



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

Goal IX Report 2007-2008

The Status of Racial and Ethnic Diversity in the American Bar Association

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TABLE OF CONTENTS

Introduction and Methodology	1	Other Entities' Programming Faculty	109
ABA Commission on Racial and Ethnic Diversity in the Profession Mission, Goals and Objectives	5	Goal IX Commisions	110
ABA Membership.	6	Diversity in State and Local Bar Associations	115
ABA Leadership.	9	Recommendations.	120
Presidential Appointments	9	Appendix.	121
House of Delegates Nominating Committee	12	Acknowledgements.	126
Elected Leadership	13		
House of Delegates	14		
ABA Section, Division and Forum Leadership.	16		
Section, Division and Forum Analyses	19		
Budget	94		
Honor Roll and Honorable Mentions.	100		

*To promote the full and equal participation in the legal profession
by minorities, women, persons with disabilities, and persons of differing sexual orientation and gender identity.*

--ABA Goal IX

Introduction

When it comes to measuring the success or failures of diversity efforts, it is all a matter of perspective. Indeed, perspective makes a huge difference in the way something looks: stand too close and things can look blurry and indistinct; stand too far and you lose details and definition. Such is the case with diversity. It's like those pictures that appear to be a single image, but upon closer inspection, prove to be comprised of many smaller, individual pictures.

At the Commission on Racial and Ethnic Diversity in the Profession, we've been assessing the ABA's diversity successes and challenges for a long time. We first published our annual Goal IX Report in 1999 and this is our tenth consecutive report. In looking back through the years, we cannot help but be keenly aware of perspective and how it has changed.

Ten years ago, for instance, much of the focus of this report was on diversity within ABA Sections, Divisions and Forums. At that time, it made a lot sense. After all, our Sections, Divisions and Forums are leaders in their respective practice areas. It seemed a fair assessment of diversity progress within practice

areas as well as within the ABA itself. Over the years, however, our perspective changed and we expanded the Goal IX Report to include assessments of membership, presidential appointments, the ABA Board of Governors and House of Delegates, and other bar associations, too. We hoped this would provide a more comprehensive perspective on diversity within the legal profession.

Ten years ago, too, it made sense to compare the diversity statistics of the various ABA Sections, Divisions and Forums to each other at common levels of leadership, such as officers and councils. At a time when few ABA entities had any diversity, the ABA's diversity perspective was still focused on achieving firsts – first minority chairs, first minority Council members, first minority committee chairs, etc. – and simply reassuring entities that diversity was achievable and desirable. Nowadays, however, most ABA entities understand that diversity is important to their viability and sustainability. Consequently, three years ago we shifted formats so that ABA entities could see their own progress (or lack thereof), placing

far less emphasis upon comparing different entities with each other and far more emphasis upon internal, entity by entity historical trends. It wasn't easy, and not everyone liked it – warts and blemishes were much more visible – but in the end, the general consensus seemed to be that this was a positive move. Again, it's all a matter of perspective.

This year, compared to previous years, we do not have any spectacular diversity firsts to herald: we've had not only one, but two presidents who are minorities. We haven't seen a record-breaking number of minorities receiving presidential appointments or being elected to serve on the Board of Governors or in the House of Delegates. Indeed, it would be easy to write off this year for diversity achievements. But that would be a mistake.

It all comes back to perspective.

While diversity within the ABA may not be progressing as quickly or as thoroughly as it ought or as we may wish, nevertheless, it is indeed progressing.

About the Goal IX Report

And we have only to look at the data reported throughout this report to see that change is happening. A substantial number of our Sections, Divisions and Forums saw modest gains in their diversity efforts as measured by their diversity participation rates. An increasing number of state and local bar associations are electing their third and fourth and even fifth minority presidents. And it is becoming easier to track diversity in governing bodies like the ABA House of Delegates.

None of this may seem like a lot, but again, it is all a matter of perspective. Consider a photograph, maybe a digital one, where the tiny pixels, over time, are changing. After a while, you have a completely new picture. So, too, with diversity in the ABA. In reviewing the data submitted this year, we could not help but be struck by the small, sometimes almost infinitesimal changes going on throughout our Association and the broader legal profession. None of it may be earth-shaking news, the sort to generate press releases and media attention, and yet it may be contributing to a more long term and deeper rooted change. At least that's our perspective.

* * * * *

The Commission was created twenty-one years ago, in 1986, to address the ABA's then newly-adopted Goal IX – "To promote the full and equal participation in the legal profession by minorities." Later, Goal IX would be amended to include women, persons with disabilities, and persons of differing sexual orientation and gender identification, areas addressed by our sister Goal IX Commissions: the Commission on Mental and Physical Disability Law, the Commission on Women in the Profession, and the newly-created Commission on Sexual Orientation and Gender Identity. Since that time, we have all worked very hard, individually and jointly, in pursuit of Goal IX, and certainly progress has been made. Nevertheless, despite all our best efforts, it is disappointing, albeit not surprising, that the work of all four Commissions is far from complete. Hence, the publication of this report and the counterpart reports of the other Commissions¹ helps to measure progress. And we in the ABA believe that the diversity aspiration espoused by Goal IX should not only be measured but reported lest its merit and value be discounted.

The annual publication of the Goal IX Report, our

¹ The Commission on Sexual Orientation and Gender Identity was created during the summer of 2007 and, consequently, is not producing a Goal IX Report this year. We look forward to their reports in future years.

own as well as those published by the other two Goal IX Commissions, serves a threefold purpose:

- 1) To monitor and assess the ABA's own progress in achieving its Goal IX;
- 2) To remind leaders at all levels within the ABA of the important role they play in pursuing Goal IX's objectives; and,
- 3) To encourage and inspire our profession to maintain its commitment to diversity.

Each year, we continue to refine and (we hope) improve upon our ability to report useable information that will aid bar leaders in their diversity efforts. Once again, we are reporting on the composition of ABA membership (to the extent that it is known) and, within that context, examining the diversity progress of the ABA at various levels of leadership, including the House of Delegates, the Board of Governors, Presidential Appointments, Sections, Divisions and Forums, and State and Local Bar leadership.

1. Reporting of diversity in the leadership of ABA Sections, Divisions and Forums.

When the Commission began publishing this report in 1998-99, it compared the Sections, Divisions and Forums against each other, utilizing charts that compared the different levels of leadership. While this

allowed readers to see generally how the entities compared, it resulted in some instances in making uneven comparisons among entities that differed widely in size and structure. Last year, we adopted a new format in which the data was presented in a historical context, entity by entity. The response was overwhelmingly positive. We continue that format this year. Sections, Divisions and Forums will be able to assess their own progress over the eight years that data has been collected.

2. Method of reporting statistical data.

Historically, the Commission relied upon and reported only percentages. Percentages alone, however, may be misleading. Therefore, we are providing raw numbers so that easier analysis and more meaningful comparisons can be made. A sizeable percentage that arises solely from a small overall number is as misleading as a significant increase in actual numbers that might reflect a very small percentage due to the size of the overall pool.

We are not, however, eliminating the inter-ABA entity comparisons of Sections, Divisions, and Forums entirely and have included some summary charts showing overall percentage participation rates and participation in CLE activity.

As always, we welcome your thoughts about ways that we can continue to improve the Goal IX Report and support the ABA's Goal IX.

* * * * *

Methodology

The data reported herein was collected and compiled as part of the ABA's annual Goal IX Survey. The ABA Commission on Racial and Ethnic Diversity in the Profession, the ABA Commission on Women in the Profession, the ABA Commission on Mental and Physical Disability Law, and the Standing Committee on Continuing Legal Education combined their efforts to collect data for Goal IX and Resolution 10C²

² In 1992, the ABA House of Delegates adopted Resolution 10C and also resolved that each ABA entity that provides continuing legal education courses shall provide an annual report to the Standing Committee on Continuing Legal Education corroborating its efforts to bring together a diverse faculty roster. That resolution also requires that the Standing Committee shall report the results of its efforts to the House of Delegates, which it does annually.

Report No. 10C

The resolution was amended to read as follows:

BE IT RESOLVED, That entities which offer continuing legal education under the auspices of the American Bar Association conduct appropriate and ongoing outreach to identify and include qualified presenters for continuing legal education programs who reflect the wide and rich diversity of the legal profession.

BE IT FURTHER RESOLVED, That the above policy be communicated in writing to each entity which provides continuing legal education courses under the auspices of the ABA, and request that such entity provide a written description(s) as to [a)] how the presenters of its continuing legal education events are currently selected [, and b)] how this selection process will be modified, if necessary, to implement the above policy].

BE IT FURTHER RESOLVED, That each entity which provides continuing legal education courses under the auspices of the ABA shall provide an annual report to the Standing Committee on Continuing Legal Education demonstrating its [setting forth the results of the] outreach efforts.

reporting, sending a joint-reporting survey form to each entity Chair and staff liaison of each Section, Division and Forum. The survey form asks for information pertaining to the diversity reflected in each leadership level of the ABA's Sections, Divisions and Forums.

The Commission appreciates that for some people the issues of race and ethnicity can be sensitive. Some people prefer not to be identified by race or ethnicity. In the past, this has resulted in reporting the race or ethnicity of significant numbers of leaders or participants at various levels with the ABA as either "Other" or "Unknown." Not surprisingly, the resulting data became a less useful tool. Consequently, identifying leaders as "Other" and "Unknown" is no longer an option. Throughout the data collection process, anyone whose race or ethnicity was unknown was counted as "Caucasian."

The Commission is also sensitive to the issues surrounding multiracial individuals and, as in previous years, provision was made so that those individuals could be counted accurately.

The Commission tracks and analyzes the level of participation of minorities in the governance and leadership positions within Sections, Divisions, and Forums, as we believe that leadership statistics in those substantive law areas provide us with one of the

best snapshots to illustrate any progress in advancing racial and ethnic diversity within the profession.

To add greater dimension to our analysis, the Commission also assesses minority representation in ABA leadership and its general membership, and reviews other ABA diversity-related initiatives.

For the purposes of this report, the Goal IX Survey is conducted with a view toward:

- Determining the representation of minorities³ in the ABA and its leadership positions;
- Presenting information on diversity-related initiatives throughout the ABA, including administrative and operational departments;
- Identifying and developing ongoing strategies and practices to assist Sections, Divisions and Forums and other ABA entities in increasing

³ In the 21st 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 perceived negative connotations associated with "minority" in relation to "majority." Indeed, in 2000, 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. 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 this term and your forgiveness if doing so gives unintended offense.

minority participation, particularly in those areas where minorities are underrepresented; 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 legal profession, the ABA's own progress in achieving greater diversity would, in some degree, reflect the progress of diversity within the larger profession. For purposes of comparison, we also include some information about diversity in the leadership of state and local majority bars and some of the initiatives being undertaken by them.

ABA Commission on Racial and Ethnic Diversity in the Profession

Mission, Goals and Objectives

Mission

The American Bar Association Commission on Racial and Ethnic Diversity in the Profession is a catalyst to change the legal profession to reflect the society it serves. The Commission helps racially and ethnically diverse lawyers advance their careers and standing in the profession; uses leadership, programs, and information to help the profession understand and eliminate racism, bigotry, and discrimination; and works to increase racial and ethnic diversity in the legal profession and enrich the profession through diversity.

Goals and Objectives

The Commission's goals and objectives are to:

- ◆ Assist minorities in attaining a legal education and admission to the bar;
- ◆ Develop career and employment opportunities for minorities;
- ◆ Promote the appointment of minorities to the judiciary and judicial clerkships;
- ◆ Encourage the hiring of minority lawyers by law firms, corporations, government agencies and departments, and other businesses;
- ◆ Increase minority involvement in bar associations at the national, state, and local levels and in minority and specialty bar associations;
- ◆ Facilitate interaction between minority lawyers across the nation through networking and improved communication;
- ◆ Foster collaborative efforts between the ABA and minority bar organizations and other groups around the country;
- ◆ Develop long-term plans and strategies to assist minority lawyers in attaining full and equal participation within the legal profession;
- ◆ Monitor the progress of minority lawyers as a whole toward full and equal participation in the legal profession;
- ◆ 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;
- ◆ Educate the legal profession about the importance of racial diversity within the law; and,
- ◆ Recognize and celebrate the advances made by minority lawyers.

ABA Membership

According to the 2000 Census, the population of the United States was 24.9% non-white. (Note that this number and all numbers taken from the Census include those individuals who reported that they were white as well as one or more other race(s).) Within the legal profession, the numbers continue to be dramatically different. Racial or ethnic minority representation accounts for 9.7% of all lawyers. While this is an increase of 2.1%

since 1990, when minorities represented 7.6% of the profession, it is still far from reflecting minority representation in the general population.

Among all lawyers, Black/African Americans comprise 3.9%, Asian Americans comprise 2.3%, Hispanics comprise 3.3%, and Native Americans comprise 0.2%. Among judges, 15.9% reported as racial or ethnic minorities: African Americans comprise 8.8%, Asian Americans comprise 1.7%,

Hispanics comprise 4.5%, and Native Americans comprise 0.8%. If we combine lawyers and judges, minorities comprise 10.08% of the legal profession.

Comparing the general population to the combination of lawyers and judges demonstrates the inadequacy of diversity within our profession.

Minority Demographics		
	General Population	Lawyers and Judges
African American	12.90%	4.20%
Asian American	4.20%	2.29%
Hispanic	12.50%	3.70%
Native American	1.50%	0.24%

Within the ABA, as of August 31, 2007 (the end of the 2006-2007 fiscal year), there were 413,700 members. This represents an increase of 592 members or approximately one-tenth of one percent from the preceding year.

of 4,834 or 1.29% from last year) compared to 118,682 or 33.73% who identified themselves by race or ethnicity, a decrease of 3,000 or 0.88% from last year).

In analyzing the data that is available, however, we note that the number of ABA members who do not identify themselves by race and ethnicity continues to grow, this year

ABA Membership

	Number of Members Per Year						# Difference in Membership	% Difference in Membership	% Total Membership By Year*					
	2002	2003	2004	2005	2006	2007	2006-07 to 2007-08	2006-07 to 2007-08	2002*	2003*	2004*	2005*	2006*	2007*
African American	3,821	3,598	3,773	3,794	3,744	3,698	-46	-1.32%	2.78%	2.75%	2.89%	2.95%	3.08%	3.12%
Asian American	3,562	3,271	3,319	3,291	3,470	3,397	-73	-2.10%	2.59%	2.50%	2.54%	2.55%	2.85%	2.86%
Hispanic	3,115	2,913	3,012	3,112	3,033	2,944	-79	-2.60%	2.27%	2.23%	2.31%	2.42%	2.49%	2.48%
Native American	774	685	621	574	552	541	-11	-2.00%	0.56%	0.52%	0.48%	0.44%	0.45%	0.46%
Caucasian	124,782	119,106	118,416	116,393	109,377	106,530	-2,847	-2.60%	90.76%	90.99%	90.65%	90.37%	89.89%	89.76%
Other	1,426	1,331	1,491	1,515	1,506	1,572	66	4.40%	1.04%	1.02%	1.14%	1.18%	1.24%	1.32%
Unknown	213,895	214,235	214,581	217,561	229,881	233,205	3,324	1.45%						
Total	351,375	345,139	345,213	346,362	351,563	351,887	324	0.10%	100%	100%	100%	100%	100%	100%

*Members of Unknown race or ethnicity are not included in calculation.

Among those 413,700 members, lawyers (as opposed to law students or associate members) account for 351,887 of the ABA members or 85.06%, a decrease of 0.04% from the 2005-2006. Of those lawyers, 344,529 or 97.91% identified themselves by gender (an increase

There is no way to determine whether those members who have identified themselves by race or ethnicity are representative of all lawyer members. This self-identification is based upon information that is voluntarily provided by members as part of the annual ABA Census.

increasing by 3,000 members or almost a full percentage point. This is over five times the increase in the number of ABA lawyer members (592 members). While the Commission is aware of the sensitivity that sometimes surrounds identification by race or

ethnicity, we suggest that the ABA's Goal IX objective is far too important to simply and quietly concede. We encourage the ABA Standing Committee on Membership to consider ways to reverse the trend of non-identification.

Closer examination of the membership data also indicates that the number of members who identify themselves as minorities continues in a general decline. The number of Native American members has declined for the sixth consecutive year. The numbers of identified African Americans and Hispanics have declined for the third consecutive year. The decline in the numbers of identified Native Americans, African Americans and Hispanic members has not reached triple digits but needs to be noted and addressed. The number of identified Asian American members continues to fluctuate by about 100 members but is generally remaining relatively stable. Nevertheless, the general decline in the number of members choosing to identify themselves by race or ethnicity is troubling.

Any number of theories may be posited to explain this and we hope that the ABA Standing Committee on Membership and the ABA's Market Research Department will explore the factors that may be contributing to this:

- A general decline in the numbers of minority appointments by ABA presidents?
- A societal or generational shift away from racial or ethnic identifications?
- Need for a more concerted and effective way to collect this data from ABA members?
- Realignment of this Commission from the more member- and program-oriented Professional Services Division to the more policy and governance-oriented Office of the President?
- Conscious decision by minority members for reasons that may include relevance, economics, work-life balance, etc.

It would be irresponsible to speculate at this time with this limited data but given what appears (at least from identifiable members) to be a general trend of declining minority membership should be examined and, if found to hold true for a larger percentage of ABA lawyer members, addressed.

ABA Leadership

Presidential Appointments

Appointments to ABA Standing and Special Committees, Commissions, Task Forces and other entities by the ABA President are highly sought after. Not only are these appointments highly visible, these entities are responsible for significant aspects of the work of the ABA. The appointments process provides an opportunity for any ABA member to be considered for a position and careful thought and deliberation goes into the appointments.

This year, President William H. Neukom made a total of 705 appointments, the same number as made by his predecessor, Karen J. Mathis. Compared to other former presidents, this represents the second highest number of presidential appointments since 2000-2001, the highest being during 2001-2002 when then-President Robert E. Hirshon made 736 appointments.

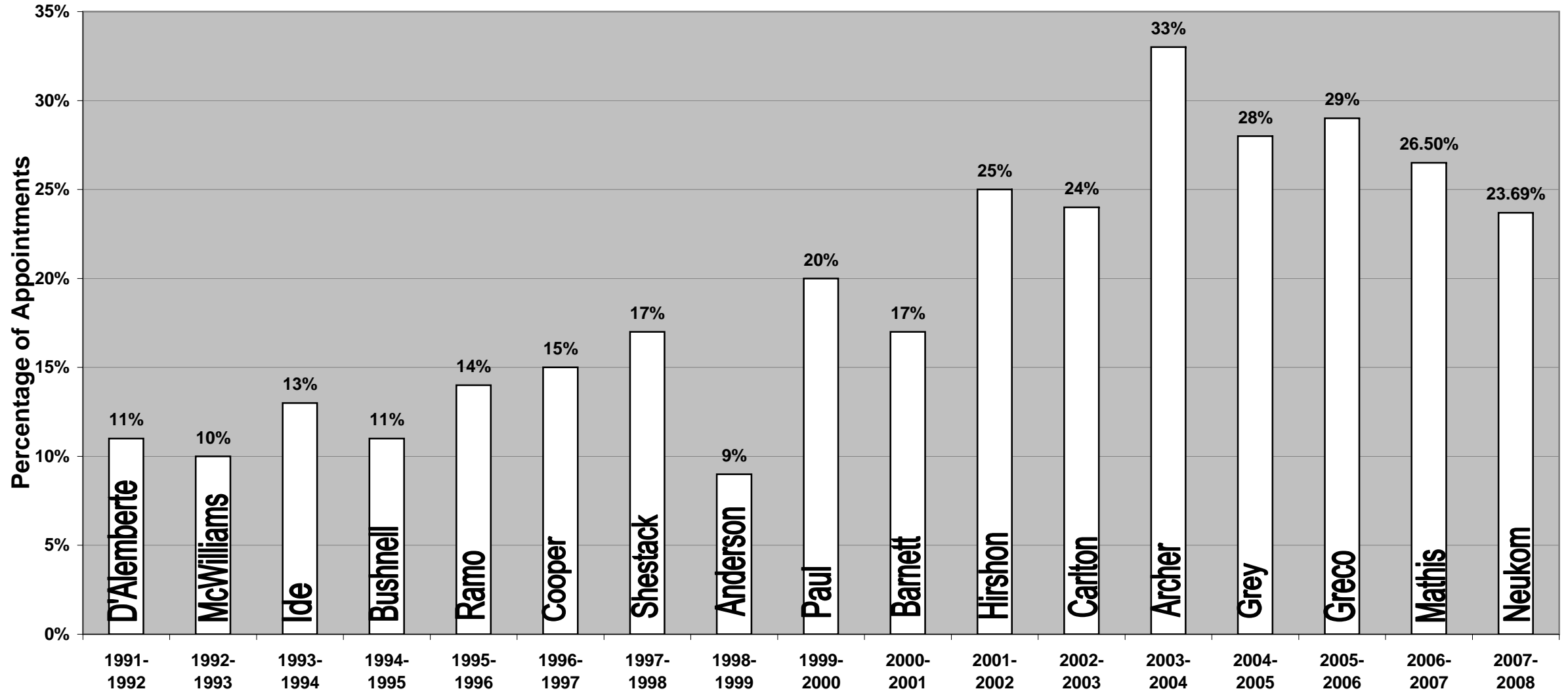
Among President Neukom’s 705 appointments, 275 (or 39%) were women, 167 (or 23.6%) were minorities, and 69 (or 9.7%) were minority women.

