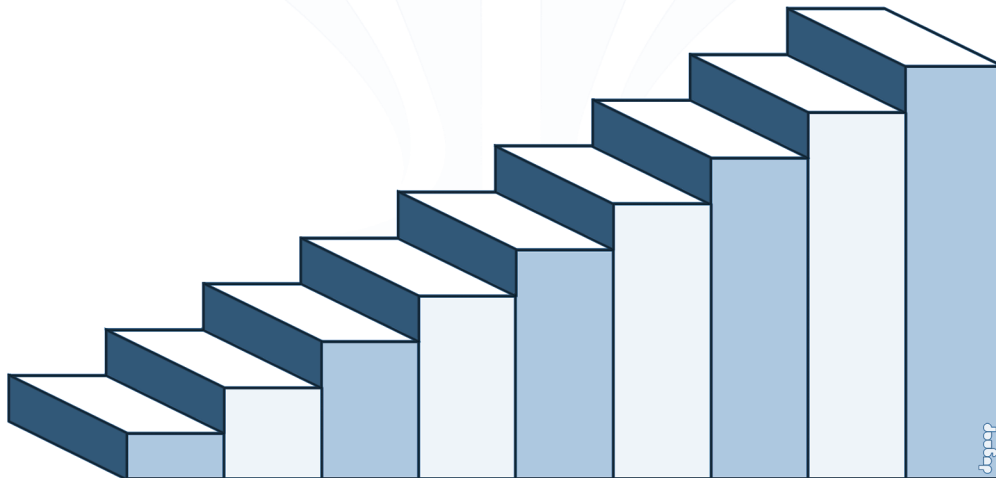




Goal IX Report  
2001 - 2002



**American Bar Association**  
Commission on Racial and Ethnic Diversity in the Profession

# Table of Contents

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I.	Introduction.....	1
II.	ABA Commission on Racial and Ethnic Diversity in the Profession.....	3
III.	ABA Membership.....	9
IV.	ABA Leadership.....	10
V.	ABA Sections and Divisions.....	12
VI.	ABA Forums.....	15
VII.	Honor Roll.....	17
VIII.	Department Initiatives.....	21
IX.	Recommendations.....	27
	Acknowledgments.....	28

# Introduction

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## The American Bar Association

is the largest voluntary professional membership association in the world. With more than 400,000 members, it provides law school accreditation, continuing legal education, information about the law, programs to assist lawyers and judges in their work, and initiatives to improve the legal system for the public. In these roles, it is crucial that it reflect the profession it represents and the society that its members seek to serve.

While recent decades have seen the dramatic increase in the racial and ethnic diversity of the United States, the legal profession has been less successful at mirroring that diversity. Consequently, in 1986, the ABA created the Commission on Racial and Ethnic Diversity in the Profession (formerly the Commission on Opportunities for Minorities in the Profession) with the directive to pursue fulfillment of the ABA's Goal IX: "To promote full and equal participation in the legal profession by minorities, women and persons with disabilities." As part of that undertaking, the Commission annually surveys and reports upon the progress that the ABA as a whole, as well as its various entities, has made toward achieving Goal IX.

The Commission monitors this progress by tracking and evaluating the level of participation of minorities throughout the ABA, particularly in ABA governance and leadership positions within Sections, Divisions, and Forums. Toward that objective, the Commission has prepared this *Goal IX Report* to assess minority representation in ABA leadership and its general

membership and to review other ABA diversity-related initiatives. Specifically, the annual *Goal IX* survey was conducted with a view toward:

- Determining the representation of minorities in the ABA and its leadership positions;
- Presenting information on diversity-related initiatives throughout the ABA, including operational and administrative departments;
- Identifying and developing ongoing strategies and practices to assist Sections, Divisions, Forums, and other ABA entities in increasing minority participation, particularly in those areas where minorities are under-represented; and
- Recognizing progress in achieving greater minority representation and the objectives of Goal IX.

We selected these items to measure based upon the assumption that as the ABA is the largest and most prominent professional association within the profession, the ABA's own progress in achieving greater diversity would, to some degree, reflect the progress of diversity within the larger profession. Therefore, it becomes even more important that the ABA persevere in and expand its efforts to achieve Goal IX.

The 2000-2001 bar year saw the ABA reaffirm its commitment to racial and ethnic diversity with the establishment of a Diversity Center. Comprised of the

# Introduction

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Commission on Racial and Ethnic Diversity in the Profession, the Council on Racial and Ethnic Justice, and the President's Advisory Council on Diversity, the Diversity Center is intended to facilitate the coordination of resources and efforts between the three ABA entities whose purposes are most directly related to issues of racial and ethnic diversity. The Commission will continue to address those issues related to racial and ethnic diversity in the legal profession, the Council will continue its work on issues of race and ethnicity within the justice system, and the Advisory Council on Diversity will be supporting issues related to the "pipeline" and encouraging more minorities to pursue a career in law.

In the meantime, the Commission remains committed to promoting Goal IX, particularly through its programs and projects which include the Judicial Clerkship Program, Minority Counsel Program, the Conference of Minority Partners in Majority Law Firms, the Multicultural Women Attorneys Network (jointly sponsored with the Commission on Women in the Profession), the Minority In-House Counsel Group, and the Spirit of Excellence Awards. The Commission also produces a number of publications that address various facets of diversity within the profession, offers services to minority bar associations and entities of the ABA, and sponsors or co-sponsors (with ABA Sections, Divisions, Forums, committees, and minority bar associations) various programs that promote diversity.

A word here about terminology and semantics. In the 21<sup>st</sup> century, the term "minority" is considered, in many quarters, to be imprecise and inaccurate in describing those of African, Hispanic, Asian, Pacific Islander, or

Native American ancestry. Current projections predict that by 2050, traditionally recognized minorities (African Americans, Hispanics, Asian Pacific Americans, and Native Americans) will represent a combined majority of the U.S. population. Others have raised an objection to negative connotations associated with "minority" in relation to "majority." Some have suggested that we utilize the term "of color" or "lawyers of color." This term, however, excludes those Hispanics and Latinos whose ethnicity clearly makes them members of that group labeled "minority" but who are racially white or Caucasian. As a result, the Commission updated its name to the Commission on Racial and Ethnic Diversity in the Profession, in part due to the recognition that "minority" may soon be a misnomer and "of color" may be inadvertently exclusive. Nevertheless, as we struggle to find a more precise but equally concise means of specifying the racially and ethnically diverse lawyers whom we are discussing, we ask your indulgence if we continue to use these terms, to refer to anyone of African, Hispanic, Asian, Pacific Islands or Native American ancestry. Further, we ask your forgiveness if doing so gives unintended offense.

The Commission on Racial and Ethnic Diversity in the Profession, the Commission on Women in the Profession, and the Commission on Mental and Physical Disability Law combined their efforts to collect data for Goal IX reporting. They sent a joint-reporting questionnaire to each entity Chair, Chair-Elect, and staff liaison of the Sections, Divisions, and Forums. Last year we also solicited input from other ABA departments about their diversity-related programs, policies, and activities and due to the positive response, we update that information as well.

# ABA Commission on Racial and Ethnic Diversity in the Profession

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## MISSION

To achieve a multi-ethnic, multicultural profession conscious and appreciative of difference and blind to prejudices.

## Goals and Objectives

- To assist minorities in attaining a legal education and admission to the bar;
- To develop career and employment opportunities for minorities;
- To promote the appointment of minorities to the judiciary and judicial clerkships;
- To encourage the hiring of minority lawyers by law firms, corporations, government agencies and departments, and other businesses;
- To increase minority involvement in bar associations at the national, state, and local levels, and with minority and specialty bar associations;
- To facilitate interaction between minority lawyers across the nation through networking and increased communication;
- To foster collaborative efforts between the ABA and minority bar organizations and other groups around the country;
- 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;
- To advocate for the use of the services of minority lawyers by prospective and current clients, particularly in fields and areas of the law where few minorities practice;
- To educate the legal profession about the importance of racial diversity within the law; and
- To recognize and celebrate the advances made by minority lawyers.

# ABA Commission on Racial and Ethnic Diversity in the Profession

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## Major Projects & Programs

### Spirit of Excellence Awards

The Commission's awards program, one of the highlights of the ABA Midyear Meeting, recognizes and celebrates the achievements of minority lawyers and others who have worked to advance Goal IX and greater diversity within the legal profession. It serves as an important reminder that there are lawyers throughout the profession who, in a myriad of ways, are making significant contributions to promote diversity within the legal profession and society as a whole. Previous Spirit of Excellence Award winners include the Hon. Dennis W. Archer, John E. Echohawk, Antonia Hernandez, the Hon. Leon Higginbotham, Jr., Benjamin Hooks, Paul M. Igasaki, the Hon. Damon J. Keith, F. Browning Pipestem, Guy Rounsaville, Jr., Prof. Cruz Reynoso, and Gov. L. Douglas Wilder.

### Judicial Clerkship Program

Law students from across the country have the exciting opportunity to work side-by-side with some of the nation's leading judges as participants in the Judicial Clerkship Program. This innovative project is designed to foster the building of relationships between judges and minority law students. Students are able to demonstrate their knowledge and research skills in a small group setting while interacting with the judges in a team-building project. The participating judges come from federal, state, and local levels. The Commission on Racial and Ethnic Diversity in the Profession and the ABA Judicial Division collaborated to develop this Program to address the dishearteningly low number of minority judicial law clerks, both at the state and federal level. As a result of participation in the ABA Judicial Clerkship Program, minority students are encouraged to consider law clerk positions, and judges are encouraged to consider minority students as law clerks.

### Minority Counsel Program (MCP)

In May 1988, the Commission sponsored development of a program designed to encourage corporations to retain lawyers of color for legal services. Originally called the Minority Counsel Demonstration Program and later renamed the Minority Counsel Program, the MCP program was recently revised and updated. MCP is designed to provide opportunities for corporations and lawyers of color to develop mutually rewarding business relationships through structured networking. The mission of MCP is:

- To facilitating contracts between corporate in-house counsel and racially and ethnically diverse lawyers for the specific purpose of developing mutually beneficially business relationships;
- To provide opportunities for racially and ethnically diverse lawyers to establish and increase their representation of corporations and governmental entities;
- To encourage majority firms to hire racially and ethnically diverse lawyers and assign significant legal projects to those lawyers.
- To promote and enhance co-counsel arrangements and joint ventures between majority-owned and minority-owned firms.
- To increase the visibility of minority counsel in public and private litigation; and
- To foster business opportunities for future generations of minority attorneys.

