beach, CA and
Perceptions of Justice: A Dialogue on Color, Ethnicity and the Courts The Judicial Division Lawyers Conference and the ABA Coalition for Justice is focusing on the judicial system and the perception and reality of bias in our courts. The programs initiate dialogue on bias in the courts and seek solutions from judges, lawyers, community leaders, political leaders and representatives of public interest groups about bias in the courts. Upcoming programs will be held in San Francisco, CA, and Atlanta, GA. Visit the Judicial Division Lawyers Conference website for more information http://new.abanet.org/divisions/Judicial/LawyersConference/Pages/default.aspx.

“Is the Wise Latina a Myth?” The Judicial Division National Conference of Federal Trial Judges brings attention to the recent Supreme Court confirmation hearing of Justice Sonia Sotomayor with 32 words excerpted from one of her many speeches: “I would hope that a wise Latina woman with the richness of her experiences would more often than not reach a better conclusion than a white male who hasn’t lived that life.” The notion that judges’ decision making might be affected by their gender and race or ethnicity is repugnant to those who view “judging” as the sterile, bloodless, objective disposition of cases, without regard to judges’ personal backgrounds, biases, attitudes, and ideologies. A growing number of studies are now demonstrating the dramatic impact that judges’ gender and race/ethnicity may have, at least in certain types of cases. The program explored what this fascinating and provocative research means for the justice system. The program was recorded and is available on the Judicial Division website, www.abanet.org/jd. Judge Delissa A. Ridgway, New York, NY, Chair, NCFTJ

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The Law Practice Management Section provides practicing lawyers and legal professionals with essential information to build their legal practices and to help them in the business of practicing law. LPM offers innovative and practical information in the core areas of marketing, management, technology and finance, and enables legal professionals to better serve clients, attain career goals, and achieve a balance between their personal and professional lives.

MELawyering Program The Section, through its Diversity Committee, developed the MELawyering Program. The goal of this program is to provide empowerment strategies of self-advocacy for those of diverse backgrounds. The Section has held interactive workshops for small groups of participants to reflect upon how they could develop their personal success strategies. Resources of the MELawyering Program have been drawn upon for use in ABA-CLE teleconferences and webcasts.

PricewaterhouseCoopers Law Firm Cultural Awareness and Inclusion Survey The Section’s Diversity Committee collaborated with the international accounting firm of PricewaterhouseCoopers in the creation of an annual survey that participating law firms would use to assess their diversity initiatives.

While the survey was and is the proprietary property of PricewaterhouseCoopers, the contribution of the Law Practice Management Section has permitted the Section, as well as select diversity entities of the ABA, access to the survey’s aggregate results. The Section intends to analyze the aggregate results to determine how the Section can be a resource to law firms on developing effective diversity initiatives as a management imperative.

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Website: www.abanet.org/lpm/home.shtml
The **Law Student Division** is the largest professional student organization in the country and one of the largest dues-paying entities of the Association. The Division, which allows students to participate in the ABA before they are eligible for regular ABA membership, serves as the pipeline to ABA lawyer membership. Naturally, the Law Student Division is concerned with legal education and works closely with the Section of Legal Education on issues pertaining to legal education standards and accreditation. Additionally, the Division offers law students practical and professional skills development, career resources, leadership training, public service opportunities, educational programming and competitions.

**Leadership Opportunities** A major component of the Division and source of its diverse representation is the Law Student Leadership Program, which offers law students from all backgrounds with the opportunity to enhance their résumé and gain valuable leadership experience while they are still in law school. Students may choose from over 100 elected or appointed leadership positions with varying degrees of commitment on the local, regional, or national level. Any law student, who is academically in good standing, as well as an ABA law student member in good standing, is eligible to nominate him/herself for a leadership position in the ABA Law Student Division. Each year the Division is proud to present a multi-cultural and diverse team of law student leaders from across the country to represent and lead the Division’s initiatives within the Association.

**Diversity Webpage** The Law Student Division promotes equal participation of all law students and encourages programs and activities that foster respect and acceptance of individuals from all backgrounds. Since adopting a Diversity Action Plan in November 2002, the Division has made diversity a central part of its operation through programs and resources that offer opportunities, address issues of inclusiveness on the law school level, and foster awareness among law students. [www.abanet.org/lsd/diversity/](http://www.abanet.org/lsd/diversity/)

**Diversity Day** The Law Student Division’s Diversity Day celebration takes place annually on March 2. While programs and events that promote and encourage an environment of inclusion take place throughout the year, March 2 and the preceding weekend have been earmarked as a time for law schools across the country to make a collective statement to the nation. To help students cultivate Diversity Day, a website, with a planning toolkit and resources, has been constructed to assist law students, law schools and law school groups/organizations plan Diversity Day events and activities on their campus or in their community. [www.abanet.org/lsd/diversity/toolkit/](http://www.abanet.org/lsd/diversity/toolkit/)