President Neukom made 81 appointments to Committee Chairs. Of those, 25 (or 30.86%) were women, 16 (or 19.75%) were minorities, and 10 (or 12.35%) were minority women.

Presidential Appointments

	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
	Barnett	Hirshon	Carlton	Archer	Grey	Greco	Mathis	Neukom
# of Appointments	657	736	697	689	639	634*	705	705
African American	71 (11%)	108 (15%)	101 (14%)	146 (21%)	105 (16%)	110 (17%)	92 (13%)	89 (13%)
Asian American	16 (2%)	26 (4%)	38 (5%)	35 (5%)	38 (6%)	36 (6%)	35 (5%)	33 (5%)
Hispanic	23 (4%)	38 (5%)	17 (2%)	36 (5%)	27 (4%)	39 (6%)	40 (6%)	34 (5%)
Native American	5 (1%)	6 (1%)	8 (1%)	9 (1%)	10 (2%)	4 (0%)	10 (1%)	11 (2%)
Non-Minority	542 (82%)	548 (74%)	531 (76%)	435 (63%)	455 (71%)	428 (68%)	518 (73%)	538 (76%)
Other	N/A	10 (1%)	2 (0%)	4 (0%)	4 (0%)	1 (0%)	10 (1%)	0
Unknown	N/A	N/A	N/A	N/A	N/A	16 (3%)*	0	0
*This figure includes appointments made to unidentified individuals.								

Presidential Appointments of Minorities



**Presidential Appointments
Committee Chairs**

2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2006-2007
Barnett	Hirshon	Carlton	Archer	Grey	Greco	Mathis	Neukom
12/55 (21.8%)	14/85 (16.5%)	14/57 (24.6%)	17/74 (23.0%)	13/58 (22.4%)	14/71 (19.7%)	20/89 (22.5%)	16/81 (19.8%)

ABA House of Delegates Nominating Committee

The ABA House of Delegates Nominating Committee plays a crucial role in the election of the ABA leadership. Its 67 members are comprised of State Delegates, Section and Division Delegates, and the Minority and Women Members-at-Large. This year, 10 of the 67 members of the Nominating Committee are racial and ethnic minorities, a decrease of three from last year.

The State Delegates to the House of Delegates Nominating Committee are elected by the ABA members in each state. This year the number of minorities serving as State Delegates has declined from seven of 52 last year, to five of the 52 this year. The selection of the Section and Division Delegates to the House of Delegates Nominating Committee (of

which there are nine this year) is coordinated by the Section Officers Conference. This year, as last year, one of the nine Section and Division Delegates is a racial minority.

There are three Minority Members-at-Large on the House of Delegates Nominating Committee, each of whom serves a three-year term. The terms among the three are staggered so that, each year, the ABA President selects a Minority Member-at-Large Delegate from among three nominees submitted by the Commission on Racial and Ethnic Diversity in the Profession. Likewise, the Commission on Women in the Profession submits three nominees for the Women Members-At-Large for the President's consideration. This year, four of the six At-Large members of the

Nominating Committee are minorities, a decline of one from last year.

The Commission is disappointed to see the number of racial and ethnic minorities serving on the House of Delegates Nominating Committee has decreased for the first time in three years. The Commission encourages more minority lawyers to seek seats in the House of Delegates and to run for State Delegate positions. We continue to hope that as minorities more frequently assume positions of leadership in Sections and Divisions, such participation will translate into greater racial and ethnic diversity among the Section and Division Delegates, and we hope that the Section Officers Conference will explore ways to facilitate these opportunities for minority members.

Elected Leadership

In ABA elected leadership positions comprising the ABA Board of Governors, six of the 39 (15.38%) members are minorities (one African American man, three African American women and two Hispanic men). This is double the number from last year (2006-2007) when three of 37 (8.1%) were minorities but

still less than the seven of 37 (or 18.7%) in 2005-2006, and the eight of 39 (20.5%) in 2004-2005. Three of the six current minority members are the Minority or Women Members-at-Large, continuing to demonstrate the importance of these seats in order to maintain diversity at the Board level. We note that this year

marks the first time an African American woman – the Hon. Bernice B. Donald, a former Chair of this Commission – has served as an officer of the Association. For the fifth consecutive year, no Asian Americans or Native Americans are serving on the Board of Governors.

Board of Governors								
	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
African American	2	2	3	6	6	5	2	4
Asian American	1	1	1	0	0	0	0	0
Hispanic	0	2	2	2	2	2	1	2
Native American	0	0	0	0	0	0	0	0
Non-Minority	34	34	31	29	31	30	34	33
Total	37	39*	37	37	39*	37	37	39*
*There are 39 members of the Board of Governors during these years to reflect the inclusion of the Secretary-Elect and the Treasurer-Elect.								

ABA House of Delegates

The data on the following chart was compiled by

- 1) Reviewing the current membership of the ABA Minority Caucus of the House of Delegates;
- 2) Examining information provided by the Policy Administration Division; and,
- 3) Surveying the State Delegate of each delegation within the ABA House of Delegates.

We began the third part of this effort three years ago and, since delegates usually serve multiple years in the House, it has afforded us an opportunity to compile

the data on diversity within the House based upon the individual members within each delegation. By tracking the diversity by which individuals within a delegation were identified, questions now generally arise only with regard to new members of the House and we are fairly confident of the accuracy of our data.

The State Delegates were each provided with a list of the members of their delegation⁴ and requested to identify the race or ethnicity of those members. The State Delegates were told that in those cases where a delegate's race or ethnicity was either unknown or

⁴ The list of delegates for each state was taken from the list published in the American Bar Association 2006-2007 Leadership Directory. Some delegations were incomplete at the time of printing.

there was no response, that delegate would be counted as "Caucasian."⁵

Some 23 State Delegates responded for their entire delegation. Another 16 responded in part. A few indicated that they did not know and others did not respond. Our thanks to those State Delegates who made an effort to help us compile and report accurate information.

⁵ The request sent to each State Delegate was as follows: "As Chair of the ABA Commission on Racial and Ethnic Diversity in the Profession, I am asking for your support and assistance in identifying the racial and ethnic diversity of state delegations in the House of Delegates for inclusion in the Commission's 2006-2007 Goal IX Report. Below is the listing of members of your delegation in the ABA's 2006-2007 Redbook. Would you please advise us about the racial and ethnic category to which each member of your delegation belongs? The Commission uses the following designations: B (African American/Black); H (Hispanic); As (Asian), NA (Native American) and W (White). If the racial/ethnic background of an individual is unknown, the individual will be counted as white.

ABA Section, Division, and Forum Leadership

On the following pages are the statistics on diversity in leadership and measurable areas of activity within the ABA's Sections, Divisions and Forums. In 2005-2006, we began presenting the data entity by entity, in order to allow each Section, Division and Forum to analyze its own progress since we began reporting the data in 1999-2000. Section, Division and Forum leaders and staff told us how much they appreciated the new format which enabled them to better understand and appreciate their progress (or lack thereof). Indeed, some entities were so enthusiastic that they also made additional suggestions for enhancing the information this report seeks to impart. For example, this year, at the urging of the Judicial Division, we continue to report the diversity data of each of its conferences separately so that each conference can assess its own efforts.

As in past years, we again find that some of the data give us cause for optimism as we see entities institutionalizing their diversity efforts and making measurable progress. We are delighted to point out that this year there are ten entities (compared to five last year) – Administrative Law¹, Business Law; Criminal Justice; Intellectual Property Law; Law Practice Management; Litigation; Public Contract Law; Tort Trial and Insurance Practice; Air and Space Law; and Construction Industry – that have achieved their highest levels of minority participation rates since we began our Goal IX Reports. And Business Law and Tort Trial and Insurance Practice are repeats from last year! We commend them for their efforts.

¹ Administrative Law did not provide data on its Publication Authors so that the Section's overall statistics for participation numbers is incomplete.

Other data is more disappointing as we note that some entities appear to have made little or no progress in advancing diversity. Regardless of how an entity's statistics look, however, it is important to keep a few points in mind:

- Numbers tell only part of the story.² Please do not be discouraged if your entity's statistics have experienced a downturn or are not improving at a speed commensurate with your enthusiasm and commitment.
- Setbacks are not failures. The assessments that accompany each entity's numerical reports are meant to stimulate internal discussion and further analysis and consideration. New initiatives may be needed, current strategies may need to be reworked. Trying is half the battle.

² All numbers published on the following charts are those reported to us by the Sections, Divisions and Forums themselves.

- The Commission is here to support your efforts. We are a resource for you. We all want our Sections, Divisions and Forums to succeed in their diversity efforts. Please know that we are here to help.

Services for ABA Sections, Divisions, and Forums

The Commission on Racial and Ethnic Diversity in the Profession is charged with promoting “the full and equal participation in the legal profession” of minority lawyers. As part of that charge, the Commission not only monitors the diversity progress of ABA Sections, Divisions and Forums, and reports upon it in the annual Goal IX Report, it also undertakes to assist those ABA entities in their efforts to improve their diversity efforts and the corresponding statistics by providing services to help them be successful in their endeavors. The Commission believes that it is important to not only report on the ABA’s internal diversity progress or lack thereof, but to help and support those entities that desire to improve in this arena. Consequently, we offer

the following services to any interested ABA Sections, Divisions and Forums:

Developing Diversity Strategies – The Commission is available to work with any ABA entity to help develop and refine its strategy and programming to attract more minority members. Each Section, Division, and Forum has its own unique issues, concerns, and resources. Strategies to promote diverse membership and leadership that work well for one entity may not be logical or effective for another. The Commission can also provide guidance to ABA entities about working with minority lawyers and minority bar associations.

Making Connections – The Commission will provide information to any ABA entity seeking to make outreach to the leaders of minority bar associations. The Commission maintains active and frequent communication with national minority bar and local minority bar leaders.

Serving as an Information Clearinghouse on Minority Lawyers, Minority Bar Associations, and Diversity Programs – The Commission makes available information related to minority lawyers, minority bar associations, and diversity programs to any interested ABA entity. This information includes:

- a. News and articles, research, and other information about minority lawyers and diversity issues;
- b. Diversity plans for ABA Sections;
- c. Information about the national minority bar associations;
- d. Lists of minority bar leaders;
- e. Lists of corporations that have expressed a particular desire to work with minority lawyers;
- f. Directories of minority community-based organizations; and,
- g. Directories of minority partners in majority law firms and in corporate law departments.

The Commission also regularly notifies ABA entities whenever one of their minority members

receives an award, promotion, or other noteworthy achievement so that the chair of that entity may send a note of congratulations.

Maintaining Minority Lawyer Databases – The Commission maintains a number of databases and list serves for minority lawyers. Many of these individuals are not current ABA members and most have been out of law school at least 5 years. Our lists can be made available by geographic location or by race/ethnicity.

Maintaining a Calendar of Events –The Commission maintains a calendar of events of particular interest to minority lawyers on its Website. The calendar is updated regularly and we encourage its use by ABA entities and others who are planning a program to which they hope to draw minority lawyers so as to avoid conflicts with other programs.

Identifying Minority Speakers – the Commission helps Sections, Divisions and Forums find effective speakers on the subject of racial and ethnic diversity in the legal profession and society. It also works with

Sections, Divisions, and Forums to help them identify minority speakers for their different programs and meetings.

Making Outreach to Minority Lawyers – the Commission conducts outreach meetings with groups of minority lawyers around the country to learn about their particular needs and concerns. During these meetings the Commission promotes ABA and Section membership, particularly attendance at upcoming meetings that may be scheduled in that geographic region.

Recruiting Minority Lawyers for Sections, Divisions, and Forums – the Commission actively encourages minority lawyers to join and participate in Sections, Divisions, and Forums. Minority lawyers who express interest are asked to provide a current resume or biography that the Commission then forwards to the appropriate Section, Division, or Forum.

Diversity Consultations – the Commission provides consultations on diversity programs and assessments on diversity efforts to assist

and support Sections, Divisions and Forums with their own internal diversity evaluations. We review and assess Diversity Plans and other programs and initiatives, offering candid but confidential critiques and suggestions to the leadership of any ABA entity.

Diversity Publications – The Commission also publishes a number of brochures designed specifically to address different facets of diversity challenges faced by ABA entities. These brochures cover topics ranging from how to establish an effective diversity committee, to how to market your entity to minority lawyers, to how to identify minority speakers and authors. These publications are available to ABA Sections, Divisions and Forums at no charge.

ABA Sections, Divisions and Forums

Sections

Administrative Law and Regulatory Practice
Antitrust Law
Business Law
Criminal Justice
Dispute Resolution
Environment, Energy, and Resources
Family Law
Health Law
Individual Rights and Responsibilities
Intellectual Property Law
International Law
Labor and Employment Law
Law Practice Management
Legal Education and Admissions to the Bar
Litigation
Public Contract Law
Public Utility, Communications and
Transportation Law
Real Property, Trust and Estate Law
Science and Technology Law
State and Local Government Law
Taxation
Tort Trial and Insurance Practice

Divisions

General Practice, Solo and Small Firm Division
Government and Public Sector Lawyers Division
Judicial Division
Law Student Division
Senior Lawyers Division
Young Lawyers Division

Forum Committees

Affordable Housing and
Community Development Law
Air and Space Law
Communications Law
Construction Industry
Entertainment and Sports Law
Franchising

Administrative Law and Regulatory Practice 2000-2001 2001-2002

	2000-2001							2001-2002						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	9	9	1	0	0	0	1	6	7
Council Members	2	0	0	0	2	27	29	2	1	1	0	4	25	29
Committee Chairs	1	1	0	0	2	79	81	3	0	0	0	3	62	65
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	1	2	0	11	115	126
Other Leadership	0	0	0	0	0	0	0	0	1	0	0	1	6	7
Nominating Committee	0	0	0	0	0	3	3	1	0	0	0	1	2	3
Programming Faculty	6	1	1	0	8	29	37	4	2	0	0	6	75	82**
Total	9	2	1	0	12	147	159	19	5	3	0	27	291	319**

2002-2003 **2003-2004**

	2002-2003							2003-2004						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	0	0	0	2	18	20	0	0	0	0	0	7	7
Council Members	2	0	0	0	2	16	18	1	0	0	0	1	11	12
Committee Chairs	4	0	0	0	4	55	59	2	0	0	0	2	65	67
Additional Committee Leadership	8	0	0	0	8	113	121	4	0	2	0	6	127	133
Other Leadership	0	1	0	0	1	4	5	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	2	3	1	0	0	0	1	2	3
Programming Faculty	5	1	0	0	6	35	41	4	3	3	0	10	140	150
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0	0	0	2	20	22
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	22	2	0	0	24	243	267	14	3	5	0	22	373	395

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

2004-2005 **2005-2006**

	2004-2005							2005-2006						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	6	6	0	0	0	0	0	5	5
Council Members	2	0	0	0	2	10	12	2	0	1	0	3	17	20
Committee Chairs	3	0	0	0	3	47	50	4	0	0	0	4	30	40***
Additional Committee Leadership	8	0	0	0	8	192	200	9	0	2	0	11	89	100
Other Leadership	1	0	1	0	2	8	10	4	0	1	0	5	35	40
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Programming Faculty	6	2	2	0	10	62	72	12	0	2	0	14	101	115
Publication Authors	5	3	3	1	12	35	47	5	0	0	0	5	40	45
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	25	5	6	1	37	365	402	36	0	6	0	42	322	370***

2006-2007 **2007-2008**

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	7	8	1	0	0	0	1	6	7
Council Members	2	0	1	0	3	18	20	2	0	1	0	3	24	27
Committee Chairs	4	1	0	0	5	35	40	2	1	1	0	4	83	87
Additional Committee Leadership	5	1	0	0	6	92	100	0	0	0	0	0	0	0*
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	3	3	0	1	0	0	1	2	3
Programming Faculty	6	5	0	0	11	139	150	10	10	10	0	30	170	200
Publication Authors	0	0	0	0	0	10	10	0	0	0	0	0	0	0*
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	18	7	1	0	26	306	333	15	12	12	0	39	287	326

***The Commission was unable to resolve the discrepancy by press time.

*The Section indicates that these numbers are in the hundreds but it was unable to provide this data.

Administrative Law and Regulatory Practice

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	7	2	1	0	10	117	127	7.87%
2000-2001	9	2	1	0	12	147	159	7.55%
2001-2002	19	5	3	0	27	291	319**	8.46%
2002-2003	22	2	0	0	24	243	267	8.99%
2003-2004	14	3	5	0	22	373	395	5.57%
2004-2005	25	5	6	1	37	365	402	9.20%
2005-2006	36	0	6	0	42	322	370***	11.35%
2006-2007	18	7	1	0	26	306	333	7.81%
2007-2008	15	12	12	0	39	287	326	11.96%

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

***There was a discrepancy between the numerical breakdown provided by the Section and the totals that the Section reported.

This discrepancy was unable to be clarified by press time.

The Administrative and Regulatory Law Section increased minority participation in the Section by 50% this year, almost reaching their previous peak in absolute numbers of minority participants. At first glance, minority participation on a percentage basis also increased by 50%, from 7.81% last year to 11.96% this year. Most of the improvement, however, results from the Section's not reporting this year on two leadership categories that have been acknowledged to number hundreds of participants and as reported in prior years had minimal minority participation.

Leadership categories of Primary Leadership, Council Members, and Committee Chairs declined by one minority lawyer while increasing in total numbers by 52, resulting in a percentage drop from 13.04% to 6.61%. At the same time, a minority lawyer sits on the three-person nominating committee for the first time since 2004, which is a promising step. The substantial increase in minority Programming Faculty, doubling in percentage and almost tripling in absolute numbers also holds promise if future Section leadership candidates can be developed from these participants. African American participation dropped by 1/6 this year, which is far less negative than last year's 50% drop while Asian Pacific Americans nearly doubled from 7 to 12, and Hispanic jumped from 1 to 12, for very balanced minority involvement.

Additional Committee Leadership and Publication Authors have accounted for between 110 and 247 total participants in each of the last 5 years, but have not been reported this year. These categories were overwhelmingly Caucasian. Given that the categories of data collected and reported each year has not changed for four years and is not expected to change, we would urge the Section to do as other Sections do and compile this data throughout the year so that reporting it is not so onerous a burden on the Section's staff.