## ABA Commission on Racial and Ethnic Diversity in the Profession

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### Minority In-House Counsel Group (MIC)

The Minority In-House Counsel Group is a national network of minority lawyers who work in corporations and governmental agencies. The MIC Group develops programs and projects aimed at addressing the issues and concerns of lawyers of color in corporate law departments.

### Conference of Minority Partners (CMP)

The ABA Conference of Minority Partners in Majority Corporate Law Firms is an organization comprised of African American, Hispanic American, Asian Pacific American and Native American partners in majority corporate law firms with 25 lawyers or more. The primary goals of CMP are to address what, in some respects, are the unique circumstances and needs of minority partners. Among other objectives, CMP aims (1) to provide a mutual professional support network among member partners; (2) to enhance the development of minority partners as business and profit centers within their respective law firms; and (3) to promote the participation of minority partners in the mainstream legal profession. In 1990, CMP published its first Directory of Minority Partners in Majority Corporate Law Firms, and the most current edition can be found online (<http://www.abanet/minorities/partners>).

### Minority Caucus

The Minority Caucus, a subgroup of the ABA House of Delegates, consists of members who have identified themselves as minorities and those who are interested in issues of particular relevance to minorities. The Minority Caucus identifies and proposes key issues to the House and assists in developing a leadership pool for minorities in the ABA. Among its purposes and functions are:

- Provide a forum for the ABA House of Delegates' minority members—defined as African Americans, Blacks, Asian Americans, Hispanic Americans/Latinos, and Native Americans.
- Provide a venue for Minority Caucus members to interact with announced candidates for ABA officer and Board positions.
- Allow minority members of the Board of Governors to collaborate with Minority Caucus members.
- Learn about ABA presidential appointment opportunities and process.
- Assist in developing a leadership pool for minorities in the ABA.
- Work together to initiate, support, or oppose House resolutions in conjunction with others in the House of Delegates.
- Participate in the House of Delegates orientation program for new members.

# ABA Commission on Racial and Ethnic Diversity in the Profession

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## Publications and Products

### ***Multicultural Women Attorney Network (MWAN)***

Jointly sponsored with the ABA Commission on Women in the Profession, MWAN focuses on issues of particular concern to minority women lawyers. MWAN has three primary goals:

- To identify the issues that multicultural women lawyers view as important;
- To explore possible solutions to these issues; and
- To educate the ABA as to its role and responsibility to address these issues.

MWAN has hosted roundtable discussions and regional conferences addressing the status of minority women in the legal profession and has provided opportunities for them to network. Its major publications include the report *The Burdens of Both, the Privileges of Neither*; a supplemental report on *The Experiences of Native American Women Lawyers*; and *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*.

### ***National Conference for the Minority Lawyer***

The National Conference for the Minority Lawyer is a unique program for litigators, business lawyers, in-house counsel, and government lawyers. The Commission joins with the ABA Section of Litigation and the ABA Section of Business Law to bring this popular event to locations across the country. It offers a distinctive combination of practical training sessions and cutting-edge, substantive CLE programming designed specifically for minority business lawyers and litigators to help them better position themselves for success.

### ***Goal IX Newsletter***

The Commission's quarterly newsletter, Goal IX, stimulates readers' interest in diversity issues with thought-provoking articles on issues of importance to minority lawyers. The newsletter provides a forum for new ideas, projects, programs, and draws into the communication network other legal organizations and entities with similar missions and goals. Goal IX also informs readers about ABA initiatives, policies, and programming related to diversity and lawyers of color.

### ***Raising the Bar***

Developed after the Commission's National Conference on the Retention of Minority Lawyers in the Private Sector, this multimedia package of videotapes, audiotapes, written articles and reports, and workbook is designed as an in-house assessment and training tool for law firms and corporate law departments that are concerned about retaining their minority lawyers.

### ***Miles to Go 2000:***

#### ***Progress of Minorities in the Legal Profession***

This is the second edition of the comprehensive collection of data tracking the progress of minority lawyers on a nationwide, systematic basis. Such research is essential for assessing the profession's progress toward its goal of "full and equal" participation, and for assessing the impact of recent changes in the profession resulting from attacks on affirmative action. Information reported includes minority representation in law school enrollment, law firms, corporate law departments, and law school faculty; minority distribution by employment type; and recommendations on what bar associations, law schools, legal employers, and individual lawyers can do to improve the status of minorities in the profession.



# ABA Commission on Racial and Ethnic Diversity in the Profession

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## ***Dear Sisters, Dear Daughters:***

### ***Words of Wisdom from Multicultural Women Attorneys Who Have Been There and Done That***

More than 80 multicultural women attorneys serve as mentors in this collection of letters to their “sisters” and “daughters.” These multicultural women attorneys who graduated from law school at least 10 years ago offer practical advice and inspiration. Their letters contain reflections that can guide and motivate attorneys, as well as other professionals, at any stage in their career. Compiled by the ABA Multicultural Women Attorneys Network, the book *Dear Sisters, Dear Daughters* represents decades of experience from the best in the profession.

## ***The Simplest Reason***

Minority lawyers, who can join not only their state and local bars but local and national minority bars as well, frequently ask why they should join the ABA. *The Simplest Reason* is a collection of testimonials from some of the most highly regarded minority lawyers in the country about why they value their ABA membership and the particular benefits it offers in their careers.

## ***Goal IX Report***

As part of its efforts to advance the ABA’s commitment to Goal IX, the Commission publishes the *Goal IX Report* each year. It provides a regular assessment of minority participation in the leadership of the Association and throughout ABA membership. The *Report* also covers the general status of minorities in the profession.

## ***Bar Leadership Institute Diversity Efforts Checklist***

The Commission is frequently asked for guidance on diversity efforts and initiatives from other bar associations, particularly state and local bar groups. The Checklist was developed to assist these groups in recognizing policies and actions that will either promote or undermine their efforts.

## ***Speakers on Diversity in the Profession***

The Commission often receives requests for referrals of speakers, panelists, and CLE presenters to address diversity issues. In response, the Commission surveyed state, local, and minority bars across the country to obtain their recommendations for speakers. The resulting brochure lists a variety of individuals from across the country, including brief biographies and contact information.

## ***Why Diversity?***

This practical brochure presents bottom-line information on why diversity is important to the legal profession. It features short statements from bar leaders, corporate counsel, law firm managing partners, and others who have been actively involved with diversity issues. The brochure may be of particular interest to individuals who would not typically be involved with or interested in diversity, and individuals who have positively thought about diversity but have not acted upon their ideas.

*The Burdens of Both, The Privileges of Neither* (published by MWAN)

The Directory of Minority Partners (online)

The Commission Reporter (online)

Minority Caucus Directory (online)

# ABA Commission on Racial and Ethnic Diversity in the Profession

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## Commission Website

([www.abanet.org/minorities](http://www.abanet.org/minorities))

The Commission hosts an exciting, interactive Website that offers visitors a timely, efficient way to stay current on Commission activities and diversity issues. Besides information on the programs, projects, publications and events, the Website features:

- Access to useful Commission listservs;
- Links to ABA Sections with initiatives of interest to minorities;
- Listing of Commission members;
- Links to related sites, including: general diversity (categorized by minority/ethnic group); national and local minority legal associations; job search; and minority law students;
- Commission's Web Board that enables users to post messages or chat to one another;
- Web Conference groups, which provides an open forum for discussion of common legal issues;
- Calendar of Events of particular interest to minority lawyers and others involved in diversity efforts.

For more information on participating in projects and programs or ordering publications, visit the Commission online at [www.abanet.org/minorities](http://www.abanet.org/minorities)

## ABA Membership

According to the 2000 Census, the population of the United States was 24.9% non-white: 12.3% African American, 3.6% Asian American, 0.9% Native American, 0.1% Pacific Islander, and 75.1% Caucasian. 5.5% were identified as “Some other race.” Hispanics, who may be of any race, totaled about 13% of

the total U.S. population. 6.8 million people identified themselves as belonging to more than one race. Of this group, 16% were White and American Indian or Alaska Native, 13% were White and Asian, and 11% were White and Black or African American.

	African American Total Population	African American Legal Population	Asian Pacific American Total Population	Asian Pacific American Legal Population	Hispanic American Total Population	Hispanic American Legal Population	Native American Total Population	Native American Legal Population	Caucasian Total Population	Caucasian Legal Population
1980	11.7%	N/A	6.5%	N/A	1.5%	N/A	0.6%	N/A	79.7%	N/A
1990	12.0%	3.36%	9.0%	2.49%	2.9%	1.41%	0.8%	0.19%	75.3%	92.55%
2000*	12.3%	N/A	13%	N/A	3.7%	N/A	0.9%	N/A	75.1%	N/A

\*The data for percentage within the legal profession is not expected to be available until late 2002.

Within the legal profession, however, the numbers have been dramatically different. While 24.7% of the population in 1990 were minorities, only 7.45% of the legal profession were minorities. Since almost 20% of students enrolled in law school since 1995 have been minorities, we can expect to see an upward trend in the number of minority lawyers.

As of August 31, 2001, there were 408,685 members, of the ABA, of whom 350,551 were lawyers (as opposed to law students and associates). Of those 350,551 members, 139,172 or 39.7% have identified

themselves by race or ethnicity. This self-identification is based upon information voluntarily provided by members as part of the ABA Census.

It is impossible to determine whether this 39.7% of the lawyer members represents the remaining 60.3%. In a comparison with previous data of identified members, however, we note that there is a steady increase in the number of members identifying themselves by race and that among that data, the numbers of racially and ethnically diverse members continues to increase.