**Dean Henry J. Ramsey, Jr. Diversity Award** The Division’s Diversity Award serves as a testament to Dean Henry, J. Ramsey, Jr., of Howard University for his lifetime commitment to issues of inclusiveness, and his efforts to increase the quality of the practice and study of the law. The Diversity Award recognizes excellence in activities that have contributed toward the achievement and advancement of women, minorities, persons with disabilities in the profession, and lesbian, gay, bisexual and transgender persons. The Henry, J. Ramsey, Jr. Award for Diversity is presented to a student, faculty, administrator, or student group/organization from an ABA-approved law school during the ABA Annual Meeting. [www.abanet.org/lsd/awards/](http://www.abanet.org/lsd/awards/)
Initiatives that have been honored include the following:

• demonstrating the benefits of higher education and the need for diversity to alienated high school students. Selected students attended weekly classes covering basics of the legal system, evidence principles, and trial techniques in preparation of the mock trials that concluded the program;

• Diversity Week activities that included a presentation on the differences between “diversity representation” and “diversity inclusion,” a dialogue on diversity and stereotypes in classrooms and workplaces, a panel presentation on same sex marriage, and a discussion about law firm life for minorities; and,

• a mock trial competition that culminated in awarding six full scholarships for LSAT prep courses ($1,300 value) and six half scholarships to local college students and graduates of diverse backgrounds.

Grant Program Recognizing the importance of having law schools produce and develop special interest programs locally, the Division’s Grant Program provides seed money and programming support to law student organizations that develop diversity, ethics, professionalism, and public service projects and activities.

Division grants have allowed many law student/law school organizations to develop their own local diversity programming, high school mentoring and outreach programs, and provide legal assistance to low-income, elderly, non-English speaking and minority individuals. Projects receiving grants include:

• a launch event for a semester-long diversity education campaign to spur constructive dialogue about the ways in which individual actions and words affect fellow students, and how comments directly related to matters of identity affect other students’ ability to learn and classroom engagement;

• an “Awareness Week” where diverse student groups hosted speakers, dialogue, and discussions about race, gender, religion, and sexual orientation in the 21st century.

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The **Section of Dispute Resolution** has a long-standing commitment to fostering diversity. This commitment is articulated in the Section’s mission statement and the Section’s leadership and membership work to steward the entity in pursuit of a more diverse alternative dispute resolution field.

The Section’s Spring Conference is the largest gathering of dispute resolution professionals in the world, with over 100 CLE sessions and over 300 presenting faculty. Part of the criteria for selecting the sessions includes a review of the diversity of the proposed panelists. In addition, we offer a strong track of diversity-related programming. In April of 2010 the Section hosted a meeting of the Scorecard on Diversity Task Force that includes representatives from national dispute resolution provider organizations and associations. The Task Force provides a forum for these organizations to discuss their efforts to increase diversity in the dispute resolution field and share ideas for future individual and collaborative efforts.

The Section exhibits at events where it has the opportunity to promote its diversity efforts and recruit diverse members. We participate in the ABA’s joint exhibit program, allowing us to showcase our member benefits and products to a diverse audience.

The Section leadership works to identify diverse faculty for our annual Mediation and Arbitration Institutes. Careful attention is given when recruiting and selecting faculty.

Finally, the Section officers work to identify potential committee chairs and vice-chairs of diverse backgrounds, and include such criteria when making their appointments for leadership positions. The Nominations Committee is encouraged to present a diverse slate of candidates for election to the Council and Officer positions.

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The Section of Environment, Energy, and Resources, working in partnership with state and local bar associations, has awarded more than 100 summer fellowships in environmental law to students from underrepresented backgrounds across the country. The program offers a $5,000 summer stipend ($6,000 in New York), ten weeks of work on legal matters for an environmental government agency or public interest organization, participation in ABA and state association environmental law meetings, and mentorship from a leading member of the environmental bar.

The ABA Diversity Fellowships in Environmental Law program has three goals:

- to increase the diversity of the environmental bar;
- to provide meaningful opportunities for students who might not otherwise consider environmental law as a career to help communities and government organizations address environmental concerns; and,
- to foster leadership in the next generation of environmental lawyers.

Greater diversity strengthens the environmental bar, better serves clients (especially those in environmental justice communities), and helps ensure that all voices are heard and considered when environmental decisions are made.

Fellows are matched with environmental protection agencies, state and local environmental boards and commissions, and non-governmental organizations. In 2010, in partnership with the Environmental Law Section of the California Bar Association and The William & Flora Hewlett Foundation, 13 students received Fellowships in California alone. Students worked at organizations including the California Attorney General’s Office, U.S. Environmental Protection Agency, California EPA, California District Attorneys Association, U.S. Department of Justice, the Center on Race, Poverty & the Environment, Natural Resources Defense Council, Orange County District Attorney’s Office, and South Coast Air Quality Management District. In other parts of the country, students worked with organizations including the Environmental Law Institute, National Environmental Law Association, and the National Oceanic and Atmospheric Administration. For the full list of past students and participating organizations, please visit http://www.abanet.org/environ/fellowship/.

By encouraging law students from diverse communities to pursue careers in environmental, energy, and resources law, the Section hopes that the Fellows will become the environmental leaders of the next generation.