Administrative Law and Regulatory Practice

Antitrust Law 2000-2001 2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>		<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	10	10		1	0	0	0	1	10	11
Council Members	1	0	0	0	1	20	21		1	0	0	0	1	18	19
Committee Chairs	2	0	0	0	2	63	65		2	1	0	0	3	56	59
Additional Committee Leadership	5	3	2	0	10	139	149		3	2	4	0	9	169	178
Other Leadership	1	0	0	0	1	4	5		2	0	0	0	2	3	5
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a		0	1	0	0	1	3	4
Programming Faculty	7	13	2	1	23	378	401		10	7	5	0	22	366	388
Total	16	16	4	1	37	614	651		19	11	9	0	39	625	664

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

2002-2003 2003-2004

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>		<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	1	0	0	0	2	12	14	0	0	0	26	12	38	50
Council Members	1	1	0	0	0	2	20	22	0	0	0	42	15	57	72
Committee Chairs	2	2	1	0	0	5	61	66	1	0	0	128	34	162	196
Additional Committee Leadership	3	3	0	3	0	9	165	174	2	1	0	342	87	429	516
Other Leadership	2	2	0	0	0	4	3	7	1	0	0	11	149	160	309
Nominating Committee	0	1	0	0	0	1	4	5	0	0	0	9	4	13	17
Programming Faculty	10	13	3	5	2	23	462	485	4	5	0	956	356	1312	1668
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	1	0	2	117	119	
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	19	23	4	8	2	37	727	764	9	7	0	37	774	811	764

2004-2005 2005-2006

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>		<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	10	10		0	0	0	0	0	10	10
Council Members	0	0	0	0	0	15	15		1	0	0	0	1	14	15
Committee Chairs	1	0	0	0	1	34	35		1	0	0	0	1	42	43
Additional Committee Leadership	2	2	1	0	5	91	96		3	1	1	0	5	92	97
Other Leadership	5	5	0	0	10	174	184		3	1	0	0	4	189	193
Nominating Committee	1	0	0	0	1	4	5		1	0	0	0	1	4	5
Programming Faculty	9	5	2	0	16	368	384		11	6	4	0	21	399	420
Publication Authors	1	0	0	0	1	168	169		0	3	0	0	3	220	223
House of Delegates	0	0	0	0	0	2	2		0	0	0	0	0	2	2
Total	19	12	3	0	34	866	900		20	11	5	0	36	972	1008

2006-2007 2007-2008

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>		<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	12	12		0	0	0	0	0	8	8
Council Members	1	0	0	0	1	19	20		1	0	0	0	1	19	20
Committee Chairs	0	0	0	0	0	40	40		2	0	0	0	2	57	59
Additional Committee Leadership	8	7	1	0	16	220	236		0	0	0	0	0	0	0
Other Leadership	1	2	0	0	3	80	83		3	5	0	0	8	153	161
Nominating Committee	0	0	0	0	0	5	5		0	0	0	0	0	4	4
Programming Faculty	8	0	5	0	13	365	378		14	8	5	0	27	375	402
Publication Authors	1	0	1	0	2	112	114		2	3	0	0	5	234	239
House of Delegates	0	0	0	0	0	2	2		0	0	0	0	0	2	2
Total	19	9	7	0	35	855	890	22	22	16	5	0	43	852	895

Antitrust Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	15	18	4	0	37	576	620*	5.97%
2000-2001	16	16	4	1	37	614	651	5.68%
2001-2002	19	11	9	0	39	625	664	5.87%
2002-2003	23	4	8	2	37	727	764	4.84%
2003-2004	21	9	7	0	37	774	811	4.56%
2004-2005	19	12	3	0	34	866	900	3.78%
2005-2006	20	11	5	0	36	972	1008	3.57%
2006-2007	19	9	7	0	35	855	890	3.93%
2007-2008	22	16	5	0	43	852	895	4.80%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

Comparing the Section of Antitrust Law minority participation numbers for this year to the last several gives the impression that the section read the comments in last year’s version of this report and took them to heart. Minority participation has risen substantially from very consistent figures for the prior three years in absolute numbers and in percentages. There remains only one minority member of the 19 total members of the section council, there are still no minorities in primary leadership, but primary leadership has dropped overall from 12 to eight. More positively, there are now two minority committee chairs, out of 57 total. Minority participation has risen from an average of 35 for the last three years to 43, and the percentage this year is 4.8% compared to a high during the last three years of 3.93%.

Whatever the Section has done over the last year to increase minority participation in the face of the demographic challenges in their area of practice has worked. We encourage them to continue their productive efforts.

Antitrust Law

Business Law	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	1	0	0	2	8	10	1	1	0	0	2	8	10
Council Members	3	1	0	1	5	25	30	2	0	0	0	2	28	30
Committee Chairs	1	0	1	0	2	97	99	4	3	0	0	7	64	71
Additional Committee Leadership	0	0	0	0	0	0	0	2	0	0	0	2	40	42
Other Leadership	8	3	0	0	11	86	97	12	1	0	0	13	64	77
Nominating Committee	1	0	0	0	1	6	7	1	0	0	1	2	5	7
Programming Faculty	3	6	16	0	25	513	538	20	6	6	0	32	402	435
Total	17	11	17	1	46	735	781	42	11	6	1	60	611	672
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	2	1	0	0	3	7	10	2	1	0	0	3	7	10
Council Members	2	0	0	0	2	18	20	3	0	0	0	3	17	20
Committee Chairs	3	3	1	1	8	77	85	6	2	1	0	9	85	94
Additional Committee Leadership	2	1	0	0	3	40	43	15	9	5	2	31	422	453
Other Leadership	22	6	3	2	33	157	190	9	4	4	0	17	103	120
Nominating Committee	1	0	0	0	1	7	8	1	0	0	0	1	7	8
Programming Faculty	18	5	1	0	24	334	358	8	5	11	0	24	357	381
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	50	16	5	3	74	640	714	44	21	21	2	88	998	1086
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	1	1	0	0	2	4	6	1	1	0	0	2	4	6
Council Members	3	1	0	0	4	16	20	1	1	0	1	3	17	20
Committee Chairs	5	1	2	0	8	83	91	4	1	2	0	7	93	100
Additional Committee Leadership	15	11	2	2	30	483	513	12	9	4	2	27	444	471
Other Leadership	9	4	1	1	15	104	119	12	7	2	1	22	70	92
Nominating Committee	2	0	0	0	2	6	8	2	0	0	0	2	6	8
Programming Faculty	41	29	11	4	85	703	788	52	31	30	19	132	787	962
Publication Authors	1	0	1	0	2	29	31	2	2	0	0	4	74	78
House of Delegates	1	0	0	0	1	3	4	1	0	0	0	1	3	4
Total	78	47	17	7	149	1431	1580	87	52	38	23	200	1498	1741
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	2	1	0	0	3	7	10	1	1	0	0	2	8	10
Council Members	1	1	0	1	3	17	20	1	1	0	1	3	17	20
Committee Chairs	10	1	1	0	12	85	97	8	0	2	1	11	77	88
Additional Committee Leadership	5	6	1	3	15	319	334	16	12	6	3	37	546	583
Other Leadership	5	2	3	1	11	61	72	13	7	4	0	24	125	149
Nominating Committee	1	0	0	0	1	4	5	1	0	0	0	1	7	8
Programming Faculty	55	18	25	5	103	578	681	74	46	16	9	145	893	1038
Publication Authors	7	1	0	0	8	57	65	6	10	3	1	20	68	88
House of Delegates	1	0	0	0	1	2	3	1	0	0	0	1	3	4
Total	87	30	30	10	157	1130	1287	121	77	31	15	244	1744	1988

Business Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	19	11	16	0	46	684	741*	6.21%
2000-2001	17	11	17	1	46	735	781	5.89%
2001-2002	42	11	6	1	60	611	672**	8.93%
2002-2003	50	16	5	3	74	640	714	10.36%
2003-2004	44	21	21	2	88	998	1086	8.10%
2004-2005	78	47	17	7	149	1431	1580	9.43%
2005-2006	87	52	38	23	200	1498	1741***	11.49%
2006-2007	87	30	30	10	157	1130	1287	12.20%
2007-2008	121	77	31	15	244	1744	1988	12.27%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

***Includes 43 unknown.

When other Sections tell us that diversity is hard to achieve, that minority members are hard to find, much less engage, or that it is virtually impossible to track the diversity of participants due to the sheer numbers of members with whom they deal, we have only to point to Business Law to show that myth for what it is. Business Law continues to demonstrate consistent and proportionate minority participation at every level. While overall participation has increased by an admirable 54% over 2006-2007, minority participation has increased at almost exactly the same rate. The minority participation rate of 12.27% is fractionally higher than the previous high posted last year. Minority participation in Primary Leadership, Council Members, and Committee Chairs, while down 6/10 of a percent remains higher than overall minority participation at a level of 13.56%. Business Law continues to benefit from minority participation on its nominating committee, as it has since the 2001-2002 reporting year.

Business Law even maintains broad diversity within its diversity – Native Americans, Hispanic, and Asian Pacific members are all better represented than in most Sections. This is due in large part to the comprehensive view of diversity that Section leadership takes, the integration of diversity along with a high valuation for it into the Section’s own culture, and the personal commitment we consistently observe from the Section Director and her staff.

Keep up the good work!

Business Law

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	8	9	1	0	0	0	1	8	9
Council Members	4	1	0	0	5	13	18	3	0	0	0	3	21	24
Committee Chairs	3	0	0	0	3	21	24	3	0	0	0	3	20	23
Additional Committee Leadership	3	0	0	0	3	62	65	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	0	0	1	0	1	8	9	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nominating Committee	1	0	0	0	1	2	3	2	0	0	0	2	6	8
Programming Faculty	12	0	5	0	17	238	255	6	0	4	0	10	71	81
Total	24	1	6	0	31	352	383	15	0	4	0	19	126	145
2002-2003							2003-2004							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	9	9	0	0	0	0	0	9	9
Council Members	3	0	3	0	6	18	24	4	0	0	0	4	20	24
Committee Chairs	2	1	0	0	3	21	24	1	0	0	0	1	15	16
Additional Committee Leadership	2	1	0	0	3	40	43	0	0	0	0	0	11	11
Other Leadership	0	0	0	0	0	1	1	1	0	0	0	1	11	12
Nominating Committee	1	0	0	0	1	8	9	1	0	0	0	1	7	8
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7	2	5	0	14	79	93
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	8	2	3	0	13	97	110	14	2	5	0	21	152	173
2004-2005							2005-2006							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	6	7	1	0	0	0	1	6	7
Council Members	1	0	1	0	2	22	24	3	0	2	0	5	19	24
Committee Chairs	1	0	0	0	1	22	23	2	0	0	0	2	24	26
Additional Committee Leadership	0	0	0	0	0	3	3	0	2	1	0	3	105	108
Other Leadership	0	0	0	0	0	2	2	1	0	0	0	1	8	9
Nominating Committee	1	0	0	0	1	7	8	1	0	0	0	1	7	8
Programming Faculty	4	1	5	0	10	88	98	6	4	6	0	16	71	87
Publication Authors	8	0	0	0	8	48	56	4	0	0	0	4	24	28
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	16	1	6	0	23	200	223	18	6	9	0	33	266	299
2006-2007							2007-2008							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	1	0	2	8	10	2	0	0	0	2	6	8
Council Members	2	0	2	0	4	19	23	6	0	1	0	7	29	36
Committee Chairs	5	0	3	0	8	45	53	7	1	2	0	10	60	70
Additional Committee Leadership	1	0	0	0	1	3	4	0	0	0	0	0	0	0
Other Leadership	1	0	1	0	2	18	20	0	0	0	0	0	0	0
Nominating Committee	1	0	0	0	1	7	8	3	0	0	0	3	6	9
Programming Faculty	7	4	11	0	22	174	196	11	8	12	0	31	196	223
Publication Authors	3	0	1	0	4	18	22	2	0	1	0	3	49	52
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	21	4	19	0	44	294	338	31	9	16	0	56	348	404

Criminal Justice

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	15	2	1	0	18	187	205	8.78%
2000-2001	24	1	6	0	31	352	383	8.09%
2001-2002	15	0	4	0	19	126	145	13.10%
2002-2003	8	2	3	0	13	97	110	11.82%
2003-2004	14	2	5	0	21	152	173	12.14%
2004-2005	16	1	6	0	23	200	223	10.31%
2005-2006	18	6	9	0	33	266	299	11.04%
2006-2007	21	4	19	0	44	294	338	13.02%
2007-2008	31	9	16	0	56	348	404	13.86%

The Criminal Justice Section continues to perform well by diversity standards. For the fourth consecutive year, minority leadership participation is at its highest level since reporting began. Top leadership participation improved as well and continues at a higher rate than leadership overall. The Section seems to be bucking a trend by increasing the total number of leadership opportunities, while many Sections are retrenching. While previously the Nominating Committee has included minority representation, this year one-third of the committee is African American. There is minority involvement in almost every leadership category.

We hope the exemplary performance will continue.

Dispute Resolution	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	1	0	1	5	6	1	0	0	0	1	7	8
Council Members	2	0	1	2	5	16	21	2	0	0	2	4	16	20
Committee Chairs	2	0	2	0	4	36	40	1	1	0	0	2	37	39
Additional Committee Leadership	2	1	4	0	7	90	97	8	1	4	0	13	121	134
Other Leadership	0	0	1	0	1	6	7	0	0	0	0	0	7	7
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0	1	0	2	6	8
Programming Faculty	0	0	9	0	9	351	360	16	1	3	0	20	344	364
Total	6	1	18	2	27	504	531	29	3	8	2	42	538	580
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	2	0	0	2	4	6	1	0	0	0	1	7	8	
Council Members	0	0	3	0	3	22	2	0	2	0	4	10	14	
Committee Chairs	3	0	0	0	3	37	3	1	1	0	5	52	57	
Additional Committee Leadership	5	0	3	0	8	45	7	4	6	0	17	52	69	
Other Leadership	0	0	0	0	0	2	2	0	0	0	2	14	16	
Nominating Committee	2	0	1	0	3	5	1	0	1	0	2	7	9	
Programming Faculty	1	0	0	3	4	38	23	3	32	0	58	317	375	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	2	0	4	50	54	
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	13	0	7	3	23	153	176	40	10	42	1	93	602	
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	1	0	0	1	6	7	2	0	0	0	2	5	7	
Council Members	2	1	1	0	4	12	2	1	0	0	3	13	16	
Committee Chairs	4	0	0	0	4	58	1	0	1	0	2	43	45	
Additional Committee Leadership	6	2	2	1	11	57	0	0	0	0	0	0	0	
Other Leadership	0	0	0	0	0	20	0	0	0	0	0	7	7	
Nominating Committee	1	0	1	0	2	7	2	0	1	0	3	12	15	
Programming Faculty	11	3	13	1	28	417	15	2	6	0	23	422	445	
Publication Authors	3	1	0	0	4	37	5	0	3	0	8	42	50	
House of Delegates	0	0	0	0	0	2	0	0	0	0	0	2	2	
Total	28	7	17	2	54	616	27	3	11	0	41	546	587	
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	1	0	0	1	8	9	1	0	0	0	1	6	7	
Council Members	3	2	0	0	5	20	2	3	1	0	6	19	25	
Committee Chairs	6	2	1	0	9	54	7	2	1	0	10	56	66	
Additional Committee Leadership	1	2	1	0	4	15	3	1	0	0	4	11	15	
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nominating Committee	0	1	0	0	1	7	2	0	0	0	2	6	8	
Programming Faculty	24	3	4	0	31	374	28	6	8	0	42	386	428	
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	2	2	
House of Delegates	0	0	0	0	0	2	0	0	0	0	0	2	2	
Total	35	10	6	0	51	480	43	12	10	0	65	488	553	

Dispute Resolution

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	18	3	11	0	32	484	521*	6.14%
2000-2001	6	1	18	2	27	504	531	5.08%
2001-2002	29	3	8	2	42	538	580	7.24%
2002-2003	13	0	7	3	23	153	176	13.07%
2003-2004	40	10	42	1	93	509	602	15.45%
2004-2005	28	7	17	2	54	616	670	8.06%
2005-2006	27	3	11	0	41	546	587	6.98%
2006-2007	35	10	6	0	51	480	531	9.60%
2007-2008	43	12	10	0	65	488	553	11.75%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

Dispute Resolution continues to show significant progress. Minority leadership participation is up in almost every category reported. Overall minority leadership participation is up over 2% from 9.6% to 11.75%. Top minority leadership participation is up almost 2% from 15.46% to 17.35%, and continues to be significantly higher than overall minority leadership participation. Overall figures have not yet matched the peak in 2003-2004, but top leadership participation is higher than it was then.

While this area of law has its recognized challenges in recruiting minority lawyers, we have been pleased to see the Section continuing to address this programmatically through its diversity committee (and that committee's Goal IX sub-committee), and especially the steadfast consistency of that programming. The annual Forum on Expanding Opportunities for Minorities and Women is one example. Dispute Resolution is implementing a straightforward and reasoned plan, in which there is clear follow through and accountability. The Section's leadership and Diversity Committee are to be commended.

Dispute Resolution

Environment, Energy and Resources 2000-2001 2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	10	11	1	0	0	0	1	10	11
Council Members	2	0	0	0	2	12	14	3	0	0	0	3	11	14
Committee Chairs	1	1	1	1	4	45	49	3	0	2	0	5	30	35
Additional Committee Leadership	8	5	6	2	21	313	334	0	0	0	0	0	123	137*
Other Leadership	0	0	0	0	0	5	5	3	0	0	0	3	11	14
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	9	2	6	2	19	330	349	14	6	10	10	40	316	356
Total	21	8	13	5	47	720	767	24	6	12	10	52	506	572*

*Includes individuals who were identified as "Unknown" and consequently, were not included in the numerical breakdown.

2002-2003 **2003-2004**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	8	8	1	0	0	0	1	10	11
Council Members	4	1	0	0	5	9	14	2	0	1	0	3	11	14
Committee Chairs	0	0	2	0	2	28	30	3	1	0	0	4	36	40
Additional Committee Leadership	2	6	1	2	11	150	161	1	5	2	2	10	163	173
Other Leadership	3	3	0	1	7	108	115	3	1	0	1	5	49	54
Nominating Committee	1	0	0	0	1	4	5	1	0	0	0	1	3	4
Programming Faculty	3	4	6	1	14	210	224	2	2	7	4	15	274	289
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	13	14	9	4	40	517	557	13	9	10	7	39	546	585

2004-2005 **2005-2006**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	0	0	0	2	7	9	3	0	0	0	3	6	9
Council Members	1	0	1	0	2	12	14	1	0	0	0	1	13	14
Committee Chairs	1	2	0	1	4	41	45	3	1	0	2	6	54	60
Additional Committee Leadership	2	7	3	4	16	203	219	3	6	4	1	14	241	255
Other Leadership	3	1	2	1	7	46	53	6	5	2	1	14	128	142
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	0	5	5
Programming Faculty	1	2	8	4	15	276	291	8	3	8	3	22	285	307
Publication Authors	1	2	1	1	5	124	129	0	6	1	6	13	125	138
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	11	14	15	11	51	711	762	24	21	15	13	73	859	932

2006-2007 **2007-2008**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	10	11	0	0	0	0	0	11	11
Council Members	0	0	0	0	0	14	14	0	0	0	0	0	14	14
Committee Chairs	2	2	0	1	5	63	68	2	1	0	1	4	71	75
Additional Committee Leadership	7	6	3	3	19	338	357	7	3	3	3	16	183	199
Other Leadership	3	3	3	1	10	79	89	6	7	2	4	19	554	573
Nominating Committee	1	0	0	0	1	4	5	1	0	0	0	1	3	4
Programming Faculty	4	0	2	4	10	268	278	3	6	8	0	17	412	429
Publication Authors	0	3	3	4	10	297	307	2	3	4.5	3	12.5	450.5	463
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	18	14	11	13	56	1075	1131	21	20	17.5	11	69.5	1700.5	1770

Environment, Energy and Resources¹

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	34	12	9	9	64	840	905*	7.07%
2000-2001	21	8	13	5	47	720	767	6.13%
2001-2002	24	6	12	10	52	506	572**	9.09%
2002-2003	13	14	9	4	40	517	557	7.18%
2003-2004	13	9	10	7	39	546	585	6.67%
2004-2005	11	14	15	11	51	711	762	6.69%
2005-2006	24	21	15	13	73	859	932	7.83%
2006-2007	18	14	11	13	56	1075	1131	4.95%
2007-2008	21	20	17.5	11	69.5	1700.5	1770	3.93%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

¹Called Natural Resources in 1999-2000.