	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Other	Total
<b># of ABA Lawyers</b>	3,777	3,483	3,165	828	126,480	1,439	139,172
<b>% of ABA Lawyers</b>	2.71%	2.50%	2.27%	0.59%	90.88%	1.03%	100%

## ABA Leadership

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At leadership levels, the ABA has rebounded from last year's decline and has even surpassed previous records for a number of historic highs. While the number of total presidential appointments continues to increase (from 613 in 1999; to 657 in 2000; to 736 in 2001—although still far from the record of 875 appointments in 1995), racial and ethnic diversity among those appointments has also increased to record levels.

ABA President Robert E. Hirshon is to be commended for his leadership in this arena. 183 of

Mr. Hirshon's 736 appointments (almost 25%) were members of racial or ethnic minority groups, setting a new record both numerically and percentage-wise.

82 of the 183 (45%) racially or ethnically diverse appointments made by Mr. Hirshon were women. This is a decline of almost 5% from last year when 57 of the 115 (49.5%) racially or ethnically diverse appointments were minority women, which was approximately the same as during the preceding year.

Presidential Appointments			Board of Governors			
	2000-2001	2001-2002	99-'00	00-'01	01-'02	
<b>African American</b>	71/657 (11%)	<b>108/736 (15%)</b>	3	2	<b>2</b>	<b>African American</b>
<b>Asian American</b>	16/657 (2%)	<b>26/736 (4%)</b>	0	1	<b>1</b>	<b>Asian American</b>
<b>Hispanic</b>	23/657 (4%)	<b>38/736 (5%)</b>	0	0	<b>2</b>	<b>Hispanic</b>
<b>Native American</b>	5/657 (1%)	<b>6/736 (1%)</b>	1	0	<b>0</b>	<b>Native American</b>
<b>Non-Minority</b>	542/657 (82%)	<b>548/736 (74%)</b>	33	34	<b>32</b>	<b>Non-Minority</b>
<b>Other/Unknown</b>	n/a	<b>10/736 (1%)</b>				

Among the total 736 appointments, 14 of 85 Committee Chair appointments (16%) went to racial or ethnic minorities. Numerically, this is 2 more than last year (12 of 55 Committee Chair appointments or 21.8%) although it represents a decline of almost 6%. 7 of the 14 Committee Chair appointments (50%) were racially or ethnically diverse women, another record.

The data collected this year on presidential appointments was exceptionally thorough and the Commission wishes to acknowledge this was in large part due to Mr. Hirshon's innovative electronic nomination system. For that we applaud him and his Appointments Committee.

In elected leadership positions within the ABA, minority numbers have increased not only numerically but also in racial or ethnic diversity. Among the Board of Governors, 5 of the 37 members of the Board or 13.5% are minorities (1 African American male, 1 African American female, 1 Asian Pacific American male, 2 Hispanic males, and no Native Americans), which matches the previous record from 1998-99. Last year (2000-01), there were 3 minority members among the 37 members of the Board or 8%. The year before (1999-00), there were 4 minority members among the 37 members of the Board or 11%, and in the preceding year (1998-99), there were 5 minority members representing 14%. Two of the five current members are the minority members at large, which continues to demonstrate the importance of these seats in order to maintain diversity at the Board level.

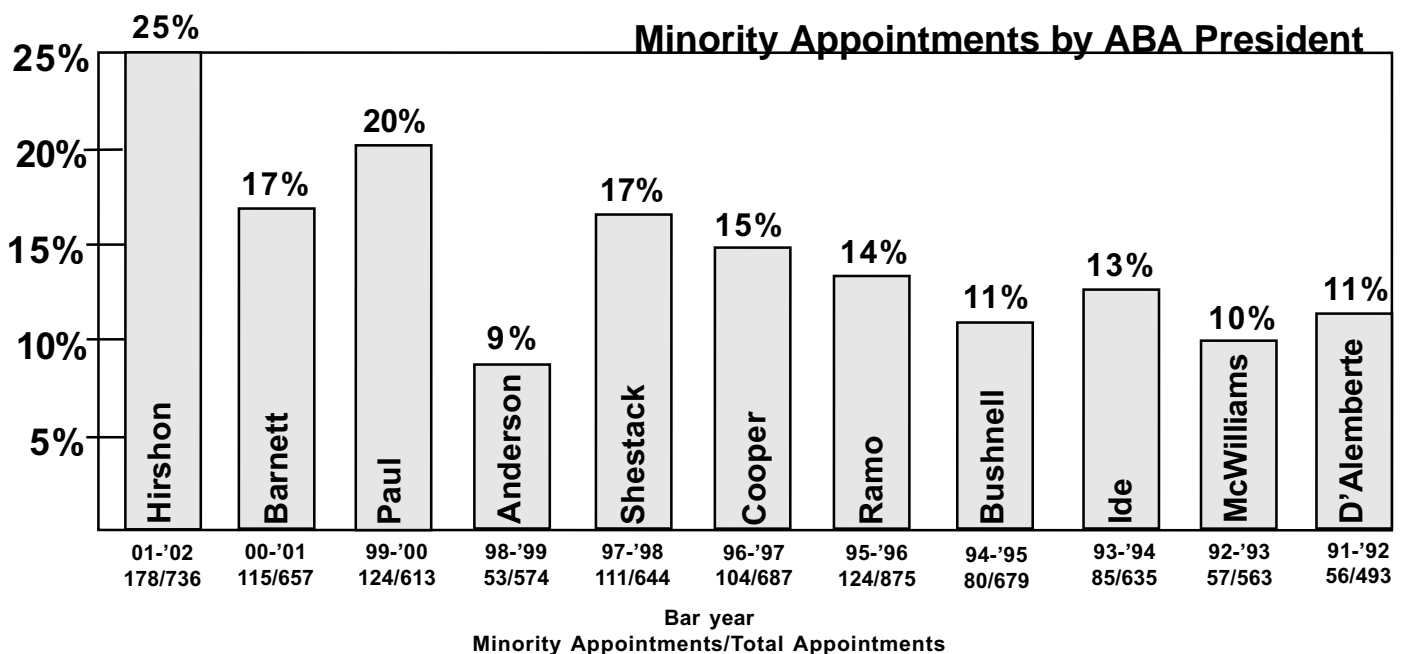
## ABA Leadership

The Commission was unable to ascertain the numbers of minorities in the House of Delegates. A survey of all members of the House did not provide adequate data worth reporting.

There was continued improvement among the Sections, Divisions, and Forums. This year, only 9 of the 28 Sections and Divisions (down from 12 last year and 17 the year before) and 3 of the 6 Forums (down from 4 last year and 5 the year before) reported that they had no minority officers of racial or ethnic diversity in their primary leadership. At the Council level, 14 Sections and Divisions increased their minority participation, and 4 maintained levels from the preceding year. Eighteen of the Sections and Divisions increased the racial and ethnic diversity of their

committee chairs, and 17 increased minority participation among their CLE faculty. Minority participation in CLE faculty also shows continuing increases.

It appears that the continued commitment to diversity by ABA leaders at both the Association-wide and Section, Division, and Forum levels is beginning to show positive results. If this commitment by leadership continues, the Commission is confident that we shall see increasing numbers of minority members and participants throughout the Association. The Commission is committed to lending whatever assistance it can to support and facilitate our joint pursuit of Goal IX.