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The Section of Family Law continues its commitment to increase its diversity efforts, in terms of membership in the Section, products geared toward diverse audiences, and to those professionals representing clients of diverse backgrounds. The Section of Family Law continues to provide leadership development opportunities within the Section, and its Chair-Elect, Secretary, and Immediate Past Chair are all women.

The Section recently developed a bilingual handout for divorce clients. 20+ FAQs about Divorce/20+ Preguntas y Respuestas Sobre su Divorcio consists of English/Spanish answers to common questions about the legal process, property division, custody, taxes, and more. The content, culled from Family Advocate’s Client Handbook “FAQs: Frequently Asked Questions about Divorce,” is available for purchase as an electronic download (pdf). Lawyers may print and disseminate the questions and answers to their clients. This handout not only helps cater to family lawyers who serve Spanish-speaking clients, but also expands the impact the ABA Section of Family Law has on educating the public about family law.

The Section has developed “A White Paper on Same-Sex Marriages and Non-Marital Unions,” and the Winter 2010 issue of Family Advocate focused on “Same-Sex Marriage & Cohabitation: The Legal Issues.” An edition of Family Law Quarterly, “The Future of Marriage,” was also produced recently. Other publications of interest include The Special Needs Child and Divorce; Assisted Reproductive Technology: A Lawyer’s Guide to Emerging Law and Science; and Confronting Mental Health Evidence.

In furtherance of its efforts to attract members from diverse backgrounds, the Section offers the opportunity to join the Alternative Families Committee, the Assisted Reproductive Technologies (ART) Committee, and the Vulnerable Adults and Special Needs Families Committee. The ART committee developed the Model Act Governing Assisted Reproductive Technology, which includes model provisions that can be considered in whole or in part by legislative bodies. The model addresses many new legal issues that have arisen over recent decades, from the increased use of intrauterine insemination, in vitro fertilization, surrogacy, embryo transfer, and other methods of collaborative reproduction. The Act was approved by the ABA House of Delegates in February 2008.

The Section continues its efforts to promote diversity by recruiting speakers from all backgrounds for its CLE programs, and presently has a very active Diversity Committee. Our Diversity and CLE Committees are planning a seminar that will assist attorneys in dealing with various ethnic and minority groups by educating them about—and increasing their sensitivity to—cultural differences.

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As part of our commitment to ABA Goal III to increase diversity in our practice and profession, this year the Section of Intellectual Property Law (IPL) took part in the ABA-wide diversity effort to participate in the annual conventions of four major bar associations: the Hispanic National Bar Association, the National Asian Pacific American Bar Association (NAPABA), the National Native American Bar Association, and the National Bar Association. The Section made a financial contribution to the ABA-wide initiatives and provided on-site staff support at the NAPABA Conference in November.

ABA-IPL also has a Young Lawyers Fellows Program that works to develop future participation and cultivate potential for leadership within the Section by helping young lawyers participate in key committees and meetings.

The Section is a cosponsor of Judicial Intern Opportunity Program, offering legal research and writing summer internships to law students for state or federal judges. ABA-IPL also offers law students the opportunity to apply for the Sydney B. Williams Jr. Scholarship which, in partnership with American Intellectual Property Law Education Foundation, works to increase the number of underrepresented minority groups serving as IP law practitioners.

This year, the Section worked with Mayer Brown LLP, a partner firm in the Minority Counsel Program of the ABA Commission for Racial and Ethnic Diversity in the Profession, to develop a panel at the May Minority Counsel Program in Chicago.

During the spring, ABA-IPL cosponsored the Women in Law Leadership Academy summit aimed at empowering early-to-mid-career women lawyers by enhancing their leadership skills, motivating them to stay in the profession, and instilling the capacity to direct their own careers more effectively through mentors and networking.

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Diversity and inclusion have always been central to the mission of the **Section of International Law**. The legal profession regrettably remains far behind other fields in terms of diversifying its ranks. As lawyers, we are all responsible for speeding up the diversification process by removing barriers that cause divisions and obstruct the free exchange of ideas.

The Section is a place where each individual can feel welcome regardless of color, ethnicity, gender, age, national origin, sexual orientation, or physical challenge. The Section also works hard to widen its geographical scope to include all global perspectives in the profession.

The Section encourages all members to become actively involved in its committees and events. In addition to a wide variety of substantive committees, the Section offers unique constituency-focused committees, including the Law Student, LL.M. and New Lawyer Outreach Committee, Seasoned Lawyers Interest Network (SIN), Sexual Orientation and Gender Identity Issues Network (GIN), Young Lawyers Interest Network (YIN), and the Women’s Interest Network (WIN).

To achieve its diversity goals, the Section has appointed a Diversity Officer and created a Diversity Committee dedicated to expanding perspectives and increasing inclusion. The Committee is actively involved in a wide range of Section programming. Past and Upcoming programs include:

- Law Firm Legal Aid: International Humanitarian Opportunity or Lost Year?
- American Diversity Objectives: Demands of In-House Counsel and Latin American Business;
- The Global War for Talent: Who’s Winning?
- Lawyers Without Borders: Diversity, Equality & Inclusion for the International Lawyer; and,
- Pathways to Employment in International Law.