While Environment, Energy and Resources has managed to increase total leadership participation for the fifth straight year, minority participation has declined for the second year in a row. The Section's minority participation in leadership declined to 4.95% last year from 2005-2006's 7.83%. The drop continued this year to 4.22%, the lowest since the Goal IX reporting began. The percentage decline is even greater in the categories of Primary Leadership, Council Members and Committee Chairs, going from 6 of 87 or 6.45% to 4 of 96 or 4%. Just two years ago, in 2005-2006, the minority participation in those categories was 10 of 83 or 12.05%.

The section continues to have minority participation on its nominating committee and has increased the numbers of minority Programming Faculty and Publication Authors. Perhaps some of the participants in those areas can be developed into other leadership positions and they can be called upon to help recruit additional minority participants.

Last year, we noted that while the Section's minority participation rates have fluctuated, they were also relatively stable, hovering close to 7%. We expressed our concern when that number dropped below 5% and our concern deepens with the drop below even 4.25%. We urge the Section's leadership to analyze the underlying causes for the continuing decline and to take steps to redress those causes before all the Section's previous positive work in this arena unravels.

Environment, Energy and Resources

Family Law	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	22	22	0	0	1	0	1	24	25
Committee Chairs	0	0	0	0	0	63	63	0	0	1	0	1	45	46
Additional Committee Leadership	0	0	0	0	0	23	23	0	1	0	0	1	29	30
Other Leadership	0	0	0	0	0	10	10	0	0	0	0	0	7	7
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	2	3	1	0	6	168	174	2	1	5	0	8	146	154
Total	2	3	1	0	6	298	304	2	2	7	0	11	262	273
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	8	8	0	0	0	0	0	4	4	
Council Members	0	0	1	0	17	18	0	0	2	0	2	13	15	
Committee Chairs	0	0	1	0	49	50	0	0	3	0	3	46	49	
Additional Committee Leadership	0	0	3	0	23	26	0	0	2	0	2	30	32	
Other Leadership	1	0	0	0	29	30	0	0	0	0	0	3	3	
Nominating Committee	0	0	0	0	5	5	0	0	1	0	1	4	5	
Programming Faculty	1	2	8	0	157	168	1	0	1	0	2	77	79	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	93	93	
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	2	2	13	0	17	288	305	1	0	9	0	10	270	280
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	6	6	0	0	1	0	1	5	6	
Council Members	0	0	3	0	16	19	0	0	2	0	2	13	15	
Committee Chairs	0	0	2	0	29	31	0	0	1	0	1	37	38	
Additional Committee Leadership	0	0	2	0	17	19	1	0	2	0	3	28	31	
Other Leadership	1	0	2	0	30	33	1	0	1	0	2	27	29	
Nominating Committee	0	0	0	0	5	5	0	0	0	0	0	5	5	
Programming Faculty	1	0	4	0	90	95	0	0	2	0	2	94	96	
Publication Authors	2	1	1	2	91	97	3	7	7	1	18	91	109	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	4	1	14	2	21	286	307	5	7	16	1	29	302	331
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	1	0	7	8	0	0	1	0	1	5	6	
Council Members	0	0	1	0	18	19	0	0	1	0	1	19	20	
Committee Chairs	0	0	2	0	45	47	0	0	0	0	0	35	35	
Additional Committee Leadership	1	0	0	0	24	25	0	0	0	0	0	0	0	
Other Leadership	0	0	0	0	0	0	2	0	6	3	11	63	74	
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	4	4	
Programming Faculty	1	0	3	1	94	99	2	1	3	1	7	135	141	
Publication Authors	1	5	2	0	8	8	1	3	1	0	5	102	107	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	3	5	9	1	18	188	206	5	4	12	4	25	365	390

Family Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	0	2	1	0	3	289	292	1.03%
2000-2001	2	3	1	0	6	298	304	1.97%
2001-2002	2	2	7	0	11	262	273	4.03%
2002-2003	2	2	13	0	17	288	305	5.57%
2003-2004	1	0	9	0	10	270	280	3.57%
2004-2005	4	1	14	2	21	286	307	6.84%
2005-2006	5	7	16	1	29	302	331	8.76%
2006-2007	3	5	9	1	18	188	206	8.74%
2007-2008	5	4	12	4	25	365	390	6.41%

Family Law lost two of its minority leadership participants at the Committee Chairs level. Minority leadership participants are up from 18 to 25, overall. Whether this year's percentage of 6.41% is up or down from last year, however, depends on a questionable number reported last year. If there were really no Caucasian Publication Authors last year (and the average for the other 4 of the last 5 years is 94) last year's minority leadership participation was 8.74% and this year shows a significant decline. If the correct number of Caucasian Publication Authors for last year matched the recent average, last year's participation percentage would have been 6% and this year is better. We noted last year that there seemed to be an overall reduction in the number of Publication Authors but the complete absence of Caucasian Publication Authors for two consecutive years is highly unusual and surprising to say the least.

Though up from last year, minority leadership participants are still below the level attained in 2005-2006. This is troubling given that Family Law is a practice area in which there is a significant pool of minority practitioners. Certainly one challenge may be the relevance of a national bar association to lawyers who practice in a predominantly state-law governed arena, but every substantive practice area represented by one of the ABA's Sections, Divisions or Forums has challenges of one kind or another. Indeed, the Commission has tried to support the Section's efforts to promote diversity by occasionally identifying minority lawyers who are interested in speaking on substantive programs that fall within Family Law's ambit and even tried to facilitate the Section's participatory co-sponsorship of Family Law-related CLE programs. It has been a disappointment that the Section has not taken advantage of those opportunities. We urge the leaders of the Family Law Section to give serious consideration to developing and implementing a workable diversity strategy and to take its diversity data collection responsibilities more seriously.

Family Law

General Practice, Solo and Small Firm Division	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	9	9	0	0	0	0	0	4	4
Council Members	1	0	1	0	2	23	25	1	0	2	0	3	20	23
Committee Chairs	5	0	1	0	6	53	59	1	0	1	0	2	35	37
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	6	0	0	6	58	64
Other Leadership	3	0	4	0	7	36	43	1	0	2	0	3	29	32
Nominating Committee	2	1	0	0	3	2	5	2	0	0	0	2	3	5
Programming Faculty	4	0	0	0	4	45	49	2	2	1	0	5	44	49
Total	15	1	6	0	22	168	190	7	8	6	0	21	193	214
	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	1	1	4	5
Council Members	1	0	1	0	2	22	24	2	0	2	1	5	20	25
Committee Chairs	2	1	1	0	4	56	60	2	0	2	3	7	48	55
Additional Committee Leadership	1	1	1	0	3	30	33	1	1	1	0	3	13	16
Other Leadership	0	0	0	0	0	1	1	0	0	1	0	1	9	10
Nominating Committee	1	0	0	0	1	4	5	1	0	1	0	2	3	5
Programming Faculty	0	0	0	0	0	26	26	1	1	1	0	3	48	51
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	5	2	3	0	10	146	156	7	2	8	5	22	145	167
	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	1	1	6	7
Council Members	1	1	1	1	4	19	23	3	1	1	0	5	15	20
Committee Chairs	2	1	2	1	6	71	77	3	2	4	1	10	59	69
Additional Committee Leadership	0	1	1	0	2	67	69	5	1	1	1	8	58	66
Other Leadership	0	0	0	0	0	11	11	3	1	0	0	4	21	25
Nominating Committee	1	0	1	0	2	3	5	0	0	2	0	2	3	5
Programming Faculty	5	0	0	0	5	33	38	7	3	3	1	14	34	48
Publication Authors	2	5	5	0	12	152	164	5	6	10	4	25	113	138
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	3	3
Total	11	8	10	2	31	365	396	26	14	21	8	69	312	381
	2006-2007							2007-2008						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	1	2	8	10	1	0	0	0	1	1	2
Council Members	4	2	1	0	7	16	23	3	2	0	0	5	13	18
Committee Chairs	6	0	1	1	8	63	71	0	1	6	0	7	59	66
Additional Committee Leadership	4	5	13	1	23	176	199	5	4	15	1	25	54	79
Other Leadership	0	1	1	0	2	2	4	0	0	0	0	0	3	3
Nominating Committee	1	0	1	0	2	3	5	0	0	1	0	1	4	5
Programming Faculty	3	0	1	0	4	34	38	1	0	3	0	4	36	40
Publication Authors	0	0	0	0	0	9	9	2	6	5	2	15	114	129
House of Delegates	0	0	0	0	0	3	3	0	0	0	1	1	2	3
Total	19	8	18	3	48	314	362	12	13	30	4	59	286	345

General Practice, Solo and Small Firm Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	9	3	0	0	14	179	193	7.25%
2000-2001	15	1	6	0	22	168	190	11.58%
2001-2002	7	8	6	0	21	193	214	9.81%
2002-2003	5	2	3	0	10	146	156	6.41%
2003-2004	7	2	8	5	22	145	167	13.17%
2004-2005	11	8	10	2	31	365	396	7.83%
2005-2006	26	14	21	8	69	312	381	18.11%
2006-2007	19	8	18	3	48	314	362	13.26%
2007-2008	12	13	30	4	59	286	345	17.10%

Minority involvement in leadership of the General Practice, Solo and Small Firm Division has rebounded somewhat from last year’s decline. The percentage of minorities in leadership is back up to 17.1%, not quite as good as the 18.11% peak reached in 2005-2006, but quite a bit better than the 13.26% reported last year. The number of minorities involved has climbed despite a reduction in the number of leadership opportunities for the fourth straight year. The Division’s diversity is balanced among all four minority groups counted, unlike many of the other ABA entities. There is minority involvement at every level of leadership except for “other” which totals only 3 people.

The Division seems to be doing well, diversity wise. Last year’s decline may well be a result of reporting inconsistencies, rather than actual experience. Almost one third of participants at the Additional Committee Leadership level this year are minorities. The large pool available for further leadership development is a good sign.

General Practice, Solo and Small Firm Division

Government and Public Sector Lawyers Division 2000-2001								2001-2002						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	1	0	0	0	1	6	7	2	0	0	0	2	5	7
Council Members	4	0	1	0	5	15	20	3	0	1	0	4	15	19
Committee Chairs	2	0	0	0	2	13	15	2	0	0	0	2	11	13
Additional Committee Leadership	2	0	0	0	2	21	23	1	1	0	0	2	7	9
Other Leadership	1	1	0	0	2	1	3	1	1	0	0	2	4	6
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	1
Programming Faculty	9	0	2	0	11	56	67	2	2	1	0	5	25	30
Total	19	1	3	0	23	112	135	11	4	2	0	17	68	85
2002-2003								2003-2004						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	2	0	0	0	2	5	7	2	0	0	0	2	5	7
Council Members	3	3	1	0	7	13	20	3	2	1	0	6	14	20
Committee Chairs	1	1	0	0	2	13	15	1	1	0	0	2	11	13
Additional Committee Leadership	2	0	0	0	2	6	8	2	0	0	0	2	6	8
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0	0	0	1	6	7
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0	0	0	1	2	3
Programming Faculty	7	1	5	2	15	33	48	1	0	0	0	1	28	29
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0	0	1	2	9	11
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	15	5	6	2	28	70	98	12	3	1	1	17	81	98
2004-2005								2005-2006						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	1	0	1	0	2	4	6	2	0	1	0	3	3	6
Council Members	3	2	0	0	5	15	20	2	2	0	0	4	16	20
Committee Chairs	1	1	0	0	2	8	10	1	1	0	0	2	10	12
Additional Committee Leadership	1	0	0	0	1	5	6	1	0	0	0	1	5	6
Other Leadership	0	0	0	0	0	2	2	1	0	0	0	1	6	7
Nominating Committee	0	0	0	0	0	3	3	1	0	0	0	1	2	3
Programming Faculty	1	0	6	0	7	30	37	2	0	3	0	5	13	18
Publication Authors	2	0	0	0	2	13	15	3	0	0	0	3	17	20
House of Delegates	1	0	0	0	1	0	1	0	0	0	0	0	1	1
Total	10	3	7	0	20	80	100	13	3	4	0	20	73	93
2006-2007								2007-2008						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	2	0	1	0	3	4	7	2	0	1	0	3	6	9
Council Members	2	2	0	0	4	16	20	0	3	0	0	3	18	21
Committee Chairs	1	1	0	0	2	10	12	0	1	0	0	1	10	11
Additional Committee Leadership	1	0	0	0	1	5	6	1	0	0	0	1	5	6
Other Leadership	1	1	0	0	2	1	3	0	0	0	0	0	0	0
Nominating Committee	0	0	1	0	1	2	3	0	0	0	0	0	3	3
Programming Faculty	2	1	1	0	4	9	13	2	0	4	0	6	19	25
Publication Authors	0	1	0	0	1	18	19	0	0	4	0	4	21	25
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	9	6	3	0	18	67	85	5	4	9	0	18	84	102

Government and Public Sector Lawyers Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	10	0	1	0	11	78	89	12.36%
2000-2001	19	1	3	0	23	112	135	17.04%
2001-2002	11	4	2	0	17	68	85	20.00%
2002-2003	15	5	6	2	28	70	98	28.57%
2003-2004	12	3	1	1	17	81	98	17.35%
2004-2005	10	3	7	0	20	80	100	20.00%
2005-2006	13	3	4	0	20	73	93	21.51%
2006-2007	9	6	3	0	18	67	85	21.18%
2007-2008	5	4	9	0	18	84	102	17.65%

Minority participation in leadership ranks of the Government and Public Sector Lawyers Division has dropped off a bit this year percentage-wise, due to an increase in Caucasian participants, not a reduction in Minority participants. With relatively few participants total in leadership of this Division, changes of a few individuals can make a big difference in percentages. Primary Leadership, Council Members and Committee Chairs are down by a combined 2 minority participants, from 9 to 7, resulting in a percentage reduction from 23% to 17%, but these figures remain relatively respectable compared to many other sections. The minority participation at these levels are at almost the same percentage as minority participation in leadership overall. The Nominating Committee is without minority participation for the first time in three years, but Primary Leadership remains one-third minority. We hope development and recruiting of minority leadership participants will continue to be productive. The doubling of minority participants in Programming Faculty and Publication Authors this year is a promising trend, particularly if some of these participants can become active in other leadership roles.

Government and Public Sector Lawyers Division

Health Law	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	7	8	1	0	0	0	1	7	8
Council Members	0	0	0	0	0	7	7	0	1	0	0	1	8	9
Committee Chairs	1	1	0	0	2	17	19	2	1	0	0	3	18	21
Additional Committee Leadership	0	1	0	0	1	12	13	6	3	1	0	10	52	62
Other Leadership	0	1	0	0	1	1	2	2	2	0	0	4	9	13
Nominating Committee	1	0	0	0	1	2	3	1	0	0	0	1	2	3
Programming Faculty	4	2	2	0	8	103	111	7	4	2	0	13	193	206
Total	7	5	2	0	14	149	163	19	11	3	0	33	289	322

*Includes individuals who were identified as "Other and, consequently, were not included in the numerical breakdown.

Health Law	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	7	8	1	0	0	0	1	7	8
Council Members	1	0	0	0	1	5	6	1	0	0	0	1	5	6
Committee Chairs	3	1	0	0	4	17	21	2	1	0	0	3	22	25
Additional Committee Leadership	8	2	0	0	10	40	50	12	5	3	0	20	58	78
Other Leadership	3	0	0	0	3	11	14	0	0	0	0	0	3	3
Nominating Committee	0	0	1	0	1	2	3	1	0	0	0	1	5	6
Programming Faculty	6	5	2	0	13	107	120	7	1	1	1	10	102	112
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	22	8	3	0	33	189	222	24	7	4	1	36	202	238

Health Law	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	5	5	0	0	0	0	0	6	6
Council Members	1	0	0	0	1	5	6	1	0	0	0	1	6	7
Committee Chairs	1	1	0	0	2	9	11	1	2	0	0	3	8	11
Additional Committee Leadership	6	4	1	0	11	31	42	7	0	1	0	8	29	37
Other Leadership	10	5	0	0	15	39	54	7	5	1	0	13	66	79
Nominating Committee	1	0	0	0	1	4	5	1	0	0	0	1	5	6
Programming Faculty	8	2	2	0	12	125	137	16	4	4	0	24	122	146
Publication Authors	2	0	0	0	2	26	28	2	3	1	0	6	49	55
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	29	12	3	0	44	246	290	35	14	7	0	56	293	349

Health Law	2006-2007							2007-2008						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	1	0	0	0	1	5	6
Council Members	2	0	0	0	2	4	6	1	1	0	0	2	5	7
Committee Chairs	3	2	0	0	5	22	27	3	0	0	0	3	10	13
Additional Committee Leadership	16	7	2	0	25	74	99	14	5	6	0	25	84	109
Other Leadership	2	0	0	0	2	12	14	0	0	0	0	0	11	11
Nominating Committee	1	0	0	0	1	4	5	2	1	0	0	3	4	7
Programming Faculty	11	0	1	0	12	119	131	15	2	1	0	18	101	119
Publication Authors	8	1	2	0	11	65	76	3	5	0	0	8	102	110
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	43	10	5	0	58	307	38 365	39	14	7	0	60	324	384

Health Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	3	3	0	0	6	160	169*	3.55%
2000-2001	7	5	2	0	14	149	163	8.59%
2001-2002	19	11	3	0	33	289	322	10.25%
2002-2003	22	8	3	0	33	189	222	14.86%
2003-2004	24	7	4	1	36	202	238	15.13%
2004-2005	29	12	3	0	44	246	290	15.17%
2005-2006	35	14	7	0	56	293	349	16.05%
2006-2007	43	10	5	0	58	307	365	15.89%
2007-2008	39	14	7	0	60	324	384	15.63%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

When it comes to diversity, the Health Law Section isn't glitzy but it's solid and stable and there is a lot to be said for that. Health Law has maintained a very respectable level of minority leadership participation while increasing minority representation in the top levels of leadership. Total numbers of minority participants as well as the number of leadership opportunities increased for the fifth straight year, in contrast to many Sections' declines. The nominating committee includes several minority members. There is minority involvement at almost every level of leadership. If slow but steady wins the race, the Health Law Section is a definite contender! Keep up the good work!