# ABA Sections and Divisions

Primary Leadership	Minority Representation					African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02						
Administrative Law	14.3%	0.0%	0.0%	0.0%	14.3%	1	0	0	0	6	0
Antitrust Law	0.0%	0.0%	0.0%	0.0%	9.1%	1	0	0	0	10	0
Business Law	0.0%	20.0%	30.0%	20.0%	20.0%	1	1	0	0	8	0
Criminal Justice	11.1%	12.5%	14.3%	11.1%	11.1%	1	0	0	0	8	0
Dispute Resolution	33.3%	12.5%	25.0%	16.7%	12.5%	1	0	0	0	7	0
Environment, Energy & Resources	12.5%	0.0%	0.0%	9.1%	9.1%	1	0	0	0	10	0
Family Law		0.0%	0.0%	0.0%	0.0%	0	0	0	0	6	0
General Practice	0.0%	25.0%	0.0%	0.0%	0.0%	0	0	0	0	4	0
Government & Public Sector	N/A	0.0%	0.0%	14.3%	28.6%	2	0	0	0	5	0
Health Law	N/A	0.0%	0.0%	12.5%	12.5%	1	0	0	0	7	0
Individual Rights & Responsibilities	N/A	33.3%	33.3%	33.3%	20.0%	1	0	0	0	4	0
Intellectual Property	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	8	0
International Law	7.7%	7.1%	12.5%	12.5%	12.5%	1	0	0	0	7	0
Judicial Division	0.0%	17.6%	0.0%	15.6%	23.1%	4	1	1	0	20	0
Labor & Employment Law	N/A	25.0%	0.0%	0.0%	20.0%	2	0	0	0	8	0
Law Practice Management	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	4	0
Law Student Division	23.1%	41.7%	N/A	26.9%	25.0%	3	2	1	0	18	0
Legal Education	42.9%	40.0%	25.0%	20.0%	40.0%	1	1	0	0	3	0
Litigation	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	10	0
Public Contract Law	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	8	0
Public Utility	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	6	0
Real Property	10.0%	9.1%	16.7%	9.1%	9.1%	1	0	0	0	10	0
Science & Technology	0.0%	12.5%	12.5%	12.5%	28.6%	0	2	0	0	5	0
Senior Lawyers Division	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	9	0
State & Local Government	0.0%	11.1%	8.3%	8.3%	18.2%	2	0	0	0	9	0
Taxation	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	13	0
Tort & Insurance Practice	0.0%	0.0%	0.0%	16.7%	14.3%	0	0	1	0	6	0
Young Lawyers Division	16.7%	38.5%	46.2%	41.7%	20.0%	0	0	1	0	4	0
<b>TOTAL</b>			<b>8.0%</b>	<b>11.6%</b>	<b>13.6%</b>	<b>24</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>223</b>	<b>0</b>
<b>Council Members</b>											
	94/'95	98/'99	99/'00	00/'01	01/'02	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
Administrative Law	8.3%	3.4%	16.7%	6.9%	13.8%	2	1	1	0	25	0
Antitrust Law	3.3%	4.8%	6.7%	4.8%	5.3%	1	0	0	0	18	0
Business Law	7.7%	11.8%	13.3%	16.7%	6.7%	2	0	0	0	28	0
Criminal Justice	20.6%	16.7%	14.7%	27.8%	12.5%	3	0	0	0	21	0
Dispute Resolution	8.7%	21.4%	35.7%	23.8%	20.0%	2	0	0	2	16	0
Environment, Energy & Resources	8.7%	4.0%	7.1%	14.3%	21.4%	3	0	0	0	11	0
Family Law	N/A	0.0%	0.0%	0.0%	4.0%	0	0	1	0	24	0
General Practice	3.6%	17.9%	7.7%	8.0%	13.0%	1	0	2	0	20	0
Government & Public Sector	N/A	15.6%	16.0%	25.0%	21.1%	3	0	1	0	15	0
Health Law	N/A	7.1%	14.3%	0.0%	11.1%	0	1	0	0	8	0
Individual Rights & Responsibilities	N/A	30.4%	19.0%	20.0%	25.0%	1	1	1	1	12	0
Intellectual Property	0.0%	0.0%	6.3%	6.3%	12.5%	0	1	1	0	14	0
International Law	9.5%	4.2%	23.5%	9.3%	11.4%	3	0	2	0	39	0
Judicial Division	3.8%	5.6%	11.7%	9.3%	17.5%	7	3	0	0	47	0
Labor & Employment Law	N/A	5.9%	6.3%	3.7%	3.7%	0	0	1	0	26	0
Law Practice Management	0.0%	5.6%	11.1%	11.1%	11.1%	2	0	0	0	16	0
Law Student Division	29.4%	16.1%	N/A	30.0%	29.0%	5	2	1	1	22	0
Legal Education	20.0%	20.0%	20.0%	18.8%	13.3%	1	0	1	0	13	0
Litigation	5.4%	12.9%	13.5%	7.4%	16.0%	3	1	0	0	21	0
Public Contract Law	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	12	0
Public Utility	5.6%	9.1%	8.3%	8.3%	8.3%	1	0	0	0	11	0
Real Property	10.8%	0.0%	2.6%	3.8%	7.3%	1	1	1	0	38	0
Science & Technology	9.5%	8.3%	8.3%	8.3%	21.4%	1	1	1	0	11	0
Senior Lawyers Division	N/A	15.0%	15.0%	10.5%	5.3%	0	0	1	0	18	0
State & Local Government	16.7%	33.3%	25.0%	35.7%	25.0%	2	0	1	0	9	0
Taxation	0.0%	0.0%	0.0%	0.0%	8.3%	1	0	0	0	11	0
Tort & Insurance Practice	3.6%	7.1%	6.7%	5.3%	4.2%	1	0	0	0	23	0
Young Lawyers Division	13.4%	16.7%	20.3%	20.0%	27.9%	10	3	6	0	49	0
<b>TOTAL</b>			<b>12.2%</b>	<b>12.0%</b>	<b>14.4%</b>	<b>56</b>	<b>15</b>	<b>22</b>	<b>4</b>	<b>578</b>	<b>0</b>

# ABA Sections and Divisions

Other Leadership	Minority Representation					African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02						
Administrative Law	N/A	N/A	N/A	0.0%	14.3%	0	1	0	0	6	0
Antitrust Law	N/A	16.7%	14.3%	20.0%	40.0%	2	0	0	0	3	0
Business Law	N/A	4.4%	11.1%	11.3%	11.3%	12	1	0	0	64	38
Criminal Justice	N/A	0.0%	0.0%	11.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dispute Resolution	N/A	0.0%	0.0%	14.3%	0.0%	0	0	0	0	7	0
Environment, Energy & Resources	N/A	0.0%	N/A	0.0%	21.4%	3	0	0	0	11	0
Family Law	N/A	4.5%	0.0%	0.0%	0.0%	0	0	0	0	7	0
General Practice	N/A	4.2%	14.3%	16.3%	9.4%	1	0	2	0	29	0
Government & Public Sector	N/A	0.0%	33.3%	66.7%	33.3%	1	1	0	0	4	0
Health Law	N/A	13.3%	20.0%	50.0%	30.8%	2	2	0	0	9	0
Individual Rights & Responsibilities	N/A	34.1%	32.3%	0.0%	0.0%	0	0	0	0	3	0
Intellectual Property	N/A	0.0%	0.0%	7.7%	0.0%	0	0	0	0	4	0
International Law	N/A	13.6%	7.5%	0.0%	0.0%	0	0	0	0	10	0
Judicial Division	N/A	0.0%	12.5%	0.0%	21.4%	1	0	2	0	11	0
Labor & Employment Law	N/A	10.0%	0.0%	0.0%	6.7%	0	1	0	0	14	0
Law Practice Management	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	8	0
Law Student Division	N/A	2.2%	N/A	62.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	40.0%	0.0%	55.6%	36.4%	3	3	2	0	14	0
Litigation	N/A	17.5%	13.2%	11.3%	7.7%	3	0	0	0	36	0
Public Contract Law	N/A	0.0%	2.3%	20.0%	18.2%	1	0	1	0	9	0
Public Utility	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Real Property	N/A	0.0%	0.0%	0.0%	3.4%	1	1	0	0	57	0
Science & Technology	N/A	9.5%	0.0%	8.7%	11.1%	0	1	0	0	8	0
Senior Lawyers Division	N/A	3.3%	4.6%	0.0%	0.0%	0	0	0	0	1	0
State & Local Government	N/A	12.5%	13.7%	12.1%	2.8%	1	0	0	0	35	0
Taxation	N/A	0.0%	0.0%	0.0%	22.2%	2	0	0	0	7	0
Tort & Insurance Practice	N/A	93.8%	5.4%	11.4%	7.2%	15	12	10	0	479	0
Young Lawyers Division	N/A	N/A	19.0%	50.0%	36.4%	7	1	0	0	14	0
<b>TOTAL</b>			<b>7.2%</b>	<b>11.9%</b>	<b>9.8%</b>	<b>55</b>	<b>24</b>	<b>17</b>	<b>0</b>	<b>850</b>	<b>38</b>

Nominating Committee	94/'95	98/'99	99/'00	00/'01	01/'02	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
Administrative Law	14.3%	0.0%	0.0%	0.0%	33.3%	1	0	0	0	2	0
Antitrust Law	0.0%	N/A	N/A	N/A	25.0%	0	1	0	0	3	0
Business Law	0.0%	0.0%	0.0%	14.3%	28.6%	1	0	0	1	5	0
Criminal Justice	16.7%	22.2%	12.5%	33.3%	25.0%	2	0	0	0	6	0
Dispute Resolution	11.1%	12.5%	N/A	N/A	25.0%	1	0	1	0	6	0
Environment, Energy & Resources	20.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	5	0
Family Law	N/A	N/A	0.0%	0.0%	0.0%	0	0	0	0	5	0
General Practice	0.0%	20.0%	20.0%	60.0%	40.0%	2	0	0	0	3	0
Government & Public Sector	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1	N/A
Health Law	N/A	0.0%	0.0%	33.3%	33.3%	1	0	0	0	2	0
Individual Rights & Responsibilities	N/A	20.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Intellectual Property	0.0%	33.3%	0.0%	0.0%	0.0%	0	0	0	0	3	0
International Law	40.0%	0.0%	N/A	14.3%	14.3%	0	0	1	0	6	0
Judicial Division	25.0%	14.6%	9.4%	31.0%	11.4%	2	2	0	0	31	0
Labor & Employment Law	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Law Practice Management	0.0%	0.0%	0.0%	16.7%	14.3%	1	0	0	0	6	0
Law Student Division	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	0.0%	50.0%	40.0%	22.2%	11.1%	1	0	0	0	8	0
Litigation	0.0%	0.0%	20.0%	20.0%	0.0%	0	0	0	0	5	0
Public Contract Law	N/A	N/A	0.0%	N/A	0.0%	0	0	0	0	3	0
Public Utility	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	6	0
Real Property	20.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	5	0
Science & Technology	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Lawyers Division	N/A	14.3%	20.0%	14.3%	0.0%	0	0	0	0	6	1
State & Local Government	20.0%	20.0%	0.0%	20.0%	0.0%	0	0	0	0	5	0
Taxation	0.0%	3.6%	3.3%	6.3%	2.9%	1	0	0	0	33	0
Tort & Insurance Practice	0.0%	8.0%	8.0%	5.3%	8.0%	1	0	1	0	23	0
Young Lawyers Division	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>7.02%</b>	<b>14.8%</b>	<b>10.5%</b>	<b>14</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>178</b>	<b>1</b>