At the Section’s April 13-17, 2010 Spring Meeting in New York City, the Diversity Committee, with co-sponsors WIN, YIN, and the New Lawyer Outreach Committee, hosted an innovative program entitled: *The Global War for Talent: Who’s Winning?* At this panel event, speakers from the judiciary, private practice, and corporate counsel discussed the challenges and new opportunities involved with recruiting and retaining world-class diverse talent.

The Section will host a panel presentation entitled: *Lawyers Without Borders: Diversity, Equality & Inclusion for the International Lawyer* at the Fall Meeting in Paris, France November 2-6, 2010.

The Section also works to increase diversity by fostering strong connections with bar associations of color and other diversity related bar associations in the U.S. and around the world.

The Section has been an active participant in a joint exhibition project with the ABA Center for Racial and Ethnic Diversity and 13 other ABA entities. Through this project, the Section has taken part in exhibitions held at the annual meetings of the Hispanic National Bar Association, the National Asian Pacific American Bar Association, and the National Native American Bar Association. The Section will also be exhibiting at the meeting of the National Bar Association in New Orleans, August 7-14, 2010.

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The Section of Legal Education and Admissions to the Bar has long been in the forefront of encouraging diversity in legal education through the law school accreditation process, and through Section sponsored programs and initiatives including conferences, workshops, and committees. Since 1970 the Standards for Approval of Law Schools have contained provisions that have encouraged and promoted diversity among faculty, students, and staff at ABA-approved law schools. The Section has remained committed to these standards despite criticism from the Department of Education and the U.S. Commission on Civil Rights that the Section has been too aggressive in support of diversity among faculty, students, and staff in legal education.

Standard 211, an antidiscrimination provision, requires that law schools “foster and maintain equal opportunity in legal education including employment of faculty and staff without discrimination based on race, color, religion, national origin, gender, sexual orientation, age, or disability; Standard 212 provides that a “law school shall demonstrate through concrete actions, a commitment to providing full opportunities for the study of law and entry into the legal profession by members of underrepresented groups.” Enforcement of the diversity standards continues to be a high priority for the Accreditation Committee.

These Standards have been a significant factor contributing to the increase in minority participation in legal education from less than 5 percent in 1971 to 21.9 percent of total J.D. enrollment in fall 2008. Minority faculty are now 16.3 percent of the full-time professoriate and 11 percent of law school deans.

During 2008-2009, the Section sponsored a very successful Bar Passage conference with over 200 participants that attended to discuss outcome programs, academic support, curriculum innovation, and diversity.

The Section also continues to be a resource to other entities at the ABA. The Section participated in the recent ABA Presidential Diversity Summit – Diversity in the Profession the Next Steps, held in Maryland in June 2009. The Section also recommended speakers for the hearings and for the invitational conference, including Dean José Roberto Juarez from the University of Denver Sturm College of Law, who participated in the Plenary on Retaining Diversity: How to Improve the Retention of Diverse Persons.

The Section also supported the Alliance for Legal Education with its legislative initiative to allow bar exam expenses for federal student loan programs.

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The **Section of Litigation** has a longstanding commitment to diversity that is neither optional nor anecdotal; a culture of diversity is woven into the fabric of the Section’s policies and practice. This commitment extends to all ABA Goal III characteristics and is implemented throughout the activities of the Section, from CLE programming to leadership selection; from publications to monetary contributions.

Commitment begins with leadership. The Section has excelled in advancing attorneys of color and women to positions of true leadership and authority. The Chair is a woman of color, and the Chair-Elect is a woman. Additionally, several self-identified members of LGBT groups hold leadership positions in the Section. The Diversity Committee is a permanent Committee of the Council, which collaborates with all committees of the Section to ensure implementation of the Section’s Diversity Plan.

The Section targets substantial efforts both to serving diverse populations in the ABA and to advancing awareness of diversity issues within its membership. The Section currently has more than 68,000 members. Among our members, nearly 31 percent self-identify as women. The Section devoted over $350,000 in bar year 2008-2009 to efforts that directly promote racial and ethnic diversity in the profession.

The Section has three committees focused on the issues of women, LGBT, and minority trial lawyers:

**The Minority Trial Lawyer Committee** is an active sponsor of numerous programs and publishes *Minority Trial Lawyer*, which is written for, and for the most part by, minority trial lawyers. This publication focuses on issues of interest to minority litigators, and is the only publication of its kind among the hundreds of ABA publications. [http://www.abanet.org/litigation/committees/minority/home.html](http://www.abanet.org/litigation/committees/minority/home.html)

**The Woman Advocate Committee** is devoted to issues of concern to women litigators. It publishes *The Woman Advocate Newsletter*, and the Committee has recently published the second edition of its groundbreaking collection of inspiring and informative essays by women litigators, *The Woman Advocate*. Both the Minority Trial Lawyer and The Woman Advocate Committees are sponsors of the Corporate Counsel CLE Seminar, held annually, contributing programming and conducting business meetings during the event. [http://www.abanet.org/litigation/committees/womanadvocate/home.html](http://www.abanet.org/litigation/committees/womanadvocate/home.html)