Individual Rights and Responsibilities								2000-2001							2001-2002						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total							
Primary Leadership	2	0	0	0	2	4	6	1	0	0	0	1	4	5							
Council Members	3	0	1	0	4	16	20	1	1	1	1	4	12	16							
Committee Chairs	3	3	1	2	9	35	44	3	3	0	1	7	38	45							
Additional Committee Leadership	4	2	1	1	8	21	29	1	2	3	1	7	43	50							
Other Leadership	0	0	0	0	0	5	5	0	0	0	0	0	3	3							
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a							
Programming Faculty	9	2	1	0	12	62	74	10	1	2	1	14	31	45							
Total	21	7	4	3	35	143	178	16	7	6	4	33	131	164							
2002-2003								2003-2004													
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total							
Primary Leadership	1	0	0	0	1	7	8	1	0	0	0	1	6	7							
Council Members	1	1	1	1	4	7	11	2	1	1	1	5	7	12							
Committee Chairs	3	2	0	1	6	32	38	0	2	1	2	5	26	31							
Additional Committee Leadership	1	1	1	0	3	44	47	9	4	4	2	19	46	65							
Other Leadership	0	0	0	0	0	5	5	0	0	0	0	0	6	6							
Nominating Committee	3	0	0	0	3	2	5	1	1	0	0	2	3	5							
Programming Faculty	2	2	0	0	4	6	10	8	4	0	0	12	54	66							
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	1	4	4	17	43	60							
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a							
Total	11	6	2	2	21	103	124	29	13	10	9	61	191	252							
2004-2005								2005-2006													
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total							
Primary Leadership	0	1	0	0	1	4	5	0	1	0	0	1	5	6							
Council Members	3	1	2	0	6	6	12	4	1	1	2	8	6	14							
Committee Chairs	1	2	1	3	7	28	35	2	3	1	1	7	28	35							
Additional Committee Leadership	11	3	2	0	16	51	67	9	3	2	1	15	45	60							
Other Leadership	0	0	0	0	0	8	8	0	0	0	0	0	3	3							
Nominating Committee	3	0	1	0	4	2	6	1	0	2	0	3	2	5							
Programming Faculty	3	5	1	0	9	17	26	9	4	0	2	15	32	47							
Publication Authors	5	1	1	0	7	38	45	7	1	1	0	9	43	52							
House of Delegates	1	0	0	0	1	0	1	1	0	1	0	2	0	2							
Total	27	13	8	3	51	154	205	33	13	8	6	60	164	224							
2006-2007								2007-2008													
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total							
Primary Leadership	2	1	1	0	4	5	9	2	0	1	0	3	5	8							
Council Members	3	2	1	1	7	14	21	2	2	1	2	7	12	19							
Committee Chairs	11	4	0	2	17	63	80	2	2	0	1	5	28	33							
Additional Committee Leadership	6	2	1	0	9	15	24	5	3	1	1	10	30	40							
Other Leadership	7	0	1	0	8	27	35	3	1	1	1	6	25	31							
Nominating Committee	1	0	1	0	2	4	6	1	0	1	0	2	3	5							
Programming Faculty	12	0	3	3	18	32	50	1	0	1	1	3	0	3							
Publication Authors	3	1	0	6	10	22	32	3	1	0	0	4	15	19							
House of Delegates	1	0	1	0	2	0	2	1	0	1	0	2	0	2							
Total	46	10	9	12	77	182	259	20	9	7	6	42	118	160							

Individual Rights and Responsibilities

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	20	5	7	3	35	94	129	27.13%
2000-2001	21	7	4	3	35	143	178	19.66%
2001-2002	16	7	6	4	33	131	164	20.12%
2002-2003	11	6	2	2	21	103	124	16.94%
2003-2004	29	13	10	9	61	191	252	24.21%
2004-2005	27	13	8	3	51	154	205	24.88%
2005-2006	33	13	8	6	60	164	224	26.79%
2006-2007	46	10	9	12	77	182	259	29.73%
2007-2008	20	9	7	6	42	118	160	26.25%

The Section apparently takes its commitment to diversity seriously. Its minority leadership percentage fell a bit while the Section was losing over one third of its leadership opportunities, but its lower number was still higher than any other substantive law Section. (The Young Lawyers Division did have the highest rate among entities overall.) It continues to have minority involvement at every level of leadership, including a few levels that have no Caucasians. In five out of nine leadership categories reported, it includes participants from three or four of the minority groups reported on.

If every ABA entity matched Individual Rights and Responsibilities, we could stop doing this Report every year.

Individual Rights and Responsibilities

Intellectual Property Law	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	0	0	8	8
Council Members	0	1	0	0	1	15	16	0	1	1	0	2	14	16
Committee Chairs	3	0	0	0	3	95	98	2	0	0	0	2	87	89
Additional Committee Leadership	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Other Leadership	1	0	0	0	1	12	13	0	0	0	0	0	4	4
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Programming Faculty	6	1	0	0	7	191	198	4	1	0	0	5	85	90
Total	10	2	0	0	12	325	337	6	2	1	0	9	203	212
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	1	0	0	1	2	3	0	0	0	0	7	7	
Council Members	0	0	1	0	1	15	16	0	0	1	0	15	16	
Committee Chairs	2	4	0	0	6	83	89	2	5	0	0	81	88	
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	5	0	0	128	136	
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	3	3	
Programming Faculty	7	4	3	0	14	80	94	6	6	0	0	209	221	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	1	0	0	3	4	
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	9	9	4	0	22	183	205	11	17	1	0	446	475	
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	10	10	0	0	0	0	0	9	9	
Council Members	0	0	0	0	16	16	0	1	0	0	1	15	16	
Committee Chairs	3	8	2	0	13	116	129	0	1	0	1	20	22	
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	5	5	
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	2	2	
Nominating Committee	0	0	1	0	1	4	5	0	1	0	0	4	5	
Programming Faculty	8	8	2	0	18	192	210	2	20	1	0	237	260	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	5	2	0	23	33	
House of Delegates	0	0	0	0	2	2	2	0	0	0	0	2	2	
Total	11	16	5	0	32	340	372	5	28	3	1	317	354	
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	9	9	0	1	0	0	1	10	11	
Council Members	0	1	0	0	15	16	0	1	0	0	1	15	16	
Committee Chairs	0	0	0	0	106	106	11	10	2	0	23	112	135	
Additional Committee Leadership	0	0	0	0	8	8	0	0	0	0	0	0	0	
Other Leadership	1	1	0	0	2	53	55	4	3	0	0	52	59	
Nominating Committee	0	1	0	0	1	5	6	0	0	0	0	4	4	
Programming Faculty	10	16	1	0	27	147	174	8	9	1	0	169	187	
Publication Authors	0	0	0	0	0	0	0	1	0	1	0	14	16	
House of Delegates	0	0	0	0	2	2	2	0	0	0	0	2	2	
Total	11	19	1	0	31	345	376	24	24	4	0	378	430	

Intellectual Property Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	1	2	0	0	3	239	242	1.24%
2000-2001	10	2	0	0	12	325	337	3.56%
2001-2002	6	2	1	0	9	203	212	4.25%
2002-2003	9	9	4	0	22	183	205	10.73%
2003-2004	11	17	1	0	29	446	475	6.11%
2004-2005	11	16	5	0	32	340	372	8.60%
2005-2006	5	28	3	1	37	317	354	10.45%
2006-2007	11	19	1	0	31	345	376	8.24%
2007-2008	24	24	4	0	52	378	430	12.09%

The report this year shows real progress. Minority leadership participation is up by almost 50%, from 8.24% (corrected from the number published last year) to 12.09%. At the top leadership levels, the results are even more impressive, improving from a regrettable 0.76% to a very respectable 15.43% in one year. Publication Authors are down from last year, and there is no minority member of the Nominating Committee this year, but otherwise every category of leadership held steady or increased minority involvement measured both by numbers and by percentages.

International Law

2000-2001

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	7	8
Council Members	2	1	2	0	5	49	54
Committee Chairs	3	2	2	0	7	104	111
Additional Committee Leadership	0	3	5	0	8	123	131
Other Leadership	0	0	0	0	0	10	10
Nominating Committee	1	0	0	0	1	6	7
Programming Faculty	1	5	18	0	24	298	322
Total	8	11	27	0	46	597	643

2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	7	8
Council Members	3	0	2	0	5	39	44
Committee Chairs	3	1	5	0	9	115	124
Additional Committee Leadership	4	8	9	0	21	134	157*
Other Leadership	0	0	0	0	0	10	10
Nominating Committee	0	0	1	0	1	6	7
Programming Faculty	4	2	6	0	12	197	211*
Total	15	11	23	0	49	508	561*

**Includes individuals who were identified as "Unknown and, consequently, were not included in the numerical breakdown.

2002-2003

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	11	12
Council Members	1	0	1	0	2	30	32
Committee Chairs	3	5	3	0	11	107	118
Additional Committee Leadership	9	4	11	0	24	151	175
Other Leadership	0	0	0	0	0	10	10
Nominating Committee	0	0	1	0	1	6	7
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	14	9	16	0	39	315	354

2003-2004

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	3	0	0	0	3	47	50
Council Members	0	0	1	0	1	15	16
Committee Chairs	5	2	4	0	11	87	98
Additional Committee Leadership	7	8	5	0	20	50	70
Other Leadership	2	0	0	0	2	8	10
Nominating Committee	1	0	0	0	1	5	6
Programming Faculty	17	25	23	0	65	175	240
Publication Authors	0	0	0	0	0	5	5
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	35	35	33	0	103	392	495

2004-2005

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	14	15
Council Members	0	0	1	0	1	13	14
Committee Chairs	7	7	4	0	18	80	98
Additional Committee Leadership	18	5	9	0	32	110	142
Other Leadership	1	0	0	0	1	6	7
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	0	0	0	0	0	2	2
Total	27	12	14	0	53	225	278

2005-2006

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	13	14
Council Members	1	1	3	0	5	31	36
Committee Chairs	4	3	3	0	10	92	102
Additional Committee Leadership	3	6	18	0	27	186	213
Other Leadership	9	10	29	0	48	297	345
Nominating Committee	1	0	0	0	1	6	7
Programming Faculty	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	2	2
Total	19	20	53	0	92	627	719

2006-2007

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	0	0	0	2	13	15
Council Members	1	2	5	0	8	33	41
Committee Chairs	2	8	7	0	17	92	109
Additional Committee Leadership	6	18	27	0	51	140	191
Other Leadership	10	5	15	0	30	203	233
Nominating Committee	1	0	0	0	1	6	7
Programming Faculty	40	43	55	0	138	523	661
Publication Authors	1	4	4	0	9	25	34
House of Delegates	0	0	0	0	0	2	2
Total	63	80	113	0	256	1037	1293

2007-2008

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	3	0	0	0	3	15	18
Council Members	1	2	5	0	8	24	32
Committee Chairs	2	1	8	0	11	96	107
Additional Committee Leadership	8	17	13	0	38	311	349
Other Leadership	3	2	0	0	5	35	40
Nominating Committee	0	0	0	0	0	6	6
Programming Faculty	29	27	34	0	90	665	755
Publication Authors	1	4	4	0	9	0	9
House of Delegates	0	0	0	0	0	2	2
Total	47	53	64	0	164	1154	1318

International Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	8	5	20	0	33	544	584*	5.65%
2000-2001	8	11	27	0	46	597	643	7.15%
2001-2002	15	11	23	0	49	508	561**	8.73%
2002-2003	14	9	16	0	39	315	354	11.02%
2003-2004	35	35	33	0	103	392	495	20.81%
2004-2005	27	12	14	0	53	225	278	19.06%
2005-2006	19	20	53	0	92	627	719	12.80%
2006-2007	63	80	113	0	256	1037	1293	19.80%
2007-2008	47	53	64	0	164	1154	1318	12.44%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

The Section of International Law has increased its percentage of minority participation at the Primary Leadership and Council levels, but overall fallen to its lowest minority leadership participation level in the last five years. The Section has increased overall leadership opportunities by about 10% this year, counter to the general ABA trend, but not quite kept up in terms of minority recruitment. Statistically, most of the percentage decline comes from Additional Committee Leadership and Programming Faculty, which increased leadership opportunities by over 300, while losing 51 minority participants.

Last year, the Section added a Diversity Officer to its leadership and this year it has a new Diversity Plan. If the Section's Diversity Plan takes a comprehensive and realistic approach to the particular diversity challenges and vagaries that an international law practice entails, and if it addresses the nuances of diversity in an international arena, then combined, we would expect that these two initiatives have the potential to dramatically improve the Section's ability to engage minority members.

Development of diversity is more like a marathon than a sprint. Let's hope that awareness of these trends leads to efforts that will reverse them.

Judicial Division	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	4	1	0	0	5	27	32	4	1	1	0	6	20	26
Council Members	7	0	0	0	7	68	75	7	3	0	0	10	47	57
Committee Chairs	7	1	3	1	12	90	102	6	0	0	0	6	95	101
Additional Committee Leadership	6	0	5	0	11	47	58	4	0	2	0	6	30	36
Other Leadership	0	0	0	0	0	4	4	1	0	2	0	3	11	14
Nominating Committee	7	1	0	1	9	20	29	2	2	0	0	4	31	35
Programming Faculty	5	1	1	0	7	48	55	13	2	2	1	18	182	200
Total	36	4	9	2	51	304	355	37	8	7	1	53	416	469

Judicial Division	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	4	1	0	0	5	10	15	0	0	0	0	0	7	7
Council Members	0	0	0	0	0	6	6	4	0	0	0	4	2	6
Committee Chairs	1	0	0	0	1	17	18	2	0	0	0	2	15	17
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	6	2	1	0	9	54	63	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	7	7	0	1	0	0	1	6	7
Programming Faculty	16	3	1	0	20	171	191	8	2	0	0	10	28	38
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	5	2	0	0	7	65	72
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	27	6	2	0	35	265	300	19	5	0	0	24	124	148

Judicial Division	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	4	0	0	1	5	13	18
Council Members	4	0	0	0	4	2	6	3	1	0	0	4	49	53
Committee Chairs	2	0	0	0	2	15	17	10	3	2	4	19	77	96
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0	0	1	3	23	26
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	6	6
Nominating Committee	0	1	0	0	1	6	7	7	3	1	1	12	16	28
Programming Faculty	8	2	0	0	10	28	38	6	2	1	0	9	36	45
Publication Authors	5	2	0	0	7	65	72	9	2	0	0	11	25	36
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0	0	0	1	5	6
Total	19	5	0	0	24	124	148	42	11	4	7	64	250	314

Judicial Division	2006-2007						
	African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership							
Council Members							
Committee Chairs							
Additional Committee Leadership							
Other Leadership							
Nominating Committee							
Programming Faculty							
Publication Authors							
House of Delegates							
Total							

Beginning in 2007, in an effort to make a more accurate presentation of the Goal IX data for the Judicial Division, the date for each of the conferences that comprise the Judicial Division is being presented separately rather than in the aggregate. Working with the Judicial Division, the data for each conference is reported on the following pages.

Judicial Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	41	3	8	3	55	452	508*	10.83%
2000-2001	36	4	9	2	51	304	355	14.37%
2001-2002	37	8	7	1	53	416	469	11.30%
2002-2003	27	6	2	0	35	265	300	11.67%
2003-2004	19	5	0	0	24	124	148	16.22%
2004-2005	19	2	0	3	24	156	180	13.33%
2005-2006	42	11	4	7	64	250	314	20.38%
2006-2007	New reporting format by individual Judicial Division conferences implemented.							

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

Judicial Division Council	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	2	3	1	0	0	0	1	2	3
Executive Committee	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Council Members	1	0	0	0	1	12	13	1	0	0	0	1	11	12
Committees	7	1	0	1	9	19	28	5	1	0	1	7	14	21
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Nominating Committee	1	1	0	0	2	5	7	1	0	0	0	1	6	7
Programming Faculty	-	-	-	-	-	-	0	-	-	-	-	-	-	0
Publication Authors	-	-	-	-	-	-	0	-	-	-	-	-	-	0
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	10	2	0	1	13	39	52	8	1	0	1	10	35	45

Judicial Division

Appellate Judges Conference

2006-2007

2007-2008

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	1	0	1	3	4	1	0	0	0	1	3	4
Executive Committee	2	0	0	0	2	7	9	2	0	1	0	3	7	10
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	0	0	0	0	2	4	6	0	0	1	0	1	5	6
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	2	3	0	0	0	0	0	3	3
House of Delegates	1	0	0	0	1	0	1	1	0	0	0	1	0	1
Total	4	0	1	0	5	17	22	4	0	2	0	6	19	25

Appellate Judges Conference - Council of Appellate Lawyers

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	0	0	0	0	0	4	4
Executive Committee	0	0	0	0	0	15	15	0	1	0	0	1	13	14
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	0	1	0	0	1	0	1	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	0	0	1	19	20	0	1	0	0	1	17	18

Appellate Judges Conference - Council of Appellate Staff Attorneys

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	1	0	0	0	1	3	4
Executive Committee	2	0	0	0	2	5	7	1	0	0	0	1	4	5
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	0	0	0	2	9	11	2	0	0	0	2	7	9

Judicial Division
National Conference of Federal Trial Judges 2006-2007 2007-2008

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	0	0	0	0	0	4	4
Executive Committee	2	0	0	0	2	7	9	2	0	0	0	2	8	10
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	0	0	0	0	0	8	8	1	0	0	0	1	6	7
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	0	0	0	0	0	4	4	0	0	0	0	0	3	3
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	2	0	0	0	2	25	27	3	0	0	0	3	23	26

National Conference of State Trial Judges 2006-2007 2006-2007

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	3	4	1	0	0	0	1	3	4
Executive Committee	2	1	1	0	4	8	12	0	1	1	1	3	7	10
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	3	1	0	0	4	19	23	4	1	0	1	6	12	18
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	3	1	0	0	4	1	5	1	0	0	0	1	6	7
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	9	3	1	0	13	33	46	6	2	1	2	11	30	41

Judicial Division

National Conference of Specialized Court Judges 2006-2007

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	1	1	2	2	4	1	0	1	0	2	2	4
Executive Committee	3	1	1	0	5	8	13	2	0	1	0	3	10	13
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	1	0	3	1	5	13	18	4	1	1	0	6	10	16
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	3	4	1	1	1	0	3	4	7
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	5	1	5	2	13	28	41	8	2	4	0	14	28	42

National Conference of Administrative Law Judiciary 2006-2007

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	0	0	0	0	0	4	4
Executive Committee	1	0	0	0	1	8	9	2	0	0	0	2	7	9
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	3	0	0	0	3	38	41	7	0	1	3	11	43	54
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	6	7	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	5	0	0	0	5	58	63	9	0	1	3	13	61	74

Lawyers Conference

2006-2007

2007-2008

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	3	4	1	0	0	0	1	3	4
Executive Committee	1	1	0	0	2	8	10	2	1	1	0	4	7	11
Council Members	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committees	1	1	0	0	2	5	7	0	1	1	0	2	7	9
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	4	5	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Total	4	2	0	0	6	22	28	3	2	2	0	7	24	31

Judicial Division Conferences

		<u>African</u>	<u>Asian</u>		<u>Native</u>	<u>Total</u>			
		<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
2006-2007	Judicial Division Council	10	2	0	1	13	39	52	25.00%
2006-2007	Judicial Division Council	8	1	0	1	10	35	45	22.22%
2006-2007	Appellate Judges Conference	4	0	1	0	5	17	22	22.73%
2007-2008	Appellate Judges Conference	4	0	2	0	6	19	25	24.00%
2006-2007	Appellate Judges Conference - Council of Appellate Lawyers	0	1	0	0	1	19	20	5.00%
2007-2008	Appellate Judges Conference - Council of Appellate Lawyers	0	1	0	0	1	17	18	5.56%
2006-2007	Appellate Judges Conference - Council of Appellate Staff Attorneys	2	0	0	0	2	9	11	18.18%
	Appellate Judges Conference - Council of Appellate Staff Attorneys	2	0	0	0	2	7	9	22.22%
2006-2007	National Conference of Federal Trial Judges	2	0	0	0	2	25	27	7.41%
2007-2008	National Conference of Federal Trial Judges	3	0	0	0	3	23	26	11.54%
2006-2007	National Conference of State Trial Judges	9	3	1	0	13	33	46	28.26%
2007-2008	National Conference of State Trial Judges	6	2	1	2	11	30	41	26.83%
2006-2007	National Conference of Specialized Court Judges	5	1	5	2	13	28	41	31.71%
2007-2008	National Conference of Specialized Court Judges	8	2	4	0	14	28	42	33.33%
2006-2007	National Conference of Administrative Law Judiciary	5	0	0	0	5	58	63	7.94%
2007-2008	National Conference of Administrative Law Judiciary	9	0	1	3	13	61	74	17.57%
2006-2007	Lawyers Conference	4	2	0	0	6	22	28	21.43%
2007-2008	Lawyers Conference	3	2	2	0	7	24	31	22.58%

Since reporting on its Council and individual conferences only began last year, there is not a lengthy multi-year trend for the Judicial Division's individual parts that we can compare as we would other ABA entities. Most of the year to year comparisons show improvements, and the more plentiful gains were generally larger than the few declines. We also understand, at least anecdotally, that this reporting of the individual parts that comprise the Judicial Division does seem to be more effective in allowing and encouraging those leaders who desire to promote diversity to do so and to see their efforts made more readily identifiable, rather than muddying them by reporting the data in the earlier combined format.