\* Unknown added as Caucasian in percentage

# ABA Sections and Divisions

Committee Chairs	Minority Representation					African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02						
Administrative Law	N/A	0.0%	0.0%	2.5%	4.6%	3	0	0	0	62	0
Antitrust Law	N/A	3.6%	3.6%	3.1%	5.1%	2	1	0	0	56	0
Business Law	N/A	3.2%	3.5%	2.0%	9.3%	4	3	0	0	64	4
Criminal Justice	N/A	27.3%	16.7%	12.5%	13.0%	3	0	0	0	20	0
Dispute Resolution	N/A	10.0%	3.7%	10.0%	5.1%	1	1	0	0	37	0
Environment, Energy & Resources	N/A	12.8%	10.6%	8.2%	14.3%	3	0	2	0	30	0
Family Law	N/A	2.7%	1.4%	0.0%	2.2%	0	0	1	0	45	0
General Practice	N/A	7.5%	5.2%	10.2%	5.4%	1	0	1	0	35	0
Government & Public Sector	N/A	0.0%	11.8%	13.3%	15.4%	2	0	0	0	11	0
Health Law	N/A	0.0%	5.9%	10.5%	14.3%	2	1	0	0	18	0
Individual Rights & Responsibilities	N/A	32.3%	34.1%	20.5%	15.6%	3	3	0	1	38	0
Intellectual Property	N/A	0.0%	1.0%	3.1%	2.2%	2	0	0	0	87	0
International Law	N/A	7.9%	3.6%	6.3%	7.3%	3	1	5	0	115	0
Judicial Division	N/A	9.5%	14.5%	11.8%	5.9%	6	0	0	0	95	0
Labor & Employment Law	N/A	5.8%	5.6%	2.9%	6.5%	4	0	0	0	58	0
Law Practice Management	N/A	3.7%	0.0%	0.0%	4.3%	1	0	0	0	22	0
Law Student Division	N/A	23.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	11.5%	9.1%	6.8%	8.3%	2	1	0	0	33	0
Litigation	N/A	10.8%	7.5%	9.7%	10.1%	7	5	2	0	124	0
Public Contract Law	N/A	0.0%	N/A	0.9%	4.4%	1	0	4	0	109	0
Public Utility	N/A	3.8%	0.0%	0.0%	0.0%	0	0	0	0	26	0
Real Property	N/A	7.2%	2.0%	7.6%	3.9%	1	3	1	0	123	0
Science & Technology	N/A	10.8%	11.8%	10.7%	14.6%	2	2	2	0	35	0
Senior Lawyers Division	N/A	2.4%	2.8%	0.0%	2.7%	1	0	0	0	36	0
State & Local Government	N/A	11.1%	11.1%	0.0%	14.3%	1	0	0	0	6	0
Taxation	N/A	1.6%	4.6%	6.1%	5.6%	3	0	0	0	51	0
Tort & Insurance Practice	N/A	5.8%	1.1%	5.3%	6.2%	2	2	1	0	76	0
Young Lawyers Division	N/A	8.1%	15.8%	17.7%	3.2%	1	0	0	0	30	0
<b>TOTAL</b>			<b>6.0%</b>	<b>6.5%</b>	<b>6.7%</b>	<b>61</b>	<b>23</b>	<b>19</b>	<b>1</b>	<b>1442</b>	<b>4</b>

Additional Committee Leadership Positions	94/'95	98/'99	99/'00	00/'01	01/'02	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
Administrative Law	N/A	0.0%	N/A	N/A	8.7%	8	1	2	0	115	0
Antitrust Law	N/A	3.2%	6.7%	6.7%	5.1%	3	2	4	0	169	0
Business Law	N/A	2.8%	0.0%	0.0%	4.8%	2	0	0	0	40	0
Criminal Justice	N/A	6.7%	4.6%	4.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dispute Resolution	N/A	2.4%	11.8%	7.2%	9.7%	8	1	4	0	121	0
Environment, Energy & Resources	N/A	0.0%	7.3%	6.3%	10.2%	0	0	0	0	123	14
Family Law	N/A	4.5%	0.0%	0.0%	3.3%	0	1	0	0	29	0
General Practice	N/A	2.1%	N/A	0.0%	9.4%	0	6	0	0	58	0
Government & Public Sector	N/A	0.0%	8.7%	8.7%	22.2%	1	1	0	0	7	0
Health Law	N/A	13.3%	20.0%	7.7%	16.1%	6	3	1	0	52	0
Individual Rights & Responsibilities	N/A	34.1%	32.3%	27.6%	14.0%	1	2	3	1	43	0
Intellectual Property	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	2	0
International Law	N/A	13.6%	7.5%	6.1%	13.4%	4	8	9	0	134	2
Judicial Division	N/A	31.8%	19.0%	19.0%	16.7%	4	0	2	0	30	0
Labor & Employment Law	N/A	4.1%	2.6%	2.6%	4.8%	6	0	1	0	138	0
Law Practice Management	N/A	6.1%	0.0%	0.0%	0.0%	0	0	0	0	3	0
Law Student Division	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	40.0%	0.0%	0.0%	11.1%	0	1	0	0	8	0
Litigation	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Contract Law	N/A	2.4%	3.7%	3.7%	4.0%	1	0	8	0	216	0
Public Utility	N/A	7.0%	0.8%	0.8%	1.0%	2	0	0	0	190	0
Real Property	N/A	7.0%	N/A	N/A	1.5%	1	1	0	0	133	0
Science & Technology	N/A	0.0%	10.5%	5.6%	35.0%	0	4	3	0	13	0
Senior Lawyers Division	N/A	3.3%	4.6%	4.6%	2.9%	2	1	2	0	170	0
State & Local Government	N/A	4.7%	0.0%	0.0%	0.0%	0	0	0	0	19	0
Taxation	N/A	1.4%	0.0%	0.0%	1.8%	6	0	1	0	386	0
Tort & Insurance Practice	N/A	6.4%	9.1%	8.9%	6.3%	13	13	17	0	645	0
Young Lawyers Division	N/A	8.8%	15.6%	15.6%	17.5%	7	1	2	0	47	0
<b>TOTAL</b>			<b>5.9%</b>	<b>5.4%</b>	<b>5.9%</b>	<b>75</b>	<b>46</b>	<b>59</b>	<b>1</b>	<b>2891</b>	<b>16</b>

\* Unknown added as Caucasian in percentage



# ABA Forum Leadership

Primary Leadership	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	0.0%	18.2%	<b>28.6%</b>	2	0	0	0	5	0	
Air & Space Law	N/A	N/A	0.0%	9.1%	<b>20.0%</b>	1	0	1	0	8	0	
Communications	N/A	N/A	0.0%	0.0%	<b>20.0%</b>	0	1	0	0	4	0	
Construction Industry	N/A	N/A	33.3%	0.0%	<b>0.0%</b>	0	0	0	0	2	0	
Entertainment & Sports	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	2	0	
Franchising	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	11	0	
<b>TOTAL</b>			<b>7.7%</b>	<b>5.8%</b>	<b>7.7%</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	

Council Members	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	16.7%	N/A	<b>16.7%</b>	2	0	0	0	10	0	
Air & Space Law	N/A	N/A	9.1%	0.0%	<b>0.0%</b>	0	0	0	0	7	0	
Communications	N/A	N/A	0.0%	N/A	<b>6.7%</b>	0	1	0	0	14	0	
Construction Industry	N/A	N/A	9.1%	0.0%	<b>0.0%</b>	0	0	0	0	11	0	
Entertainment & Sports	N/A	N/A	25.0%	20.0%	<b>25.0%</b>	1	0	0	0	3	0	
Franchising	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	5	0	
<b>TOTAL</b>			<b>5.7%</b>	<b>5.3%</b>	<b>8.3%</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>0</b>	

Nominating Committee	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	25.0%	N/A	<b>0.0%</b>	0	0	0	0	4	0	
Air & Space Law	N/A	N/A	0.0%	0.0%	<b>25.0%</b>	0	0	1	0	3	0	
Communications	N/A	N/A	0.0%	N/A	<b>0.0%</b>	0	0	0	0	3	0	
Construction Industry	N/A	N/A	0.0%	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Entertainment & Sports	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Franchising	N/A	N/A	0.0%	16.7%	<b>0.0%</b>	0	0	0	0	5	0	
<b>TOTAL</b>			<b>3.7%</b>	<b>10.0%</b>	<b>6.3%</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>15</b>	<b>0</b>	

Other Leadership Positions	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	50.0%	25.0%	<b>50.0%</b>	1	0	0	0	1	0	
Air & Space Law	N/A	N/A	5.9%	0.0%	<b>0.0%</b>	0	0	0	0	1	0	
Communications	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	2	0	
Construction Industry	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	3	0	
Entertainment & Sports	N/A	N/A	0.0%	N/A	<b>0.0%</b>	0	0	0	0	1	0	
Franchising	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	5	0	
<b>TOTAL</b>			<b>7.9%</b>	<b>7.7%</b>	<b>7.1%</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	

Committee Chairs	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	12.5%	11.5%	<b>4.5%</b>	1	0	0	0	21	0	
Air & Space Law	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	7	0	
Communications	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	12	0	
Construction Industry	N/A	N/A	0.0%	0.0%	<b>0.0%</b>	0	0	0	0	8	0	
Entertainment & Sports	N/A	N/A	0.0%	0.0%	<b>16.7%</b>	2	0	0	0	10	0	
Franchising	N/A	N/A	0.0%	0.0%	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
<b>TOTAL</b>			<b>5.1%</b>	<b>5.1%</b>	<b>4.9%</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>58</b>	<b>0</b>	

Additional Committee Leadership Positions	Minority Representation					African American	Asian American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	94/'95	98/'99	99/'00	00/'01	01/'02							
Affordable Housing	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Air & Space Law	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Communications	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Construction Industry	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Entertainment & Sports	N/A	N/A	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
Franchising	N/A	N/A	0.0%	0.0%	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	
<b>TOTAL</b>			<b>0.0%</b>	<b>0.0%</b>	<b>N/A</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