**The LGBT Litigator Committee** provides resources, including educational and networking opportunities, to litigators concerned with issues affecting the lesbian, gay, bisexual, transgender (LGBT) community and the role litigators can play in addressing them as well as unique issues LGBT litigators face within their law practices. [http://www.abanet.org/litigation/committees/lgbt/home.html](http://www.abanet.org/litigation/committees/lgbt/home.html)

**Diversity Leadership Award** The Section’s Diversity Leadership Award recognizes those individuals or entities who have demonstrated a commitment to promoting full and equal participation in the legal profession through the encouragement and inclusion of women, minorities, persons with disabilities, and/or LGBT. The inaugural Award in 2009 was presented to Nolan N. Atkinson, Jr., Partner and Chief Diversity Officer with Duane Morris LLP. The 2010 Award recipients are Justice Frank Sullivan Jr., Indiana Supreme Court and The Coca Cola Worldwide Litigation Group. [http://www.abanet.org/litigation/diversity/award.html](http://www.abanet.org/litigation/diversity/award.html)
Judicial Intern Opportunity Program (JIOP) One of the Section’s most successful programs, of which it is very proud, is JIOP. It is a full-time, six-week minimum summer internship open to all first or second year minority, as well as financially disadvantaged law students who are interested in doing legal research and writing for federal and state judges in participating cities. Just completing its tenth year, JIOP is a landmark program and a key component of the ABA and the Section initiatives to expand opportunities in the legal profession. During the summer of 2009, the Section placed 198 students representing more than 70 different law schools with 162 judges in multiple cities in Illinois and Texas, and in Miami, FL and Phoenix, AZ; Los Angeles and San Francisco, CA; and Washington, DC. The Section now counts nearly 1,077 JIOP graduates. This critical mass of talent has led the Section’s JIOP Committee to plan the launch of a “JIOP Alumni Group.” The goal is to continue to include these talented young lawyers in activities of the ABA and the Section. http://www.abanet.org/litigation/jiop/

Young Lawyer Leadership Program (YLLP) Now in its tenth year, YLLP has been a resounding success in helping young lawyers become actively and integrally involved in the Section. Each young lawyer is assigned to a Section committee or task force to engage in substantive work and paired with a mentor. Diverse candidates are encouraged to apply. http://www.abanet.org/litigation/yllp/

CLE Programming The Section works to ensure that diversity is represented as a part of every CLE program it sponsors. Programs focusing on diversity issues are presented at the ABA and Section Annual Meetings. http://www.abanet.org/litigation/programs/programs_future.html

ABA Legal Opportunity Scholarships (LOS) The LOS program has as its mission: “To encourage racial and ethnically diverse students to apply to law school and to provide financial assistance to ensure that these students have the opportunity to attend law school for three years.” The Section of Litigation has contributed over $400,000 to this outstanding scholarship program since its inception in 2000. http://www.abanet.org/lje/losfpage.html

National Conference for the Minority Lawyer The Conference was initiated by the Section of Litigation’s Task Force for the Minority Trial Lawyer in 1999. In September 2009, the Section of Litigation partnered with the Business Law Section and the Commission on Racial and Ethnic Diversity in the Profession, offering practical training sessions and cutting-edge, substantive CLE programs designed specifically for minority business lawyers, litigators, and government lawyers. http://www.abanet.org/litigation/programs/docs/2009_minority_conference_brochure.pdf

ABA Diversity Programs The Section supports other ABA entities with their diversity initiatives. It participates in the ABA Center for Racial and Ethnic Diversity’s Joint Exhibit at the major minority bar conferences. It also sponsors the Commission on Racial and Ethnic Diversity in the Profession’s Spirit of Excellence Awards Luncheon at the ABA Midyear meeting, and the Commission on Women in the Profession’s Margaret Brent Awards Luncheon at the ABA Annual meeting.

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The **Section of Real Property, Trust and Estate Law** (RPTE) is committed to a diverse Section membership recognizing that this diversity brings a variety of unique and valuable skills and perspectives to the Section, and to its lawyer members. The Section’s Diversity Committee takes the lead in organizing programs that educate and inspire RPTE members and leaders on all aspects of diversity. The Section’s newly adopted Diversity Plan outlines specific points to achieve the Section’s goal of a diverse membership.

**Community Outreach Program** The Community Outreach Committee partners with state and local minority bar associations to: provide training to minority lawyers in the areas of real property, probate, trust law and estate planning; recommend minority outreach and training programs to the Section’s governing council; and, implement such programs as are approved by the council. Participation in these programs over the past two years has exceeded 500 lawyers. Course topics have included guardianship issues, real estate development, ethics and “Wills for Heroes.” The Section is proud to be a recipient of a grant from the ABA Underserved Lawyers Fund. This program was founded by ABA Spirit of Excellence Award winner, Manny Halper.

**Fellows Program** The Fellows Program of the Section was designed to increase the participation of young lawyers in Section activities. The goal of the program is to give young lawyers an opportunity to become involved in the substantive work of the Section, while developing into future leaders. The Fellows gain a considerable amount of knowledge about the work of the Section, as well as the real property, trust and estate law practice.