We have been happy to see the Judicial Division as a whole, however, has been aggressively encouraging minorities to seek the bench. The Division's program on "Achieving a Diverse Judiciary" is a good start. We would encourage the Division, however, not to overlook ways in which it might encourage greater membership, participation and leadership within the ABA by those who are already minority members of the judiciary. Certainly there are positive role models to whom the Division can point: this year the Division has its first African American Chair in its 94-year history, the Honorable James A. Wynn, Jr. and the Honorable Bernice Bouie Donald (one of this Commission's former Chairs) is the first woman of color to serve as an officer of the ABA.

Judicial Division

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	9	9	2	0	0	0	2	8	10
Council Members	0	0	1	0	1	26	27	0	0	1	0	1	26	27
Committee Chairs	2	0	0	0	2	66	68	4	0	0	0	4	58	62
Additional Committee Leadership	2	1	1	1	5	189	194	6	0	1	0	7	138	145
Other Leadership	0	0	0	0	0	9	9	0	1	0	0	1	14	15
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	40	9	15	2	66	931	997	48	11	8	0	67	674	741
Total	44	10	17	3	74	1230	1304	60	12	10	0	82	918	1000
	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	0	0	0	2	6	8	0	0	0	0	0	9	9
Council Members	1	0	0	0	1	26	27	1	0	0	0	1	26	27
Committee Chairs	7	1	2	0	10	111	121	4	0	0	0	4	56	60
Additional Committee Leadership	6	0	1	0	7	138	145	13	4	2	0	19	128	147
Other Leadership	4	0	1	0	5	73	78	3	1	2	0	6	130	136
Nominating Committee	0	0	0	0	0	3	3	1	0	0	0	1	2	3
Programming Faculty	66	16	23	0	105	842	947	23	5	20	0	48	425	473
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0	1	0	3	13	16
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	86	17	27	0	130	1199	1329	47	10	25	0	82	789	871
	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	10	10	0	0	0	0	0	11	11
Council Members	1	0	0	0	1	26	27	1	0	0	0	1	26	27
Committee Chairs	4	1	1	0	6	108	114	2	0	1	0	3	80	83
Additional Committee Leadership	4	4	5.5	0	13.5	131.5	145	4	4	5	0	13	132	145
Other Leadership	7	0	0	0	7	104	111	0	0	0	0	0	18	18
Nominating Committee	0	0	0	0	0	13	13	0	0	0	0	0	9	9
Programming Faculty	45	8	15	0	68	420	488	44	16	32	0	92	556	648
Publication Authors	22	0	0	0	22	656	678	2	1	1	0	4	42	46
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	83	13	21.5	0	117.5	1470.5	1588	53	21	39	0	113	876	989
	2006-2007							2007-2008						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	13	13	0	0	0	0	0	12	12
Council Members	1	0	0	0	1	26	27	2	0	0	0	2	25	27
Committee Chairs	6	1	3	0	10	90	100	10	0	3	0	13	64	77
Additional Committee Leadership	6	1	5	0	12	91	103	29	10	14	0	53	287	340
Other Leadership	3	0	0	0	3	15	18	0	0	1	0	1	15	16
Nominating Committee	1	0	0	0	1	2	3	1	0	1	0	2	1	3
Programming Faculty	67	39	20	1	127	734	861	30	12	20	0	62	533	595
Publication Authors	6	7	12	0	25	591	616	19	25	28	0	72	1236	1308
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	90	48	49	1	179	1564	1743	91	47	67	0	205	2175	2380

Labor and Employment Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	28	4	10	1	43	825	868	4.95%
2000-2001	44	10	17	3	74	1230	1604	4.61%
2001-2002	60	12	10	0	82	918	1000	8.20%
2002-2003	86	17	27	0	130	1199	1329	9.78%
2003-2004	47	10	25	0	82	789	871	9.41%
2004-2005	83	13	21.5	0	117.5	1470.5	1588	7.40%
2005-2006	53	21	39	0	113	876	989	11.43%
2006-2007	90	48	49	1	179	1564	1743	10.27%
2007-2008	91	47	67	0	205	2175	2380	8.61%

While the Labor and Employment Law Section's Primary Leadership remains 100% Caucasian, minority participation in almost every other category increased. Two years ago we encouraged the Section to add a diverse member to its Nominating Committee and last year the Section did. We are pleased to see that the Section has now added another diverse member to that important committee so that it is now 2/3 minority. There appears to be a pool of minority participants that might be developed to assume higher leadership positions over time. Indeed, the Section reported its largest number of minority participants for the second consecutive year. Increasing minority Council Members and Committee Chairs while overall numbers declined in these categories further generated a 50% increase in minority top leadership participation. Overall minority leadership participation numbers are up, though down slightly as a percentage. The increase in total participation opportunities, an increase of 637 from last year, counters a trend among many sections. Given that this is an area of practice that has successfully attracted many minority practitioners, we encourage Labor and Employment Law to find further ways to draw these lawyers into the Section and its leadership. The Section seems to be moving in the right direction but we believe it could and should be a leader in the ABA's diversity efforts.

Labor and Employment Law

Law Practice Management	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	0	0	0	0	0	4	4
Council Members	2	0	0	0	2	16	18	2	0	0	0	2	16	18
Committee Chairs	0	0	0	0	0	30	30	1	0	0	0	1	22	23
Additional Committee Leadership	0	0	0	0	0	14	14	0	0	0	0	0	3	3
Other Leadership	0	0	0	0	0	9	9	0	0	0	0	0	8	8
Nominating Committee	1	0	0	0	1	5	6	1	0	0	0	1	6	7
Programming Faculty	2	0	0	1	3	147	150	6	2	1	1	10	135	145
Total	5	0	0	1	6	225	231	10	2	1	1	14	194	208
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	4	4	0	0	0	0	0	6	6	
Council Members	2	0	0	0	13	15	0	0	0	0	0	18	18	
Committee Chairs	0	0	0	0	6	6	0	0	0	0	0	20	20	
Additional Committee Leadership	0	0	0	0	3	3	0	0	0	0	0	4	4	
Other Leadership	1	0	0	0	26	27	5	1	1	0	7	68	75	
Nominating Committee	0	0	0	0	7	7	1	0	0	0	1	6	7	
Programming Faculty	4	0	1	0	77	82	10	3	8	1	22	162	184	
		n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	15	15	
		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	7	0	1	0	8	136	144	16	4	9	1	30	299	329
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	1	0	0	1	3	4	1	0	0	0	1	3	4	
Council Members	1	1	0	0	17	19	1	1	0	0	2	14	16	
Committee Chairs	0	0	0	0	19	19	2	0	0	0	2	17	19	
Additional Committee Leadership	0	0	0	0	8	8	1	0	0	0	1	3	4	
Other Leadership	9	1	2	0	112	124	10	2	2	0	14	112	126	
Nominating Committee	1	0	1	0	5	7	0	0	1	0	1	6	7	
Programming Faculty	14	2	0	1	105	122	2	0	0	0	2	97	99	
Publication Authors	1	0	2	1	162	166	0	0	1	0	1	60	61	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	27	4	5	2	433	471	17	3	4	0	24	314	338	
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	1	0	0	1	7	8	1	0	0	0	1	4	5	
Council Members	1	1	1	0	17	20	1	1	1	0	3	10	13	
Committee Chairs	3	1	2	0	42	48	2	0	0	0	2	17	19	
Additional Committee Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other Leadership	0	0	0	0	0	0	0	0	1	0	1	1	2	
Nominating Committee	2	1	0	0	6	9	1	1	0	0	2	7	9	
Programming Faculty	8	2.5	1	0	126.5	138	8	6	4	0	18	65	83	
Publication Authors	0	1	0	0	56	57	0	0	0	0	0	13	13	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	15	6.5	4	0	256.5	282	13	8	6	0	27	119	146	

Law Practice Management

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	7	0	0	0	7	251	258	2.71%
2000-2001	5	0	0	1	6	225	231	2.60%
2001-2002	10	2	1	1	14	194	208	6.73%
2002-2003	7	0	1	0	8	136	144	5.56%
2003-2004	16	4	9	1	30	299	329	9.12%
2004-2005	27	4	5	2	38	433	471	8.07%
2005-2006	17	3	4	0	24	314	338	7.10%
2006-2007	15	6.5	4	0	25.5	256.5	282	9.04%
2007-2008	13	8	6	0	27	119	146	18.49%

Law Practice Management doubled overall minority leadership participation percentage and increased minority participation in top leadership from 13% to 16% as well. The statistical improvement comes from a modest increase in minorities participating combined with a substantial decrease in Caucasian leadership participation. This continues the trend of the last few years which may not be good in any other context.

This year, we note that Law Practice Management joins the ranks of ABA entities in which a lawyer of color has achieved the top leadership position in the Section. Vedia Jones-Richardson is the Section's first Chair of color and we congratulate her and the Section for that achievement. For a number of years, Ms. Jones-Richardson served as the Section's liaison to the Commission and we have taken pride in watching her work her way to the office of Chair. Although the Section's noticeably improved diversity participation statistics this year seems to come at the expense of decreasing the participation of Caucasian leadership, we have been gratified to see that this year already, the Section seems to be taking stock of its diversity efforts and availing itself of learning opportunities such as attendance at the Commission's fall workshop for Section, Division and Forum diversity committee members. We fully expect that one legacy of Ms. Jones-Richardson's service as Section Chair will be a more concerted and directed focus upon diversity within the Law Practice Management Section.

Law Practice Management

Law Student Division	2000-2001							2001-2002						
	African	Asian	Native	Total				African	Asian	Native	Total			
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	7	0	0	0	7	19	26	3	2	1	0	6	18	24
Council Members	7	0	1	1	9	21	30	5	2	1	1	9	22	31
Committee Chairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	3	1	1	0	5	3	8	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	17	1	2	1	21	43	64	8	4	2	1	15	40	55
	2002-2003							2003-2004						
	African	Asian	Native	Total				African	Asian	Native	Total			
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	6	7	0	0	1	0	1	6	7
Council Members	4	0	0	0	4	11	15	2	0	2	0	4	11	15
Committee Chairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	1	0	0	1	2	4	6	3	0	0	1	4	2	6
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	1	0	0	4	31	35
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	6	0	0	1	7	21	28	8	1	3	1	13	50	63
	2004-2005							2005-2006						
	African	Asian	Native	Total				African	Asian	Native	Total			
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	1	0	0	1	3	4	0	0	0	0	0	4	4
Council Members	2	0	0.5	1	3.5	11.5	15	1	3	1	0	5	10	15
Committee Chairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Other Leadership	2	1	1	1	5	2	7	2	1	1	1	5	1	6
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Publication Authors	0	2	1	0	3	37	40	7	5	2	0	14	54	68
House of Delegates	0	0	0	0	0	3	3	0	0	0	1	1	2	3
Total	4	4	2.5	2	12.5	56.5	69	10	9	4	2	25	71	96
	2006-2007							2007-2008						
	African	Asian	Native	Total				African	Asian	Native	Total			
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	1.5	0.5	0	2	6	8	0	0	2	0	2	6	8
Council Members	4.25	0	0.25	0	4.5	11.5	16	4	2	1	1	8	16	24
Committee Chairs	0	0	0	0	0	0	0	0	0	0	0	0	5	5
Additional Committee Leadership	0	0	0	0	0	0	0	2	0	0	0	2	6	8
Other Leadership	3	1	1	1	6	1	7	11	6.5	1	0	18.5	45.5	64
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Programming Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Publication Authors	3	5	4	0	12	52	64	4	2	1	0	7	43	50
House of Delegates	0	0	0.5	0	0.5	2.5	3	0	0	0	0	0	3	3
Total	10.25	7.5	6.25	1	25	73	98	21	10.5	5	1	37.5	124.5	162

Law Student Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2000-2001	17	1	2	1	21	43	64	32.81%
2001-2002	8	4	2	1	15	40	55	27.27%
2002-2003	6	0	0	1	7	21	28	25.00%
2003-2004	8	1	3	1	13	50	63	20.63%
2004-2005	4	4	2.5	2	12.5	56.5	69	18.12%
2005-2006	10	9	4	2	25	71	96	26.04%
2006-2007	10.25	7.5	6.25	1	25	73	98	25.51%
2007-2008	21	10.5	5	1	37.5	124.5	162	23.15%

Minority Leadership participation in the Law Student Division was down fractionally on a percentage basis this year, but up by 50% in absolute numbers. The greater number of minority students involved bodes well for the other Sections and Divisions of the ABA where they are likely to participate in the future. Their increase fell just short of being proportional with total leadership opportunities in the division. This is particularly noteworthy when one takes into account the challenges imposed upon the Division by virtue of the unique structure imposed upon it: the need to work within the academic year and the limited autonomy of its prospective leaders who must secure approval from their individual law school Deans. While there has been much made about concerns over decreasing numbers of minorities in law school, the Law Student Division is clearly not allowing that to hinder its diversity efforts. For that we salute them.

Law Student Division

2000-2001								2000-2001						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	0	1	0	0	1	4	5	1	1	0	0	2	3	5
Council Members	3	0	0	0	3	13	16	1	0	1	0	2	13	15
Committee Chairs	2	0	1	0	3	41	44	2	1	0	0	3	33	36
Additional Committee Leadership	0	0	0	0	0	4	4	0	1	0	0	1	8	9
Other Leadership	3	1	1	0	5	4	9	3	3	2	0	8	14	22
Nominating Committee	0	0	1	1	2	7	9	1	0	0	0	1	8	9
Programming Faculty	1	0	0	0	1	9	10	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	9	2	3	1	15	82	97	8	6	3	0	17	79	96
2002-2003								2003-2004						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	1	0	0	0	1	4	5	2	0	0	0	2	3	5
Council Members	1	0	1	0	2	14	16	0	0	1	0	1	14	15
Committee Chairs	3	2	0	0	5	32	37	2	2	0	0	4	25	29
Additional Committee Leadership	0	0	0	0	0	6	6	0	0	0	0	0	8	8
Other Leadership	3	1	4	0	8	10	18	0	0	1	0	1	1	2
Nominating Committee	1	1	0	0	2	8	10	1	1	0	0	2	8	10
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	1	1
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	9	4	5	0	18	74	92	5	3	2	0	10	60	70
2004-2005								2005-2006						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	2	0	0	0	2	3	5	0	0	0	0	0	5	5
Council Members	3	0	1	0	4	13	17	2	0	0	1	3	14	17
Committee Chairs	0	2	0	0	2	26	28	3	1	1	0	5	31	36
Additional Committee Leadership	0	0	0	0	0	8	8	1	0	1	0	2	10	12
Other Leadership	1	1	2	0	4	8	12	2	1	1	0	4	10	14
Nominating Committee	2	0	0	0	2	8	10	2	0	0	0	2	6	8
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Publication Authors	4	0	0	0	4	7	11	2	0	0	0	2	6	8
House of Delegates	0	0	1	0	1	1	2	0	0	1	0	1	1	2
Total	12	3	4	0	19	74	93	12	2	4	1	19	83	102
2006-2007								2007-2008						
	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total	African American	Asian Pacific	Hispanic	Native American	Total Minorities	Caucasian	Total
Primary Leadership	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Council Members	3	0	2	1	6	14	20	2	0	2	1	5	12	17
Committee Chairs	1	1	0	0	2	27	29	2	0	0	0	2	25	27
Additional Committee Leadership	2	0	0	0	2	10	12	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	2	0	0	0	2	8	10	1	0	1	0	2	7	9
Programming Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	0	0	0
House of Delegates	0	0	1	0	1	1	2	0	0	1	0	1	1	2
Total	8	1	3	1	13	65	78	5	0	4	1	10	50	60

Legal Education and Admissions to the Bar

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	4	3	3	0	10	56	66	15.15%
2000-2001	9	2	3	1	15	82	97	15.46%
2001-2002	8	6	3	0	17	79	96	17.71%
2002-2003	9	4	5	0	18	74	92	19.57%
2003-2004	5	3	2	0	10	60	70	14.29%
2004-2005	12	3	4	0	19	74	93	20.43%
2005-2006	12	2	4	1	19	83	102	18.63%
2006-2007	8	1	3	1	13	65	78	16.67%
2007-2008	5	0	4	1	10	50	60	16.66%

Minority leadership participation for the Section of Legal Education and Admissions to the Bar was virtually unchanged from last year on a percentage basis. Participation opportunities declined for the second year. The Section has no minority member in Primary Leadership, which leaves room for improvement, but does continue to have minority representation on the Nominating Committee.

Legal Education and Admissions to the Bar

Litigation	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	10	10	0	0	0	0	0	10	10
Council Members	2	0	0	0	2	25	27	3	1	0	0	4	21	25
Committee Chairs	10	4	0	0	14	130	144	7	5	2	0	14	124	138
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	5	1	1	0	7	55	62	3	0	0	0	3	36	39
Nominating Committee	1	0	0	0	1	4	5	0	0	0	0	0	5	5
Programming Faculty	26	7	5	0	38	473	511	46	7	13	2	68	408	476
Total	44	12	6	0	62	697	759	59	13	15	2	89	604	693
	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	1	0	0	2	8	10	2	1	0	0	3	7	10
Council Members	2	1	0	0	3	15	18	3	1	0	0	4	21	25
Committee Chairs	6	5	2	0	13	92	105	17	3	12	0	32	127	159
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership	15	1	4	0	20	124	144	13	2	3	0	18	133	151
Nominating Committee	0	0	0	0	0	5	5	1	0	0	0	1	4	5
Programming Faculty	39	6	2	0	47	408	455	61	21	10	0	92	338	430
Publication Authors								n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates								n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	63	14	8	0	85	652	737	97	28	25	0	150	630	780
	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	1	0	0	2	7	9	1	1	0	0	2	4	6
Council Members	3	0	1	0	4	19	23	5	0	1	0	6	20	26
Committee Chairs	14	4	7	0	25	128	153	12	4	4	0	20	108	128
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Other Leadership	22	4	4	2	32	146	178	33	9	9	0	51	195	246
Nominating Committee	1	1	1	0	3	1	4	2	0	0	1	3	2	5
Programming Faculty	72	10	11	0	93	365	458	60	16	4	0	80	369	449
Publication Authors	1	3	6	0	10	85	95	16	2	5	0	23	92	115
House of Delegates	1	0	0	0	1	3	4	1	0	0	0	1	3	4
Total	115	23	30	2	170	754	924	130	32	23	1	186	793	979
	2006-2007							2007-2008						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	1	0	0	3	8	11	2	1	0	0	3	10	13
Council Members	2	0	0	0	2	21	23	2	0	0	0	2	21	23
Committee Chairs	15	2	3	0	20	113	133	19	2	5	2	28	112	140
Additional Committee Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Leadership	27	7	8	1	43	128	171	28	10	9	1	48	151	199
Nominating Committee	1	0	0	0	1	4	5	0	1	0	0	1	4	5
Programming Faculty	38	22	9	0	69	340	409	56	18	12	3	89	339	428
Publication Authors	25	6	8	0	39	481	520	4	1	3	0	8	42	50
House of Delegates	1	0	0	0	1	3	4	1	0	0	0	1	3	4
Total	111	38	28	1	178	1098	1276	112	33	29	6	180	682	862

Litigation

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	75	21	14	1	111	542	653	17.00%
2000-2001	44	12	6	0	62	697	759	8.17%
2001-2002	59	13	15	2	89	604	693	12.84%
2002-2003	63	14	8	0	85	652	737	11.53%
2003-2004	97	28	25	0	150	630	780	19.23%
2004-2005	115	23	30	2	170	754	924	18.40%
2005-2006	130	32	23	1	186	793	979	19.00%
2006-2007	111	38	28	1	178	1098	1276	13.95%
2007-2008	112	33	29	6	180	682	862	20.88%

Minority Participation in leadership has rebounded from last year's low figure to the highest ever reported by the section, 20.88%. Top leadership is up from 15% to 18.75%. Litigation has steadily maintained a good level of minority leadership participation. Last year's drop can be attributed almost entirely to a publishing boom, with minority authors less well represented than they usually are in the section. The Section does a good job of maintaining minority involvement at all leadership levels and from every minority group.