# ABA Programming Faculty

Sections & Divisions	Minority Representation				Total # Faculty	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
	99/'00	00/'01	01/'02	CLEs							
Administrative Law	19.5%	21.6%	<b>8.5%</b>	27	82	4	2	0	0	75	1
Antitrust Law	7.9%	5.7%	<b>5.7%</b>	7	388	10	7	5	0	366	0
Business Law	7.4%	4.6%	<b>7.6%</b>	94	435	20	6	6	0	402	1
Criminal Justice	5.0%	6.7%	<b>12.3%</b>	2	81	6	0	4	0	71	0
Dispute Resolution	4.6%	2.5%	<b>5.5%</b>	85	364	16	1	3	0	344	0
Environment, Energy & Resources	7.7%	5.4%	<b>11.2%</b>	10	356	14	6	10	10	316	0
Family Law		3.4%	<b>5.2%</b>	3	154	2	1	5	0	146	0
General Practice	6.3%	8.2%	<b>10.2%</b>	13	49	2	2	1	0	44	0
Government & Public Sector	6.7%	16.4%	<b>16.7%</b>	6	30	2	2	1	0	25	0
Health Law	2.5%	7.2%	<b>6.3%</b>	13	206	7	4	2	0	193	0
Individual Rights & Responsibilities	34.2%	16.2%	<b>31.1%</b>	8	45	10	1	2	1	31	0
Intellectual Property	0.9%	3.5%	<b>5.6%</b>	7	90	4	1	0	0	85	0
International Law	41.3%	7.5%	<b>6.6%</b>	19	211	4	2	6	0	197	2
Judicial Division	5.7%	12.7%	<b>9.0%</b>	19	200	13	2	2	1	182	0
Labor & Employment Law	5.8%	6.6%	<b>9.0%</b>	77	741	48	11	8	0	674	0
Law Practice Management	2.0%	2.0%	<b>6.9%</b>	11	145	6	2	1	1	135	0
Law Student Division	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	10.0%	<b>N/A</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Litigation	20.8%	7.4%	<b>13.0%</b>	85	469	46	7	13	2	408	0
Public Contract Law	5.0%	4.2%	<b>11.7%</b>	8	145	4	0	8	0	128	0
Public Utility	3.8%	0.0%	<b>10.3%</b>	3	29	0	0	0	0	26	0
Real Property	1.5%	5.2%	<b>3.8%</b>	5	208	3	5	3	0	200	2
Science & Technology	11.4%	20.0%	<b>4.3%</b>	9	47	1	3	0	0	45	1
Senior Lawyers Division	0.0%	26.7%	<b>20.0%</b>	1	5	0	0	0	0	4	0
State & Local Government	7.0%	16.7%	<b>48.0%</b>	12	25	6	0	1	0	13	0
Taxation	0.7%	0.0%	<b>6.3%</b>	167	1112	65	1	0	0	1042	0
Tort & Insurance Practice	2.6%	13.5%	<b>15.8%</b>	39	628	11	5	11	0	529	1
Young Lawyers Division	12.0%	23.4%	<b>15.9%</b>	18	88	11	5	3	0	74	0
<b>TOTAL</b>	<b>5.5%</b>	<b>6.6%</b>	<b>7.0%</b>	<b>748</b>	<b>6333</b>	<b>315</b>	<b>76</b>	<b>95</b>	<b>15</b>	<b>5755</b>	<b>8</b>

Forums	99/'00	00/'01	01/'02	CLEs	Total # Faculty	African American	Asian Pacific American	Hispanic American	Native American	Caucasian	Unknown
Affordable Housing	N/A	3.0%	<b>6.3%</b>	1	96	5	0	1	0	90	0
Air & Space Law	N/A	1.6%	<b>0.0%</b>	2	43	0	0	0	0	43	0
Communications	20	3.2%	<b>0.0%</b>	2	119	0	0	0	0	119	0
Construction Industry	N/A	4.6%	<b>3.2%</b>	3	0	2	0	0	0	61	0
Entertainment & Sports	N/A	12.7%	<b>24.0%</b>	1	50	12	0	0	0	38	0
Franchising	N/A	1.3%	<b>2.8%</b>	2	71	0	0	2	0	69	0
<b>TOTAL</b>		<b>4.0%</b>	<b>5.0%</b>	<b>11</b>	<b>442</b>	<b>19</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>420</b>	<b>0</b>

\* Unknown added as Caucasian in percentage

## Honor Roll

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The increased focus on diversity within the profession and the ABA makes our selection of the Goal IX Honor Roll recipients more challenging each year. We commend the ever-increasing number of ABA groups that are addressing the diversity issue and merit serious consideration. Whether starting or continuing diversity initiatives or renewing their commitment to promote diversity within their own leadership and the legal profession, these entities' efforts inspire us and deserve to be a source of pride within the ABA and the profession.

The ABA entities that earned a place on the Goal IX Honor Roll have already achieved notable results. They successfully implemented or significantly enhanced their diversity-related policy initiatives, action plans, leadership development efforts, outreach, or other programming targeted to lawyers of color. This year, we continue to recognize a group of Honorable Mentions as part of the Honor Roll. These are ABA Sections, Divisions, and Forums that have diversity plans and activities that show promise for the future, or have maintained their past diversity initiatives or in some other manner have indicated significant commitment to diversity. This year, the Commission wishes to recognize the following ABA entities (in alphabetical order) and encourage other entities to emulate them.

### **Administrative Law and Regulatory Practice**

Actions speak louder than words, and that is certainly true with the Section of Administrative Law and Regulatory Practice. While the Section has not articulated a formal diversity plan or statement, its diversity statistics attest to its determination. There was significant and impressive increase in the diversity of the Section's leadership in every area evaluated. For instance, the Section jumped from 0 to 14.3% in its Primary Leadership, diversity among its Council members increased

from 6.0% to 13.3%. Committee Chairs went from 2.5% to 4.8%, and the Nominating Committee increased from 0 to 33.3%. The Commission commends the Section for manifesting a clear commitment to diversity.

### **Antitrust Section**

Some say that bigger is not always better but that is clearly not the case with Antitrust's Minority Judicial Externship Program. Designed to improve diversity among judicial law clerks, the program provided a \$1,500 stipend to each of the law students who served as clerks with federal and state judges. The program was first launched in the summer of 2000 in Chicago with 20 students. During 2001, it was expanded to include Houston and a total of 31 students. Plans for 2002 call for it to continue its growth by expanding to a total of five cities.

Lest Antitrust be accused of instituting a monopoly, the program has proven to be easily adopted and implemented by state and local bar associations. The Section successfully guided collaboration between the State Bar of Michigan and the Wolverine Bar Association as they presented a smaller version of the program in Detroit.

The Minority Judicial Externship Program earned the Section the well-deserved American Society of Association Executives' (ASAE) *Associations Advance America* 2001 Award of Excellence and we congratulate them.

The Antitrust Section must also be commended for making its practice area extremely attractive and inviting to minority law students and lawyers by instituting a Women and Minority Leadership Committee. This committee is charged with helping to nurture

## Honor Roll

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women and minorities in Section leadership and creates a platform for discussion about expectations for advancement and leadership training. When we consider this in conjunction with the Section's very innovative *Why Antitrust?* Program, where they visit law schools and explain what a practice in antitrust law has to offer, it is no wonder that the Section should receive honor roll status.

### **Business Law**

Never content to rest upon its laurels, Business Law continues to set the bar for diversity initiatives and raise the bar by building upon and expanding its ongoing efforts to promote Goal IX. The Section's Diversity Plan, which serves as a model for many other Sections, is continuously updated, keeping the plan current and relevant. If imitation is the sincerest form of flattery, the number of fellowship and internship programs (many modeled upon the Section's Fellows and Ambassadors Programs) that have been established by other Sections is a testament to Business Law's leadership in this arena.

This year, in addition to its Ambassadors Program and Fellows Programs, Business Law raised the bar again by successfully continuing these programs and the CLEO Scholarship Program, as well as adding other components of diversity outreach efforts. The results show in the Section's steadily consistent or improving diversity statistics. Some Sections have asked why it is that Business Law continues to earn a place on the Goal IX Honor Roll. The answer is simple: Business Law acts upon its commitment to diversity. Not only does it rigorously maintain its diversity efforts, each year it expands upon them. We commend the Section of Business Law for its leadership in pursuing Goal IX.

### **Government and Public Sector Lawyers Division**

Wow! There's certainly no bureaucracy in the Government and Public Sector Lawyers Division when it comes to diversity efforts! The numbers of minorities in the Division's Primary Leadership doubled from 14.3% to 28.6%. Those serving as Committee Chairs increased by almost 5% and Additional Committee Leadership Positions by over 13%. While the Division's numbers in other areas dipped somewhat (Council Members from 25% to 21.1% and Programming Faculty from 16.4% to 13.9%), they still remained relatively high. Some might point to the fact that in terms of actual numbers, we are not talking about huge increases, yet that is what makes the Division's efforts so impressive. The Division's leadership bodies are not mammoth-sized groups where it is easy to place a few minority lawyers. This Division's process of integrating minority lawyers into the fabric of its leadership is truly impressive.

### **Legal Education and Admissions to the Bar**

This is another Section that has shown an impressive increase in the results of its diversity efforts. Clearly, the Section is taking its Diversity Plan very seriously. Two of their 5 officers, 2 of 15 Council members, and 3 of 36 Committee Chairs are minorities. With minority members comprising 40% of its primary leadership, 13.3% of its Council Members, and 11.5% of its Committee Chairs, as well as an increase from 0 to 11.1% in Additional Committee Leadership Positions, we congratulate this Section for the work that is showing such positive results. Given that this Section plays such a public role within the legal profession, its success in these efforts is even more important to the future of the profession and the objective of achieving Goal IX.

# Honor Roll

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## **Judicial Division**

The Judicial Division takes its diversity commitment very seriously. In the past bar year, the Division has collaborated with the Antitrust Section and the Commission on Racial and Ethnic Diversity in the Profession on two successful programs to promote greater racial and ethnic diversity among judicial law clerks. In partnership with the Antitrust Section, the Division continues to play an integral role in the development and implementation of the Minority Judicial Externship Program. The Division collaborated with the Commission on Racial and Ethnic Diversity in the Profession on the Judicial Clerkship Program that brings together judges with minority law students who might not ordinarily consider a clerkship after law school.

The Division also launched The Judges Network at the 2001 Midyear Meeting. There, judges addressed the questions and concerns of community members and provided other information about the judicial system. One presentation for members of the Latino community was especially well-received.

The Division's leadership in diversity issues is to be commended. Most recently, the Division has recommended that it will not approve any programs without a diverse panel of speakers. The Commission applauds the Division's active and ongoing leadership to diversity efforts.

## **Real Property, Probate and Trust**

There is an old proverb that a journey of a thousand miles begins with one step and truly Real Property, Probate and Trust has taken a giant step forward and stands as an example all ABA entities could follow. During FY00-01, the Section's Diversity Committee was comprised entirely of non-minorities. Nevertheless, the Section had a banner year in its diversity

efforts, proving that the absence of racial and ethnic diversity on a Committee is not a barrier in making significant steps towards achieving Goal IX. The Section's Diversity Committee initiated a program to introduce more minorities and women to real property practice. In a small step, they, jointly with the Section of Science and Technology Law, collaborated with the National Asian Pacific American Bar Association (NAPABA) to bring together their leadership to celebrate two Asian American Section Chairs, which facilitated interaction with minority bar leaders. In addition, they worked with local minority bar leaders during the ABA Annual Meeting by holding a diversity luncheon where the Section successfully recruited a number of new minority members. Indeed, the Section has moved forward with its first Chair of Asian ancestry, building bridges with minority bar associations and a committed Diversity Committee. The Commission looks forward to the Section continuing to complete this journey in pursuit of Goal IX.