The Fellowship appointment is for two years. To be considered for selection, a person (1) must have practiced in the trusts and estates or real property area for at least one year (and be younger than 36 years of age or have been admitted to the bar less than 10 years), and (2) should have demonstrated leadership at the state or local bar level or in the Young Lawyers Division of the ABA. As part of the Section’s commitment to diversity, one half of the Fellows selected are minority applicants. Each Fellow receives an expense reimbursement budget and invitations to certain leadership events.

For a full description of the roles and responsibilities of a Fellow, please visit www.abanet.org/rpte/fellows. Applications are due by mid-June. Fellows will be notified of their appointment by early July. If you have any questions, please feel free to contact Hugh Drake at 217.544.8491 or by email at hdrake@bhslaw.com.

**CLE Programming and Speaker Database** The Section works to ensure that women and lawyers of color are a part of every CLE program produced by the Section. The Section has developed a speaker database to highlight real property, trust and estate minority attorneys. This database is available on the Section’s website via this link: http://www.abanet.org/rpte/speakers/diversity/index-preview.html.

**Property Preservation Task Force** Since 2002, a Task Force of the Section of Real Property, Trust and Estate Law has achieved significant progress in analyzing and proposing solutions for tenancy-in-common land loss among African American owners and other land owners, often referred to as “heirs property” owners. Prompted by an Associated Press series of articles, the Task Force has been working with and providing funding to the North Carolina Resource Center, the Lawyers Committee for Civil Rights under Law, and Alabama Appleseed to recruit pro bono attorneys and law firms to work with local counsel to represent land owners. This project was a finalist for the 2008 SOC Meritorious Service Award.

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The **Section of Science & Technology Law** enthusiastically embraces the principle of diversity. We believe that diversity in both our membership and leadership brings a variety of unique and valuable skills and perspectives to the Section and its members.

The goal of diversity can only be achieved with the support and participation of the Section’s leaders, committees, and members, who are educated regarding the benefits of diversity within the Section (including in its leadership, committees, programs, and publications) and are given guidance and encouragement to:

- actively recruit lawyers of color, women lawyers, lawyers with disabilities and lesbian, gay, bisexual, and transgender (LGBT) lawyers (collectively referred to here as “diverse lawyers”);
- educate diverse lawyers about the benefits of Section membership, including networking, committee work, the latest developments in science and technology law, CLE programs, publications, and leadership opportunities;
- foster an atmosphere of inclusion to facilitate and encourage the recruitment/retention of diverse lawyers as members and leaders of the Section;
- seek the active participation of diverse speakers/authors for Section programs and publications; and
- provide diverse lawyers with opportunities to take on leadership roles.

The Section’s new Membership and Diversity (MAD) Committee has renewed and expanded the Section’s commitment to diversity, and included sexual orientation and gender identity diversity outreach as part of the Section’s initiatives. The MAD Committee’s website (www.abanet.org/scitech/committees/mad) is a useful resource. The Committee recently updated the Section’s Diversity Plan, which the Section Council approved at the 2010 ABA Midyear Meeting. The revised Plan outlines goals and action items to foster diversity in the Section’s membership/leadership and to otherwise ensure full and equal participation of diverse lawyers. The Diversity Plan’s three long-range diversity goals are to increase and maintain diversity in Section leadership, increase diversity in Section membership, and raise awareness that diversity is valued and why.

Section leaders support diversity initiatives and celebrate resulting achievements. For example, the 2008-2009 Section Chair and current MAD Committee Chair, Ruth Hill Bro, nominated Raymond L. Ocampo Jr., the Section’s 2001-2002 Section Chair, to receive the ABAs 2010 Spirit of Excellence Award. Ray, who is still active in the Section, was an early and distinguished champion of diversity policy within the ABA and in myriad other ways in the business community throughout his legal career, spanning over three decades. The Section salutes Ray for his tireless efforts on behalf of diversity and for being recognized by the ABA Commission on Racial and Ethnic Diversity in the Profession as a recipient of its Spirit of Excellence Award.

The Section monitors and recognizes Section diversity activities and progress. The Section’s quarterly magazine, *The SciTech Lawyer*, is running a feature article in its fall 2010 issue to highlight the Section’s diversity initiatives and accomplishments. Throughout the 2009-2010 bar year, the Section ran diversity-focused articles in its quarterly magazine and e-newsletter, and supported ABA diversity efforts, including the ABAs Commission on Women in the Profession, ABA Commission on Racial and Ethnic Diversity in the Profession, and the ABA Joint Exhibit at four national minority bar conventions. During the 2010 ABA Annual Meeting Section Luncheon, the Section will recognize leaders who have furthered the Section’s diversity goals.
The Section reaches out to the leadership of the most significant minority bars and seeks to establish partnerships with them. For example, the Asian American Bar Association of the Greater Chicago Area, Cook County Bar Association (the oldest African American Bar Association in America), Lesbian and Gay Bar Association of Chicago, and Women’s Bar Association of Illinois co-sponsored the Section’s First Annual Electronic Discovery and Digital Evidence Practitioners’ Workshop in May 2010. Over 10 percent of the program attendees belonged to one of those minority bar associations. Moreover, Section committees continue to sponsor roundtable programs that partner with local minority bar associations, such as the National Asian Pacific American Bar Association, the Hispanic Bar Association of the District of Columbia, the National Bar Association, and the Women’s Bar Association of the District of Columbia. Such partnerships facilitate the Section’s efforts to attract diverse CLE panelists and program attendees, who are also invited to join the ABA and the Section. The Section is seeking co-sponsorships with local San Francisco minority bar associations in conjunction with the 2010 ABA Annual Meeting.