Public Contract Law	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	6	6	0	0	0	0	0	8	8
Council Members	0	0	0	0	0	14	14	0	0	0	0	0	12	12
Committee Chairs	0	0	1	0	1	109	110	1	0	4	0	5	109	114
Additional Committee Leadership	3	0	5	0	8	208	216	1	0	8	0	9	216	225
Other Leadership	0	0	1	0	1	4	5	1	0	1	0	2	9	11
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	3	3
Programming Faculty	0	0	6	0	6	138	144	4	0	8	0	12	128	140
Total	3	0	13	0	16	479	495	7	0	21	0	28	485	513
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	20	20	0	0	0	0	0	6	6	
Council Members	0	0	0	0	12	12	0	0	0	0	0	14	14	
Committee Chairs	2	0	3	0	5	112	117	3	0	1	0	4	147	151
Additional Committee Leadership	3	0	4	0	7	257	264	3	0	5	0	8	221	229
Other Leadership	1	0	0	0	1	8	9	2	0	0	0	2	51	53
Nominating Committee	0	0	0	0	0	3	3	0	0	1	0	1	2	3
Programming Faculty	5	0	0	1	6	108	114	7	1	3	0	11	141	152
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	1	1	0	2	40	42
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	11	0	7	1	19	520	539	15	2	11	0	28	622	650
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	5	5	0	0	0	0	0	7	7	
Council Members	0	0	0	0	14	14	1	0	0	0	1	12	13	
Committee Chairs	4	1	1	0	6	153	159	1	0	0	0	1	143	144
Additional Committee Leadership	4	4	3	0	11	219	230	3	0	6	0	9	227	236
Other Leadership	2	0	0	0	2	46	48	2	0	1	0	3	81	84
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Programming Faculty	2	3	1	0	6	116	122	4	0	0	0	4	100	104
Publication Authors	1	2	0	0	3	58	61	0	2	0	0	2	57	59
House of Delegates	0	0	0	0	0	1	1	0	0	0	0	0	2	2
Total	13	10	5	0	28	615	643	11	2	7	0	20	632	652
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	9	9	0	0	0	0	0	7	7	
Council Members	1	0	0	0	12	13	1	0	1	0	2	11	13	
Committee Chairs	1	0	2	0	3	172	175	0	1	0	0	1	145	146
Additional Committee Leadership	6	1	2	0	9	244	253	0	0	0	0	0	0	0
Other Leadership	0	1	0	0	1	1	2	6	3	0	0	9	141	150
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Programming Faculty	2	0	1	0	3	121	124	6	2	3	0	11	121	132
Publication Authors	1	0	0	0	1	48	49	0	5	1	0	6	69	75
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	11	2	5	0	18	612	630	13	11	5	0	29	499	528

Public Contract Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	11	1	6	0	18	451	469	3.84%
2000-2001	3	0	13	0	16	479	495	3.23%
2001-2002	7	0	21	0	28	485	513	5.46%
2002-2003	11	0	7	1	19	520	539	3.53%
2003-2004	15	2	11	0	28	622	650	4.31%
2004-2005	13	10	5	0	28	615	643	4.35%
2005-2006	11	2	7	0	20	632	652	3.07%
2006-2007	11	2	5	0	18	612	630	2.86%
2007-2008	13	11	5	0	29	499	528	5.49%

Historically, Public Contract Law has never been at the forefront of the ABA's diversity efforts. Looking only at the Section's diversity statistics, one might think nothing had really changed. At top leadership levels, the reduction of 1 minority participant combined with 30 leadership opportunities combined for a very small reduction on a percentage basis. Public Contract Law did increase minority leadership participants by over 50% but at the same time, it reduced the overall number of such opportunities by 16%. This resulted in almost doubling the minority leadership participation percentage to 5.49%. While the reduction of opportunities for participation is not the first strategy we would suggest to any ABA entity, we recognize that only Public Contract Law knows whether this was wise or not. We have great hopes for the Section's newly adopted diversity plan and its scholarship program. By all accounts the Section leaders undertook very thoughtful and purposeful analysis and planning as they developed their plan and their scholarship program. If the Section applies the same level of commitment and constancy to implementing and maintaining its diversity plan, we have every expectation that in a few years, Public Contract Law's diversity numbers may well put it within the ABA's diversity vanguard.

Public Contract Law

Public Utility, Communications and Transportation Law 2000-2001 2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	0	0	6	6
Council Members	1	0	0	0	1	11	12	1	0	0	0	1	11	12
Committee Chairs	0	0	0	0	0	27	27	0	0	0	0	0	26	26
Additional Committee Leadership	0	0	1	0	1	129	130	2	0	0	0	2	190	192
Other Leadership	0	0	0	0	0	30	30	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nominating Committee	0	0	0	0	0	6	6	0	0	0	0	0	6	6
Programming Faculty	0	0	0	0	0	8	8	0	0	0	0	0	26	26
Total	1	0	1	0	2	218	220	3	0	0	0	3	265	268

2002-2003 2003-2004

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	19	19	0	0	0	0	0	7	7
Council Members	0	0	0	0	0	12	12	0	0	0	0	0	12	12
Committee Chairs	0	0	0	1	1	28	29	0	0	0	1	1	29	30
Additional Committee Leadership	2	0	0	1	3	139	142	3	0	0	2	5	125	130
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	0	2	0	0	2	16	18	0	0	0	0	0	22	22
								0	0	0	0	0	12	12
								-	-	-	-	-	-	-
Total	2	2	0	2	6	219	225	3	0	0	3	6	212	218

2004-2005 2005-2006

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	5	5	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	12	12	0	0	0	0	0	12	12
Committee Chairs	0	0	0	0	0	30	30	0	0	0	0	0	30	30
Additional Committee Leadership	5	0	0	1	6	193	199	6	0	0	1	7	182	189
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	0	0	0	0	0	23	23	0	0	0	0	0	22	22
Publication Authors	2	0	0	0	2	13	15	0	0	0	0	0	8	8
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	7	0	0	1	8	283	291	6	0	0	1	7	267	274

2006-2007 2007-2008

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	8	8	0	0	0	0	0	8	8
Council Members	0	0	0	0	0	12	12	1	0	0	0	1	11	12
Committee Chairs	0	0	0	0	0	30	30	0	0	0	0	0	29	29
Additional Committee Leadership	2	1	1	0	4	131	135	3	1	0	0	4	187	191
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	4	4
Programming Faculty	0	4	0	0	4	18	22	0	0	0	0	0	14	14
Publication Authors	0	0	0	0	0	8	8	0	0	0	0	0	11	11
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	2	5	1	0	8	214	222	4	1	0	0	5	266	271

Public Utility, Communications and Transportation Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	1	0	2	0	3	205	208	1.44%
2000-2001	1	0	1	0	2	218	220	0.91%
2001-2002	3	0	0	0	3	265	268	1.12%
2002-2003	2	2	0	2	6	219	225	2.67%
2003-2004	3	0	0	3	6	212	218	2.75%
2004-2005	7	0	0	1	8	283	291	2.75%
2005-2006	6	0	0	1	7	267	274	2.55%
2006-2007	2	5	1	0	8	214	222	3.60%
2007-2008	4	1	0	0	5	266	271	1.85%

The only positive change to report for Public Utility, Communications and Transportation Law is the addition of one minority member to the Council. The number of minorities reported as Additional Committee Leadership remained at 4 while Caucasians increased from 131 to 187. The Nominating Committee remained 100% Caucasian. Minorities in all ranks of leadership dropped from 8 to 5 while total leadership opportunities rose from 222 to 271. The minority leadership participation percentage of 1.85% is approximately half of last year's percentage and is lower than in any of the past five years.

Public Utility, Communications and Transportation Law

Real Property, Trust and Estate Law 2000-2001 2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	10	11	1	0	0	0	1	10	11
Council Members	1	0	0	0	1	25	26	1	1	1	0	3	38	41
Committee Chairs	0	3	1	1	5	61	66	1	3	1	0	5	123	128
Additional Committee Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	1	0	0	2	133	135
Other Leadership	0	0	0	0	0	3	3	1	1	0	0	2	57	59
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	5	0	8	0	13	239	252	3	5	3	0	11	200	213*
Total	6	4	9	1	20	343	212*	8	11	5	0	24	566	592*

*Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

2002-2003 **2003-2004**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	34	35	0	0	0	0	0	9	9
Council Members	0	0	0	0	0	2	2	0	0	0	0	0	24	24
Committee Chairs	1	1	1	0	3	92	95	1	1	3	0	5	129	134
Additional Committee Leadership	1	1	1	0	3	107	110	1	1	0	0	2	68	70
Other Leadership	2	1	1	0	4	29	33	0	0	0	0	0	5	5
Nominating Committee	0	1	0	0	1	4	5	0	1	0	0	1	4	5
Programming Faculty	4	2	4	0	10	163	173	3	4	2	0	9	160	169
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	4	4
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	8	7	7	0	22	431	592**	5	7	5	0	17	399	416

2004-2005 **2005-2006**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	8	8	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	24	24	0	0	0	0	0	24	24
Committee Chairs	1	1	3	0	5	112	117	1	1	0	0	2	90	92
Additional Committee Leadership	2	1	0	0	3	108	111	4	1	1	1	7	80	87
Other Leadership	3	0	1	0	4	88	92	8	4	3	0	15	164	179
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	3	6	0	0	9	110	119	7	8	2	0	17	216	233
Publication Authors	0	0	0	0	0	40	40	0	0	0	0	0	0	0
House of Delegates	0	0	0	0	0	3	3	0	1	0	0	1	2	3
Total	9	8	4	0	21	498	519	20	15	6	1	42	587	629

2006-2007 **2007-2008**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	11	12	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	24	24	1	1	2	0	4	33	37
Committee Chairs	1	2	2	0	5	103	108	2	1	1	0	4	119	123
Additional Committee Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Leadership	2	0	1	0	3	81	84	11	7	4	0	22	423	445
Nominating Committee	0	0	0	0	0	5	5	0	1	0	0	1	4	5
Programming Faculty	13	0	3	0	16	168	184	11	4	1	0	16	270	286
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	0	111	111
House of Delegates	0	1	0	0	1	2	3	0	1	0	0	1	2	3
Total	16	4	6	0	26	394	420	25	15	8	0	48	968	1016

Real Property, Trust and Estate Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	2	6	0	0	8	533	543*	1.47%
2000-2001	6	4	9	1	20	343	363	5.51%
2001-2002	8	11	5	0	24	566	592**	4.05%
2002-2003	8	7	7	0	22	431	453	4.86%
2003-2004	5	7	5	0	17	403	420	4.05%
2004-2005	9	8	4	0	21	498	519	4.05%
2005-2006	20	15	6	1	42	587	629	6.68%
2006-2007	16	4	6	0	26	394	420	6.19%
2007-2008	25	15	8	0	48	968	1016	4.72%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

Minority leadership participation in Real Property, Trust and Estate Law dropped from 6.19% to 4.72% on a percentage basis while increasing in numbers from 26 to a new high of 48. This increase is a result of expanding the total leadership opportunities from 420 to 1016, but we note that only 19 of the 555 new participants in other leadership, programming faculty, and publication author categories are minorities. Last year we raised our concern over the fact that the Section had not seen any diversity among its Council members since 2001-2002. This year, we are pleased to see that that changed as the Section added 4 minorities to its Council, although it also expanded that Council from 24 to 33. This helped increase the top leadership percentages from 4.17% to 4.82%. There is now one minority member serving on the nominating committee, which may help with future minority participation development. The Real Property, Trust and Estate Law Section seems to be bucking a trend by increasing substantially rather than decreasing total participation opportunities, which is to be commended. We hope some efforts will be made to involve additional minorities. The Section's size and stature are such that we would expect to see greater success and leadership in its diversity efforts.

Real Property, Trust and Estate Law

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	7	8	0	2	0	0	2	5	7
Council Members	0	1	0	0	1	11	12	1	1	1	0	3	11	14
Committee Chairs	2	1	0	0	3	25	28	2	2	2	0	6	35	41
Additional Committee Leadership	1	0	0	0	1	17	18	0	4	3	0	7	13	20
Other Leadership	0	2	0	0	2	21	23	0	1	0	0	1	8	9
Nominating Committee	0	0	0	0	0	5	5	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	1	1	0	0	2	8	10	1	3	0	0	4	45	50
Total	4	6	0	0	10	94	104	4	13	6	0	23	117	141
2002-2003							2003-2004							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	5	6	0	1	0	0	1	6	7
Council Members	1	1	0	0	2	11	13	1	1	0	0	2	13	15
Committee Chairs	2	4	0	0	6	37	43	1	3	1	0	5	38	43
Additional Committee Leadership	1	0	1	0	2	17	19	4	3	1	0	8	21	29
Other Leadership	0	0	0	0	0	3	3	2	2	1	0	5	26	31
Nominating Committee	0	0	0	0	0	4	4	0	0	0	0	0	5	5
Programming Faculty	0	0	1	0	1	52	53	4	5	0	0	9	35	44
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	4	6	2	0	12	129	141	12	15	3	0	30	144	174
2004-2005							2005-2006							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	1	0	0	1	5	6	0	0	0	0	0	7	7
Council Members	1	2	0	0	3	12	15	0	0	0	0	0	13	13
Committee Chairs	1	0	1	0	2	28	30	1	0	3	0	4	35	39
Additional Committee Leadership	2	2	0	0	4	16	20	0	0	2	1	3	21	24
Other Leadership	1	2	0	0	3	25	28	4	1	7	0	12	29	41
Nominating Committee	0	0	0	0	0	5	5	0	1	0	0	1	4	5
Programming Faculty	0	3	1	1	5	63	68	2	0	3	0	5	32	37
Publication Authors	0	1	11	1	13	17	30	0	4	4	0	8	42	50
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	5	11	13	2	31	173	204	7	6	19	1	33	185	218
2006-2007							2007-2008							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	9	9	0	1	0	0	1	5	6
Council Members	0	1	1	0	2	12	14	0	1	0	0	1	11	12
Committee Chairs	1	2	3	0	6	31	37	0	2	3	0	5	46	51
Additional Committee Leadership	0	2	1	0	3	22	25	0	0	1	0	1	16	17
Other Leadership	0	3	2	0	5	31	36	0	3	0	0	3	56	59
Nominating Committee	0	1	0	0	1	4	5	0	1	0	0	1	4	5
Programming Faculty	0	7	1	0	8	19	27	3	3	1	0	7	28	35
Publication Authors	0	8	2	0	10	49	59	0	3	1	0	4	20	24
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	1	24	10	0	35	179	214	3	14	6	0	23	188	211

Science & Technology Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	5	4	1	0	10	113	125*	8.00%
2000-2001	4	6	0	0	10	94	104	9.62%
2001-2002	4	13	6	0	23	117	141**	16.31%
2002-2003	4	6	2	0	12	129	141	8.51%
2003-2004	12	15	3	0	30	144	174	17.24%
2004-2005	5	11	13	2	31	173	204	15.20%
2005-2006	7	6	19	1	33	185	218	15.14%
2006-2007	1	24	10	0	35	179	214	16.36%
2007-2008	3	14	6	0	23	188	211	10.90%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

After peaking at 35 minority leadership participants last year, the Section of Science and Technology Law has only 23 this year, substantially lower than any of the last 4 years. On the positive side, it does have 1 minority in its Primary Leadership, totaling 6 and it continues to have minority representation on the Nominating Committee. Indeed, the Section now has minority involvement at every level of leadership except for its representatives to the ABA House of Delegates. We are troubled to note that the Section's Asian Pacific and Hispanic participation dropped by about 40% this year. We hope that the Section will devote some attention to the reasons for this year's substantial decline and identify and implement strategies designed to help it get back on track for next year.

Science and Technology Law

Senior Lawyers Division	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	8	8	0	0	0	0	0	9	9
Council Members	1	0	1	0	2	17	19	0	0	1	0	1	18	19
Committee Chairs	0	0	0	0	0	30	30	1	0	0	0	1	36	37
Additional Committee Leadership	5	0	0	0	5	103	108	2	1	2	0	5	170	175
Other Leadership	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Nominating Committee	1	0	0	0	1	6	7	0	0	0	0	0	6	7
Programming Faculty	2	1	1	0	4	11	15	0	0	0	0	0	4	4
Total	9	1	2	0	12	176	188	3	1	3	0	7	244	252
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	0	0	0	0	9	9	0	0	0	0	0	9	9	
Council Members	1	0	0	0	11	12	0	0	0	0	0	11	11	
Committee Chairs	0	0	0	0	31	31	1	0	0	0	1	20	21	
Additional Committee Leadership	3	1	0	0	4	74	78	0	0	0	0	23	23	
Other Leadership	0	0	0	0	4	4	1	0	0	0	1	14	15	
Nominating Committee	0	1	0	0	1	5	6	n/a	n/a	n/a	n/a	n/a	n/a	
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Total	4	2	0	0	6	134	140	2	0	0	0	2	77	79
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	0	0	0	0	6	6	0	0	0	0	0	7	7	
Council Members	0	0	0	0	15	15	0	0	0	0	0	12	12	
Committee Chairs	0	0	0	0	30	30	0	0	0	0	0	28	28	
Additional Committee Leadership	4	1	0	0	5	43	48	1	0	0	1	95	96	
Other Leadership	0	0	0	0	12	12	0	0	0	0	0	6	6	
Nominating Committee	0	0	0	0	5	5	0	0	0	0	0	5	5	
Programming Faculty	0	0	0	0	6	6	0	0	0	0	0	2	2	
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	4	1	0	0	5	119	124	1	0	0	0	1	157	158
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	0	0	0	0	10	10	0	0	0	0	0	10	10	
Council Members	1	0	0	0	14	15	0	0	0	0	0	16	16	
Committee Chairs	0	0	0	0	24	24	0	0	0	0	0	20	20	
Additional Committee Leadership	0	0	0	0	0	0	1	0	0	0	1	116	117	
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nominating Committee	0	0	0	0	5	5	0	0	0	0	0	4	4	
Programming Faculty	0	0	1	0	4	5	0	0	0	0	0	16	16	
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	5	5	
House of Delegates	0	0	0	0	2	2	0	0	0	0	0	2	2	
Total	1	0	1	0	2	59	61	1	0	0	0	1	189	190

Senior Lawyers Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	8	0	1	0	9	183	193*	4.66%
2000-2001	9	1	2	0	12	176	188	6.38%
2001-2002	3	1	3	0	7	244	252**	2.78%
2002-2003	4	2	0	0	6	134	140	4.29%
2003-2004	2	0	0	0	2	77	79	2.53%
2004-2005	4	1	0	0	5	119	124	4.03%
2005-2006	1	0	0	0	1	157	158	0.63%
2006-2007	1	0	1	0	2	59	61	3.28%
2007-2008	1	0	0	0	1	189	190	0.53%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

The Senior Lawyers Division tripled leadership opportunities last year from 61 to 190, while dropping from 2 minority leadership participants to 1 for a record low percentage of .53%. As noted last year, there are more minority lawyers becoming eligible for membership in the Senior Lawyers Division. If the Division is interested in increasing its diversity and its membership, a positive step might be recruitment of some of the newly qualifying (dare we say aging) minority lawyers who have been active in other Sections, Divisions, Forums, and (we hesitate to point out) even Commissions. Assembling a critical mass of minority lawyers with leadership experience elsewhere in the ABA might help with future diversity development.