## **Science and Technology Law**

The Section deservedly merits mention on the Honor Roll, although for full disclosure we must note that the Section Chair is a member of the Commission. The Section has had a significant increase (sometimes by more than double the number) in almost every category of leadership measured. For instance, Primary Leadership increased from 12.5% to 28.6%. Diversity among Council Members increased from 3.8% to 21.4%. Among Committee Chairs, it increased from 10.7% to 20.6%. Additional Committee Leadership Positions increased from 5.6% to 30%.

The Section continues to implement strategies designed to encourage minority membership and participation. At the ABA Annual Meeting, it hosts a complimentary welcome reception for minorities and women. Mem-

## Honor Roll

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bers actively promote Section programs to minority bar associations located in the region of the Annual Meeting and strongly recruit minorities for program panels. Perhaps most importantly, its leadership is clearly emphasizing the importance of diversity.

### **Honorable Mentions**

#### *Forum on Affordable Housing and Community Development Law:*

The Forum's diversity statistics are showing a marked improvement over previous years. For instance, Primary Leadership increased from 18.2% to 28.6% and Council Members rose to 16.7% while Other Leadership Positions increased from 25% to 50%. The Commission understands that these are long-term goals but we are pleased to see progress being made and commend the Forum for its efforts.

#### *Health Law:*

The Commission applauds the Health Law Section's practical approach to incorporating diversity into its overall development. The Section is making concerted outreach efforts to minority bar leaders and is developing a database of minority members who can be encouraged to speak, write, or otherwise participate in Section activities. The Section's Emerging Issues in Healthcare Law program, where Council members will be participating in outreach activities sounds promising and we look forward to hearing about its results.

#### *Labor and Employment Law:*

While the Section's diversity statistics show modest improvement in some areas, the Section continues to implement its diversity strategies with the development of its new mentoring program. The Section has been

a reliable supporter of diversity initiatives throughout the ABA and recent programming illustrates a clear and determined effort. The Commission is confident that the Section can become one of the leaders of diversity in the ABA.

#### *Law Practice Management:*

This year, the Section has created an exciting new Multilingual/Multicultural Practice Task Force to work toward exploring and answering some of the questions lawyers raise about serving clients from Hispanic cultures. The Commission believes that this Task Force holds great potential and is pleased to recognize that the Section has already made plans to analyze the work of the Task Force next year and to support and expand it as necessary.

#### *Young Lawyers Division:*

The Division has launched a special project, "Tolerance Through Education," that sounds very promising. The program encourages lawyers to visit schools in their communities to teach students about tolerance and diversity. The program features a video, written materials, and a CD-Rom to help volunteers teach children about respect and belonging. It allows minority and other lawyers to work directly with future generations of Americans. The Commission looks forward to the results of this program with great anticipation. We must note that the Division's diversity statistics dropped in many areas this year, but we include them here because their diversity programming clearly will have positive results in other less measurable areas.

## ABA Department Diversity Initiatives

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During his 1999-2000 term, ABA President William G. Paul made diversity in the profession a priority on his administration's agenda. Accordingly, last year's *Goal IX Report* highlighted diversity initiatives throughout the American Bar Association that occurred in the 1999-2000 bar year. The response to this addition to the *Goal IX Report* was greeted with great enthusiasm as it recognized that the diversity efforts of the ABA are ongoing throughout the Association. Therefore, the Commission is pleased to report on the diversity initiatives and activities of the various ABA Departments. All major ABA departments (excluding Sections, Divisions, and Forums that are covered elsewhere in *Goal IX*) were invited to submit information on their diversity activities. This included programming, vendor solicitation and usage, staffing, and other activities that clearly reflect recognition of the importance of diversity. Featured below, in alphabetical order, are the recent diversity activities of the ABA's departments and other entities:

### **ABA Journal**

The *ABA Journal* helped promote Goal IX in the 2000-01 fiscal year by focusing on diversity issues and featuring women, minority and disabled lawyers as sources and photo subjects. The *Journal* published two features this past fiscal year that highlighted important racial and ethnic diversity issues. They were:

—“Repairing the Past,” November 2000, by Jeffrey Ghannam. This cover story examined the movement for slavery reparations and how the legal system can help in the quest for recompense.

—“Making Diversity Work,” March 2001, by Jeffrey Ghannam. This ABA Connection story outlined the strategies law firms can use to enhance opportunities for minority lawyers. The story cited statistics and

sources from the ABA Commission on Racial and Ethnic Diversity in the Profession. A sidebar provided a list of ABA publications addressing retention issues.

The *ABA Journal* endeavors to have its stories reflect the changing nature of the profession by including diverse sources and viewpoints. Its reporters are encouraged to seek out women, minorities and people with disabilities as sources, and its editors are encouraged to include them as photo subjects. The *Journal* also recognizes that its covers must reflect the diversity of the profession - it featured minorities on three of its covers during 2000-01.

### **Center for Continuing Legal Education**

The Center for Continuing Legal Education produces and delivers a full range of continuing legal education programs, including live conference-style programs, telephone seminars, national telecasts, videotapes, audiotapes and course products. It is continuing to market its videotape, “Valuing Diversity,” featuring Jacob Herring.

The Center for Continuing Legal Education is also continuing to maintain a Clearinghouse for Minority and Women CLE Faculty that provides referrals to ABA entities for capable speakers in many areas of law and practice. To further this objective, the Center's Standing Committee on Continuing Education of the Bar set a goal of at least 10% minority and women faculty participation.

The Center also maintains the Career Resource Center. There, “Attorney By Attorney” highlights the career paths of a full range of Association members. It features lawyers from all career stages and practice areas sharing the keys to their success. The lawyers profiled in this online resource represent the full face

## ABA Department Diversity Initiatives

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of the ABA's membership, including those of various racial and ethnic backgrounds. Over the course of the last year, the Career Resource Center connected with ABA staff to gather the names of member-contacts who would represent their respective Entity and reflect the diverse nature of the ABA itself. To date, the Center has collected 104 attorney profiles. Nearly 43% of the profiles are of women in the profession and 15% are of minority members in the profession. The profiles represent 27 practice areas and career paths and provide an extensive resource to individuals seeking career information.

The Center accomplished additional outreach by speaking on career changes and burnout at the 12th Annual Lawyers' Workshop, hosted by the Illinois State Bar Association Standing Committee on Minority and Women Participation.

### **Coalition for Justice**

The ABA Coalition for Justice, with staff assistance from the Office of Justice Initiatives, emphasizes the need for the elimination of racial and ethnic bias in the justice system. This need was ratified at the 1999 National Conference on Public Trust and Confidence in the Justice System. The Coalition followed up in 2000 with the Forum on Justice Improvement and publication of both the *Roadmap on Racial and Ethnic Bias in the Justice System* and *Attacking Bias in the Justice System: A Compendium of Program Alternatives*.

In 2001, those publications continue to be distributed. The Committee on State Justice Initiatives was consolidated into the Coalition for Justice. Minorities comprise 33% of the 01-02 Coalition membership, up from 23% the year before. The annual *Summary* reports on state and local justice improvement activities and

tracks bench/bar/public activities to improve justice. The October 2001 report includes topical summaries of various activities to increase public trust and confidence, including attacking bias in the system.

### **Commission on Interest on Lawyers Trust Accounts**

At the Commission's workshops in 2000-2001, 6 of 72 speakers were speakers of color. The Commission demonstrated its sensitivity to issues of race during 2000-2001 by deciding to abandon South Carolina as a potential meeting site upon learning that the NAACP Economic Boycott of that state remained in effect.

### **Commission on Lawyer Assistance Program**

The Commission's Albuquerque Workshop included a session on special issues facing lawyers of color with addictions. Scholarships were provided to facilitate panelist participation from the Asian Pacific American Bar, Native American Bar, Mexican American Bar and National Bar. Three spoke of their recovery and cultural issues affecting their recovery. Audio tapes of the session are available. 25% or 7 of the panelists this year were people of color.

### **Commission on Legal Problems of the Elderly**

The Commission established its Minority Summer Internship Program in 2001 to enable minority law school students to gain familiarity and experience in the field of Elder Law. This experimental program operates in the form of a subsidy to certified Elder Law practitioners or Fellows of the National Academy of Elder Law Attorneys (NAELA) to enable them to hire a summer intern. The subsidy covers approximately half of the intern's salary costs while the sponsoring attorney covers the rest. Three interns were selected for the internships nationally during the summer of 2001.



## ABA Department Diversity Initiatives

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### **Financial Services Division**

The Financial Services Division works diligently to maintain the diversity of the department's staff. As of August 31, 2001, 62% of its staff is African-American, 26% Caucasian, 10% Asian American, and 2% Hispanic. In addition, 66% of the department's staff are females.

### **Human Resources**

The Human Resources Department is the functional area responsible for spearheading all efforts related to the hiring, retention, and promotion of racially and ethnically diverse candidates among the American Bar Association staff. These efforts are primarily led by the recruiting and employee relations' staff, but can only be accomplished in conjunction with concerted efforts from all Human Resources areas.

Human Resources Department staff members are devoted to actively seeking minority candidates for all position levels within the Association. During the past fiscal year, this effort was highlighted through the Association's bonus program by making a portion of the Human Resources Department bonus dependent upon the number of minority candidates seen by both the recruiting staff and hiring managers. The effort was successful as is indicated in our yearly report to the Equal Employment Opportunity Commission, which notes our workforce consists of a 42% minority population and a 71% female population. The Department is cognizant of the value brought to the workplace by people of many different ethnic and racial backgrounds. In addition, minority vendors are actively sought when engaging in a project using outside sources and minority job fairs are one of many methods used in recruiting a diverse workgroup. The makeup of the department also supports its commitment to maintaining a diverse workforce.

In the Washington, D.C. Office, the Administrative Services Department performs certain personnel related activities. The primary duty being the recruitment of new employees for the units located within the Washington Office. The Department provides assistance to the hiring managers in their quest to locate and interview qualified and diverse applicants for their staff vacancies by working with them to develop a recruitment strategy that embraces outreach for females, minorities, persons with disabilities, and veterans.