The Section is committed to educating diverse lawyers about the benefits of Section membership, including networking, committee work, the latest developments in science and technology law, CLE programs, publications, and leadership opportunities. The Sections’ Membership and Diversity Committee plans to host educational initiatives during the 2010-2011 bar year geared toward law students, young lawyers, and experienced lawyers to highlight job search strategies and substantive content about relevant hot topics. All participants will receive follow-up communications from the Section with additional educational resources.

The Section will continue to work diligently to increase the diversity of its membership and leadership and to increase the participation of lawyers of color, women lawyers, lawyers with disabilities, and LGBT lawyers in the activities of the Section, its leadership, and its committees.

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The Section of Taxation enthusiastically embraces the concept of diversity and believes that diversity in our membership brings a variety of unique and valuable skills and perspectives to the Section and to its lawyer members.

**Diversity Committee** The Section’s Diversity Committee actively recruits lawyers of color, women lawyers, young lawyers, lawyers with disabilities and lawyers from diverse ethnic backgrounds. The Diversity Committee also provides those lawyers with opportunities to become involved in the ABA Section of Taxation and in the leadership of committees.

**ABA Diversity Programs** The Section supports the work of the ABA Commission on Women in the Profession in sponsoring the Annual Margaret Brent Awards Luncheon at the ABA Annual Meeting. The luncheon recognizes and celebrates the accomplishments of women lawyers from around the country who have achieved professional excellence in their practice areas and have paved the way for success for other women lawyers.

**Tax Bridge to Practice** The Section’s Diversity Committee and the National Bar Association Tax Section cosponsor the Tax Bridge to Practice program at the Section’s CLE meetings. The program is designed for law students, young lawyers, general practitioners, and practitioners transitioning to tax, and provides an introduction to tax practice and basic information about general tax issues that a beginning practitioner may encounter. Special focus is given to practitioners from different – and diverse – backgrounds and practice settings.

**ABA Legal Opportunity Scholarship Fund (LOSF)** Since the Legal Opportunity Scholarship Fund was created in 1999, the Tax Section has been a steady contributor. In 2010, the Section’s Counsel voted to provide an ongoing contribution to the fund each year at the $5,000 level: the amount funds one LOSF scholarship each year.

**Public Service Fellowship** The Public Service Fellowship program, which began in 2008, reflects the Section’s desire to advance public service efforts in tax law, and to foster a more fair and equitable tax system. Pro bono service has been an integral part of the Section’s activities for many years. The Public Service Fellowship is an opportunity for new attorneys in tax to provide legal services to diverse and underserved communities around the country.

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The Tort Trial & Insurance Practice Section (TIPS) is the source of knowledge and leadership on trial practice and the critical issues of justice that involve tort and insurance law. TIPS is unique within the ABA and the legal community because of our focus on balance and diversity, bringing together plaintiffs, defense, corporate and in-house counsel to tackle issues confronting our profession.

TIPS Diversity Video - The Diversity Factor: Capturing the Competitive Advantage Presented by the ABA Tort Trial & Insurance Practice Section and the TIPS Diversity in the Profession Committee, this one-of-a-kind video presentation explores the growing demand for a culture of diversity within corporations and law firms. Presented in the video is an examination of the compelling diversity practices of the Chubb Group of Insurance Companies and the Microsoft Legal Team, along with partners from law firms across the country. This presentation focuses on the key competitive advantages gained through a diverse workforce, and provides you with the steps required and the obstacles to overcome in creating a culturally competent legal team.

The video is due to be released and available for purchase in the fall of 2010, and provides both a 35 minute and a 60 minute version ideal for those states that require live moderation and for those that do not. The program is also eligible for CLE self-study and elimination of bias credits.

This video is a must have for companies who want to differentiate themselves from other firms and gain a competitive advantage.

TIPS Committee on Diversity in the Profession The Committee on Diversity in the Profession (CDP) of TIPS is committed to diversity by promoting equal participation of minorities and women in the legal profession. The Committee strives to help TIPS fulfill its ambitious goals to recruit, involve and retain more diverse members. There are also many opportunities for a diverse lawyer to publish, speak, and network with colleagues from around the world.

With the support of Section leadership, the Committee has participated in programs at many national meetings, such as the National Conference for the Minority Lawyer and the Minority Counsel meeting. TIPS reaches out to all lawye

of any color, race, gender, physical or mental disability, and sexual orientation, and our scope mirrors the commitment of the ABA.