### **Joint Exhibit Booth**

This year, a number of ABA entities have collaborated to launch the ABA Joint Exhibit Booth. This "booth" will be exhibited at the annual conventions of the Hispanic National Bar Association, the National Asian Pacific American Bar Association, the National Bar Association, and the National Native American Bar Association. Minority lawyers at the conventions can pick up materials from the participating ABA entities and learn about the particular programs, projects, and services these entities offer that may be of interest to minority lawyers. The entities that have committed to participate this year are: Antitrust; Bar Services; Business Law; Commission on Racial and Ethnic Diversity; Commission on Women; Council on Racial and Ethnic Justice; General Practice, Solo & Small Firms; Health Law; Intellectual Property; International Law; Pro Bono; Public Education; Real Property, Probate & Trust; Tort & Insurance Practice; and the Young Lawyers Division.

### **Legal Technology Resource Center**

The Legal Technology Resource Center's focus is on the use of technology by legal professionals. The Center staff met with the Commission on Racial and

## ABA Department Diversity Initiatives

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Ethnic Diversity in 2000 to discuss the best ways to perform outreach on technology topics to minority bar associations. This is becoming a significant part of the Center's education and outreach efforts.

The Center recently redeveloped its Web site to make it more accessible. Our staff incorporated recommendations of the W3C Consortium's Web Accessibility Initiative, including text with all graphics, elimination of complex tables, and other HTML coding that makes Web pages difficult to access. These changes should allow persons with disabilities to access all Center content more easily, regardless of Web browser or assistive technology device.

### **Market Research Department**

The primary way the ABA Market Research Department "promotes full and equal participation in the legal profession by minorities, women and persons with disabilities" is by making sure their voice is well-represented in the primary market research studies it conducts on behalf of the Association.

Ensuring adequate representation in market research studies can range from setting "quotas" to ensure that lawyers of color are represented in focus group studies, to "over-sampling" various ethnicity's in quantitative studies. The Department makes a concerted effort to ensure that studies about the attitudes and opinions of ABA members and the legal profession incorporate and reflect the opinions of the profession as a whole, including the opinions of minority lawyers.

The ABA Market Research Department also continues to advocate strongly for the continued inclusion of "ethnicity" as a measure in the Annual ABA member census. While completing the question is totally voluntary in nature, some have argued for its

removal since they fear it may diminish overall response rates to the census. Data from this question, however, provides the only means of tracking the ABA's progress in terms of increasing the diversity of its membership profile.

This past year, the Market Research Department was also directly involved in a project designed to provide input to the Diversity Summit by seeking feedback from various members of color regarding their experiences within the ABA and their perceptions of the organization regarding past, present and future efforts at diversity. Two focus groups were conducted among ABA members of color – one group among highly involved ABA leaders and another among ABA rank and file members of color. In consultation with the Office of the President, the Department designed the discussion guides, led the groups, analyzed and reported the findings.

### **Media Relations and Communication Services**

The Division for Media Relations and Communication Services now has two Spanish-speaking staff members and draws on their language skills to prepare printed Spanish language materials for media distribution in markets with large Spanish speaking populations. The Division also translates video and audio news releases into Spanish for distribution to Spanish language broadcast outlets. Most professional level staff members participated in a workshop featuring management of national and Chicago-area minority oriented media addressing how to most effectively serve their needs. The Division also has refined its distribution lists of minority oriented media.

### **Meetings & Travel**

The Meetings & Travel Department is continuing its efforts to ensure that the ABA uses meeting facilities

## ABA Department Diversity Initiatives

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that are supportive of diversity efforts and sensitive to the particular needs or concerns of minority attendees. Two of its meeting planners have joined the National Coalition of Black Meeting Planners.

### **Office of the President**

The ABA Office of the President works to ensure that the issues surrounding diversity in the legal profession remain high on the agenda of the Association. Throughout stated presidential initiatives the relevant issues are not only discussed, but also incorporated into programming and planning. Additionally, through the President's Advisory Council on Diversity, the Office is addressing issues concerning increasing the pipeline of lawyers of color into the profession, primarily through education programs. The Advisory Council acts as a think-tank and includes representation from crucial constituent groups including the national bars of color, the Law School Admissions Council, Section of Legal Education and Admissions to the Bar, law school deans, corporate counsel, ABA sections, the practicing bar and others.

In, May, 2001, the Advisory Council convened an ABA Diversity Summit to define strategies to increase racial and ethnic diversity within the Associations, particularly within the ABA's leadership. The Advisory Council also developed guidelines and materials to implement a mentor program, to be administered by the ABA Young Lawyers Division, for recipients of the ABA Legal Opportunity Scholarship. Each scholarship recipient will receive at least two mentors (both minority and majority) who are active in the ABA and the bars of color.

Along with Lawyers For One America, the National Bar Association, the Hispanic National Bar Association, the National Asian Pacific American Bar Association

and the Native American Bar Association, the ABA, through the Office of the President, is working to develop the National Institute for Diversity in the Law, a free-standing 501(c)(3) entity whose sole purpose is to work on increasing diversity in the legal profession. The Institute will focus its efforts on educational pipeline issues, developing a secondary research program, and replicable national pilot projects.

### **Public Education**

The Division for Public Education has actively included diversity among its efforts to educate the public about the law and the legal profession. These efforts have included:

- Heritage Month Online Profile Features (Feb. - Black History Month and Oct. - Hispanic Heritage Month);
- Production of Spanish language materials for the "Breaking the Silence, Journeys of Hope" domestic violence project (including the "Know Your Rights/Conozco Sus Derechos" brochure and a Spanish-language video/facilitator's guide package); and,
- Spanish language online entry materials for the Images of Freedom National Student Photography Contest.

### **Standing Committee on Legal Aid and Indigent Defendants**

Through the Standing Committee, the Gideon Initiative awarded two grants in August 2001, one to the Michigan Council on Crime and Delinquency which collaborated with the NAACP, Hannahville Tribal Community and Chippewa Tribal Court. The Committee included in the eligibility requirements a mandatory collaboration with community-based organizations. Many such organizations represent persons of color and focus upon the interaction between

## ABA Department Diversity Initiatives

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justice systems and communities of color. To facilitate the involvement of community-based organizations in grant proposals, the Standing Committee mailed to each potential applicant a list of organizations involved or interested in indigent defense within that applicant's state.

### **Standing Committee on Pro Bono and Public Service**

The Standing Committee has developed a formal liaison policy with travel reimbursement to facilitate the participation of the major national minority bar associations in the committee's activities. Invitations to appoint liaisons were extended to the National Bar Association, National Asian Pacific American Bar Association and the Hispanic National Bar Association. A Committee member regularly participates in the ABA President-Elect's meeting with the Presidents-Elect and Executive Directors of the national minority bar associations. This past year, the Committee waived one Equal Justice Conference regis-

tration fee for a national minority bar member and made available a complimentary luncheon ticket to the Pro Bono Publico Awards Assembly Luncheon.

National Bar Association membership continued to be maintained for the Committee Chair and the Center for Pro Bono Director. Not only does this activity reinforce the Committee's longstanding commitment to working with bars of color but it also facilitates ongoing contact with their leadership and the staff. At the Committee's suggestion, ABA President Robert E. Hirshon agreed to encourage chairs of other ABA entities to adopt such a policy.

This year, the Committee also developed a policy whereby staff and workshop planners were urged and strongly encouraged to make an affirmative effort to ensure ethnic and gender diversity on all Equal Justice Conference workshops. As a result, 44% of the workshop presenters at the 2001 Conference were persons of color.

## Recommendations

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As a result of this review of minority participation in ABA leadership and CLE faculty, the Commission recommends that the following steps be taken:

1. That the ABA continue and expand its efforts to collect and maintain minority membership statistics for the Association as a whole and for each of its various Sections, Division, Forums and other entities;
2. That the ABA explore and experiment with ways beyond the annual census to collect data on its minority membership;
3. That each ABA entity continue to report annually on its efforts toward Goal IX advancement, and include both numerical and statistical references;
4. That the ABA continue to monitor minority participation in Sections, Division, and Forum programs, including minority participants as program planners, writers, plenary speakers, and workshop speakers;
5. That those Sections, Divisions, and Forums who report little or no minority participation in their leadership and programming be encouraged to assess some of the underlying reasons for this, and thereafter, to develop and implement strategies to address and resolve those reasons;
6. That the leaders of those Sections, Divisions, and Forums who report little or no minority participation in their leadership and programming consider using their appointive powers to cultivate future minority leadership;
7. That Sections, Division, and Forums explore and promote opportunities to utilize and coordinate their staff resources to promote diversity;
8. That the leaders of Sections, Divisions, Forums, and other ABA entities undertake personal, individual efforts to identify, recruit, mentor, and retain minority members in the ABA;
9. That appropriate steps be taken to promote increased minority representation in the highest levels of the ABA, such as the Governing Committee and Nominating Committee, as well as in ABA governance generally; and
10. That future leaders of the ABA, and its Sections, Divisions, and Forums follow the example of William G. Paul by educating themselves about issues of racial and ethnic diversity in the profession; actively advocating for increased diversity within the Association and its entities; and making a personal commitment to the objectives of Goal IX.

The Commission further urges each Section, Division, Forum, and governance entity of the Association to aggressively develop and implement a strategy for Goal IX advancement. The Commission is happy to assist or offer guidance in this endeavor. No one claims that this will be an easy process but it will be a rewarding one, both for the individual lawyers and the ABA entities, as well as for the ABA generally and the profession as a whole.

## Acknowledgments

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The Commission would like to thank those Sections, Divisions and Forums who participated in contributing data to this report. Thank you also to the President's Office, the Policy and Administration Office, and Marketing/Membership Services for their assistance in preparing this report. And special thanks to the ABA Center for CLE, the Commission on Mental and Physical Disability Law, and the Commission on Women in the Profession, especially Louise Bruynseels, Cathleen A. West, and Kim Youngblood.

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## Goal IX

To promote full and  
equal participation  
in the legal profession  
by minorities, women and  
persons with disabilities.