TIPS Committee on Diversity in the Profession Newsletters The Committee on Diversity in the Profession publishes 3-4 newsletters a year, with each issue featuring one of the diversity areas: ethnic and minority, LGBT, disability, and women. The publications are utilized as a tool to bring about the awareness of diversity objectives and publicize various diversity challenges in the legal profession, in addition to alerting readers about upcoming events that may be of interest to them.

TIPS Leadership Academy This program, created for young lawyers with diverse backgrounds, aspires to serve the public by providing participants with the knowledge and skills necessary to develop a vision to lead the legal profession and to improve leadership service in the community as a whole. The TIPS Leadership Academy strives to increase the diversity of leaders within our communities, nurture effective leadership with respect to ethical, professional, and community-service values, build relationships among leaders from across the country and from disciplines within the profession, and raise the level of awareness among lawyers regarding the broad range of issues facing the profession.

TIPS Scholarship Fund Scholarships are available for all Section activities courtesy of the TIPS Scholarship Fund, established with the International Risk Management Institute (IRMI) and supported by subscription to the IRMI CGL Reporter. It is intended to increase membership involvement in TIPS activities among minorities, solo, and small-firm practitioners, government attorneys, women, and young lawyers, by providing financial support to those who would otherwise be unable to participate. To request an application or receive additional information, call 312-988-5673 or visit www.abanet.org/tips/scholarship.html

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The Young Lawyers Division (YLD) is the home for young lawyers. With over 150,000 members and 300 affiliated groups, the ABA YLD is the largest young lawyer organization in the world. Despite its size, the Division is equipped to provide a welcoming community to its constituents in part because it is committed to ensuring that its composition in leadership, membership, and affiliation reflects the profession it serves. The Division consists of two member groups:

1. **Individuals** - Membership is open to all ABA members under 36 years old or admitted to practice for five years or less.

2. **Affiliates** - The ABA YLD is affiliated with more than 300 young lawyer organizations nationally and internationally and assists in the development and implementation of bar service and public service activities.

The ABA YLD educates its members and affiliates about opportunities available throughout the ABA and brings these constituents together to discuss important issues facing young lawyers today. We also provide leadership opportunities for diverse young lawyers and serve as a role model to other ABA entities seeking to attract and retain diverse members.

**ABA YLD DIVERSITY PROGRAMS AND INITIATIVES**

**Diversity Plan** The Diversity Plan articulates our commitment to the full and equal participation of lawyers of varying racial and ethnic backgrounds, genders, national origins, sexual orientations and gender identities, and of lawyers with disabilities. It is supported by the entire leadership and used as a standard for other ABA entities and our Affiliates. The Plan provides the goals and commitment of the Division to increase diversity, and benchmarks for accountability.

**Educational Programs, Forums for Idea Exchanges and Training** The Division brings people together in a safe environment to raise awareness on diversity, help drive support for inclusion, and address the needs of lawyers of all backgrounds. YLD spearheads two annual programs: diversity training for ABA YLD, appointed leaders and the ABA Midyear Meeting Diversity Dialogue, which brings diversity scholars from the prelaw, law school, and young lawyer levels face-to-face with the diversity of the leaders ABA Sections, Divisions, and Forums. We also present various programs, workshops, and other initiatives that help young lawyers and their organizations discuss diversity topics, such as how to accommodate lawyers with disabilities, or how to develop a model diversity plan.

**Scholarship Program** Each year the ABA YLD awards a number of scholarships to encourage the participation of minority, solo/small firm, government, private sector, and military service attorneys in the Division. Through partial conference funding and mentoring, the program provides an opportunity for diverse young lawyers to become more involved in the Division.

**Pipeline Project** Choose Law: A Profession for All is designed to encourage individuals of color to become attorneys. Through the program, students learn about the importance of the legal profession, how the law affects all aspects of their lives, and how attorneys of color have played a crucial role in the development of the profession. Choose Law is perfect for career day seminars, guidance counselors, social study classes, and for programs designed to educate students about the practice of law.

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Commission on the Mentally Disabled created (later becomes Commission on Mental and Physical Disability Law) to promote the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession.

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

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

Commission on Opportunities for Minorities in the Profession created; later becomes the Commission on Racial and Ethnic Diversity in the Profession.

Commission on Women in the Profession created to assess the status of women in the legal profession, and identify barriers to advancement.

Margaret Brent Women Lawyers of Achievement Award was established to recognize the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

Presidential Task Force on Minorities in the Justice System created; later becomes the Coalition on Racial and Ethnic Justice.

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

ABA Presidential Advisory Council on Diversity created to focus on improving diversity in the Pipeline to the profession; later becomes the Council for Racial and Ethnic Diversity in the Educational Pipeline.

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

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

Commission on Sexual Orientation and Gender Identity created to secure equal treatment of persons in the ABA, the legal profession, and the justice system.

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

“ELIMINATE BIAS AND ENHANCE DIVERSITY”

with the following objectives:

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

Eliminate bias in the legal profession and the justice system.

ABA Presidential Diversity Summit – Diversity in the Legal Profession: The Next Steps?

Alexander Award was established to recognize an organization or individual who has shown innovation and leadership in educational pipeline diversity programming that involves collaborative partnerships with various segments along the Pipeline.