Senior Lawyers Division

State and Local Government Law 2000-2001 2001-2002

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	1	0	0	0	1	11	12	2	0	0	0	2	9	11
Council Members	4	0	1	0	5	9	14	2	0	1	0	3	9	12
Committee Chairs	0	0	0	0	0	8	8	1	0	0	0	1	6	7
Additional Committee Leadership	0	0	0	0	0	17	17	0	0	0	0	0	19	19
Other Leadership	5	1	1	0	7	51	58	1	0	0	0	1	35	36
Nominating Committee	1	0	0	0	1	4	5	0	0	0	0	0	5	5
Programming Faculty	4	1	1	0	6	30	36	6	0	1	0	7	13	20
Total	15	2	3	0	20	130	150	12	0	2	0	14	96	110

2002-2003 **2003-2004**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	3	0	0	0	3	12	15	2	0	1	0	3	22	25
Council Members	2	0	1	0	3	9	12	2	0	1	0	3	9	12
Committee Chairs	1	0	0	0	1	6	7	1	0	0	0	1	6	7
Additional Committee Leadership	2	0	1	0	3	35	38	3	0	3	0	6	30	36
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	9	0	0	0	9	34	43
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	1	0	1	4	5
Programming Faculty	0	0	0	0	0	1	1	7	0	2	0	9	14	23
Programming Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	8	0	2	0	10	63	73	24	0	8	0	32	119	151

2004-2005 **2005-2006**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	1	0	0	0	1	10	11	2	0	1	0	3	8	11
Council Members	1	0	1	0	2	10	12	1	1	0	0	2	12	14
Committee Chairs	1	0	0	0	1	6	7	0	0	0	0	0	9	9
Additional Committee Leadership	2	0	1	0	3	41	44	0	2	1	0	3	45	48
Other Leadership	1	0	0	0	1	4	5	3	1	1	0	5	33	38
Nominating Committee	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Programming Faculty	8	0	4	1	13	32	45	1	0	0	0	1	15	16
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	5	5
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	14	0	6	1	21	110	131	7	4	3	0	14	134	148

2006-2007 **2007-2008**

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	1	0	1	0	2	10	12	1	0	0	0	1	10	11
Council Members	2	1	0	0	3	11	14	0	1	1	0	2	14	16
Committee Chairs	0	0	0	0	0	0	0	1	2	0	0	3	17	20
Additional Committee Leadership	0	0	0	0	0	0	0	0	0	1	0	1	7	8
Other Leadership	0	0	0	0	0	9	9	0	0	0	0	0	0	0
Nominating Committee	0	0	0	0	0	5	5	2	0	0	0	2	8	10
Programming Faculty	1	0	0	0	1	24	25	5	0	0	0	5	25	30
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	0	2	2
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	4	1	1	0	6	61	67	9	3	2	0	14	85	99

State and Local Government Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	19	0	5	0	24	202	226	10.62%
2000-2001	15	2	3	0	20	130	150	13.33%
2001-2002	12	0	2	0	14	96	110	12.73%
2002-2003	8	0	2	0	10	63	73	13.70%
2003-2004	24	0	8	0	32	119	151	21.19%
2004-2005	14	0	6	1	21	110	131	16.03%
2005-2006	7	4	3	0	14	134	148	9.46%
2006-2007	4	1	1	0	6	61	67	8.96%
2007-2008	9	3	2	0	14	85	99	14.14%

The State and Local Government Law Section increased minority leadership participation this year over the last two, but not quite back to the level reached in 2004-2005. The percentage at top leadership levels declined. There are some inconsistencies in the data reported for last year that might account for both variations. If there really were Committee Chairs last year, and their minority representation was about the same as the years before and after, the curves would probably be a lot more level. The Section appears to be standardizing its integration of diversity efforts into its activities and we hold high hopes that by doing so, this is a Section that will see those efforts translate into increased numbers of minority participants and Section leaders. We hope the progress to date is real, and that it continues in future years.

State and Local Government Law

Taxation	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	12	12	0	0	0	0	0	13	13
Council Members	0	0	0	0	0	15	15	1	0	0	0	1	11	12
Committee Chairs	4	0	0	0	4	62	66	3	0	0	0	3	51	54
Additional Committee Leadership	0	0	0	0	0	505	505	6	0	1	0	7	386	393
Other Leadership	0	0	0	0	0	7	7	2	0	0	0	2	7	9
Nominating Committee	2	0	0	0	2	30	32	1	0	0	0	1	33	34
Programming Faculty	0	0	0	0	0	445	445	65	1	0	0	66	1042	1108
Total	6	0	0	0	6	1076	1082	78	1	1	0	80	1543	1623
	2002-2003							2003-2004						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	1	0	0	0	1	11	12	1	0	0	0	1	9	10
Council Members	1	0	0	0	1	14	15	1	0	0	0	1	11	12
Committee Chairs	2	0	0	0	2	63	65	3	0	1	0	4	61	65
Additional Committee Leadership	9	0	0	0	9	499	508	6	3	1	1	11	529	540
Other Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	12	12
Nominating Committee	2	0	0	0	2	41	43	1	0	1	0	2	38	40
Programming Faculty	87	0	0	0	87	1555	1642	18	6	0	0	24	1303	1327
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	5	0	0	13	275	288
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	102	0	0	0	102	2183	2285	30	9	3	1	43	1963	2006
	2004-2005							2005-2006						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	10	10	0	0	1	0	1	9	10
Council Members	1	0	0	0	1	12	13	1	0	0	0	1	12	13
Committee Chairs	2	1	1	0	4	56	60	2	0	1	0	3	52	55
Additional Committee Leadership	5	4	4	2	15	537	552	3	6	4	2	15	717	732
Other Leadership	0	1	0	0	1	50	51	0	0	1	0	1	5	6
Nominating Committee	0	0	1	0	1	25	26	0	0	1	0	1	27	28
Programming Faculty	11	0	0	0	11	1319	1330	25	34	27	81	167	3379	3546
Publication Authors	7	4	0	0	11	293	304	3	3	0	0	6	222	228
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	26	10	6	2	44	2304	2348	34	43	35	83	195	4425	4620
	2006-2007							2007-2008						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	1	0	1	9	10	1	0	2	0	3	7	10
Council Members	1	0	0	0	1	14	15	1	0	2	0	3	22	25
Committee Chairs	2	0	2	0	4	54	58	1	2	0	0	3	54	57
Additional Committee Leadership	2	1	0	0	3	99	102	0	0	0	0	0	0	0
Other Leadership	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nominating Committee	1	0	1	0	2	27	29	2	0	1	0	3	26	29
Programming Faculty	4	4	2	0	10	1223	1233	20	10	15	12	57	1952	2009
Publication Authors	3	4	1	0	8	264	272	3	5	3	0	11	293	304
House of Delegates	0	0	0	0	0	2	2	0	0	0	0	0	2	2
Total	13	9	7	0	29	1692	1721	28	17	23	12	80	2356	2436

Taxation

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	15	0	0	0	15	2295	2310	0.65%
2000-2001	6	0	0	0	6	1076	1082	0.55%
2001-2002	78	1	1	0	80	1543	1623	4.93%
2002-2003	102	0	0	0	102	2183	2285	4.46%
2003-2004	38	14	3	1	56	2238	2294	2.44%
2004-2005	26	10	6	2	44	2304	2348	1.87%
2005-2006	34	43	35	83	195	4425	4620	4.22%
2006-2007	13	9	7	0	29	1692	1721	1.69%
2007-2008	28	17	23	12	80	2356	2436	3.28%

The Taxation Section has made impressive progress this year: minority leadership participants have more than doubled in numbers and nearly doubled as a percentage. At the Primary Leadership and Council levels, they have more than quadrupled in number and almost tripled as a percentage. An additional minority member has been added to the Nominating Committee, coming from a previously unrepresented ethnic group. The overall minority leadership percentages are not yet high, but they show good progress and, with the increased minority top leadership, we hope the positive trends will continue.

Tort Trial and Insurance Practice 2000-2001 2001-2002

	2000-2001							2001-2002						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	1	0	1	5	6	0	0	1	0	1	6	7
Council Members	1	0	0	0	1	18	19	1	0	0	0	1	23	24
Committee Chairs	3	0	1	0	4	71	75	2	2	1	0	5	76	81
Additional Committee Leadership	14	13	15	0	42	429	471	13	13	17	0	43	645	688
Other Leadership	32	6	9	0	47	367	414	15	12	10	0	37	479	516
Nominating Committee	1	0	0	0	1	18	19	1	0	1	0	2	23	25
Programming Faculty	8	11	52	0	71	456	527	11	5	11	0	27	529	557*
Total	59	30	78	0	167	1364	1531	43	32	41	0	116	1781	1898

*Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

2002-2003 **2003-2004**

	2002-2003							2003-2004						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	1	0	1	5	6	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	24	24	0	0	1	0	1	23	24
Committee Chairs	2	3	3	0	8	89	97	4	3	1	0	8	119	127
Additional Committee Leadership	8	21	11	0	40	640	680	15	20	15	3	53	663	716
Other Leadership	19	20	15	0	54	533	587	13	15	13	2	43	483	526
Nominating Committee	0	0	1	0	1	24	25	0	0	1	0	1	24	25
Programming Faculty	32	10	2	0	44	415	459	16	7	4	0	27	485	512
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	61	54	33	0	148	1730	1878	48	45	35	5	133	1803	1936

2004-2005 **2005-2006**

	2004-2005							2005-2006						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	7	7	0	0	0	0	0	6	6
Council Members	0	0	0	0	0	15	15	1	0	0	0	1	15	16
Committee Chairs	1	4	1	0	6	82	88	5	2	0	0	7	79	86
Additional Committee Leadership	24	26	29	4	83	706	789	17	26	22	2	67	686	753
Other Leadership	21	18	22	1	62	548	610	27	22	26	2	77	571	648
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Programming Faculty	18	3	4	1	26	509	535	16	15	11	0	42	622	664
Publication Authors	12	12	15	1	40	239	279	0	0	0	0	0	8	8
House of Delegates	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Total	76	63	71	7	217	2109	2326	66	65	59	4	194	1990	2184

2006-2007 **2007-2008**

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	0	0	0	0	0	6	6	0	0	0	0	0	6	6
Council Members	3	1	0	0	4	26	30	3	1	0	0	4	20	24
Committee Chairs	3	1	0	0	4	85	89	3	1	0	0	4	94	98
Additional Committee Leadership	0	0	0	0	0	0	0	4	2	3	0	9	51	60
Other Leadership	74	69	64	5	212	1352	1564	54	31	34	3	122	540	662
Nominating Committee	0	0	0	0	0	0	0	2	1	0	0	3	22	25
Programming Faculty	17	14	7	1	39	512	551	18	9	9	3	39	492	531
Publication Authors	***	***	***	***	***	***	***	9	3	2	0	14	216	230
House of Delegates	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Total	97	85	71	6	251	1984	2243	93	48	48	6	195	1444	1639

***This year, data about the race or ethnicity of the Section's Publication Authors was not available but the Section will be collecting and reporting this data in future years.

Tort Trial and Insurance Practice

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	37	24	26	0	87	1597	1688*	5.15%
2000-2001	59	30	78	0	167	1364	1531	10.91%
2001-2002	43	32	41	0	116	1781	1898**	6.11%
2002-2003	61	54	33	0	148	1730	1878	7.88%
2003-2004	48	45	35	5	133	1803	1936	6.87%
2004-2005	76	63	71	7	217	2109	2326	9.33%
2005-2006	66	65	59	4	194	1990	2184	8.88%
2006-2007	97	85	71	6	259	1984	2243	11.55%
2007-2008	93	48	48	6	195	1444	1639	11.90%

*Includes individuals who were identified as "Other" and, consequently, were not included in the numerical breakdown.

**Includes individuals who were identified as "Unknown" and, consequently, were not included in the numerical breakdown.

The Tort Trial and Insurance Practice Section is another example where numbers alone do not tell the complete story. Part of the problem here is that differences in data assembled and reported for this year and last make precise comparisons difficult. For example, excluding Publication Authors this year to match last year when they were not reported would give a minority participation percentage of 15.55% instead of 11.9%, for a huge increase over last year's 11.55% instead of the more modest increase we are reporting. Top leadership minority participation remains almost the same as last year. The 3 out of 25 minority members of the Nominating Committee is good, but there are no numbers from the last three years for comparison. In a year with a substantial reduction in overall leadership opportunities, African American and Native American leadership declined little or none, while Asian Pacific and Hispanic leadership declined in rough proportion to overall opportunities.

We nevertheless feel extremely optimistic about this Section's diversity efforts. Given that the Section has a large minority membership pool, and having had an opportunity to closely monitor the work of its Diversity Committee, we reasonably reach that conclusion. Coupled with the Section's new and extremely impressive Leadership Academy, our optimism treads dangerously close to outright enthusiasm. Still, numbers are a valid means of measurement and we look forward to seeing what this Section's numbers will look like as its Leadership Academy continues.

Tort Trial and Insurance Practice

Young Lawyers Division	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>
Primary Leadership	4	0	1	0	5	7	12	0	0	1	0	1	4	5
Council Members	3	1	3	0	7	28	35	10	3	6	0	19	49	68
Committee Chairs	7	3	1	0	11	51	62	1	0	0	0	1	30	31
Additional Committee Leadership	6	1	3	0	10	54	64	7	1	2	0	10	47	57
Other Leadership	3	0	0	0	3	3	6	7	1	0	0	8	14	22
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	8	5	1	1	15	49	64	11	5	3	0	19	74	93
Total	31	10	9	1	51	192	243	36	10	12	0	58	218	276
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	2	0	2	0	4	8	12	2	0	2	0	4	8	12
Council Members	0	0	0	0	0	6	6	2	3	3	0	8	41	49
Committee Chairs	1	0	2	0	3	31	34	1	0	2	0	3	33	36
Additional Committee Leadership	0	2	3	0	5	45	50	3	2	2	0	7	51	58
Other Leadership	2	0	0	0	2	14	16	26	14	4	0	44	153	197
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	8	5	4	2	19	47	66	4	2	3	0	9	28	37
Publication Authors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7	5	4	1	17	26	43
House of Delegates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	n/a	n/a
Total	13	7	11	2	33	151	184	45	26	20	1	92	340	432
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	2	1	0	0	3	6	9	2	1	0	0	3	6	9
Council Members	4	4	6	0	14	40	54	5	3	4	0	12	27	39
Committee Chairs	5	0	2	0	7	25	32	5	2	1	0	8	21	29
Additional Committee Leadership	3	4	1	0	8	17	25	7	1	1	0	9	28	37
Other Leadership	22	2	8	0	32	93	125	24	16	20	0	60	132	192
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Programming Faculty	22	2	5	0	29	40	69	16	5	7	0	28	56	84
Publication Authors	6	4	3	0	13	21	34	26	3	3	0	32	107	139
House of Delegates	0	0	1	0	1	4	5	1	0	0	0	1	3	4
Total	64	17	26	0	107	246	353	86	31	36	0	153	380	533
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Totals</u>	
Primary Leadership	0	1	0	0	1	11	12	2	0	0	0	2	3	5
Council Members	9	3	4	0	16	39	55	9	3	3	0	15	48	63
Committee Chairs	3	0	2	1	6	22	28	4	4	1	1	10	19	29
Additional Committee Leadership	5	3	8	1	17	46	63	15	5	3	2	25	28	53
Other Leadership	19	14	12	0	45	97	142	13	10	10	3	36	77	113
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Programming Faculty	15	4	6	1	26	45	71	17	5	4	0	26	67	93
Publication Authors	20	5	12	5	42	120	162	52	9	13	2	76	211	287
House of Delegates	0	1	0	0	1	3	4	0	1	0	0	1	3	4
Total	71	31	44	8	154	383	537	112	37	34	8	191	456	647

Young Lawyers Division

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	30	4	10	0	44	207	251	17.53%
2000-2001	31	10	9	1	51	192	243	20.99%
2001-2002	36	10	12	0	58	218	276	21.01%
2002-2003	13	7	11	2	33	151	184	17.93%
2003-2004	45	26	20	1	92	340	432	21.30%
2004-2005	64	17	26	0	107	246	353	30.31%
2005-2006	86	31	36	0	153	380	533	28.71%
2006-2007	71	31	44	8	154	383	537	28.68%
2007-2008	112	37	34	8	191	456	647	29.52%

We apologize if we sound redundant but once again, the Young Lawyer's Division earns high marks for the level of its minority involvement and participation. That the Division takes diversity seriously is readily apparent; its statistics are consistently among the highest in the ABA. It is a testament to the Division leadership and staff's commitment to recruiting and engaging a membership that begins to reflect our society. Each year, the Division continues to push the envelope of its diversity accomplishments. We see a steady increase in the total number of minority participants. The Young Lawyers Division's minority participation level this year, at 29.52%, is the highest of all of the ABA Sections, Divisions, and Forums. Kudos to the Young Lawyers Division for its continuing diversity leadership.

Young Lawyers Division

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	2	0	0	0	2	9	11	2	0	0	0	2	5	7
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0	0	0	2	10	12
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	4	4
Other Leadership Positions	1	0	0	0	1	3	4	1	0	0	0	1	1	2
Committee Chairs	2	0	1	0	3	23	26	1	0	0	0	1	21	22
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	3	0	3	0	6	192	198	5	0	1	0	6	90	96
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	8	0	4	0	12	227	239	11	0	1	0	12	131	143
2002-2003							2003-2004							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	10	11	3	0	0	0	3	9	12
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Nominating Committee	0	0	0	0	0	1	1	2	0	0	0	2	3	5
Other Leadership Positions	1	0	0	0	1	2	3	1	0	0	0	1	11	12
Committee Chairs	0	0	0	0	0	13	13	2	0	0	0	2	11	13
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Programming Faculty	13	1	0	0	14	110	124	11	0	0	0	11	97	108
Publication Authors	-	-	-	-	-	-	-	2	0	0	0	2	23	25
	15	1	0	0	16	136	152	21	0	0	0	21	154	175
2004-2005							2005-2006							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	3	0	0	0	3	15	18	3	0	0	0	3	9	12
Council Members / Governing Committees	3	0	0	0	3	6	9	2	0	0	0	2	7	9
Nominating Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Committee Chairs / Division Chairs	1	0	0	0	1	14	15	1	0	1	0	2	11	13
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programming Faculty	14	3	1	0	18	125	143	9	0	2	1	12	84	96
Publication Authors	1	0	0	0	1	21	22	4	0	2	0	6	17	23
	22	3	1	0	26	181	207	19	0	5	1	25	128	153
2006-2007							2007-2008							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	3	4	0	0	0	0	0	2	2
Council Members / Governing Committees	3	0	0	0	3	5	8	3	0	0	0	3	7	10
Nominating Committee	1	0	0	0	1	4	5	1	0	0	0	1	0	1
Other Leadership Positions	1	0	0	0	1	0	1	0	0	0	0	0	0	0
Committee Chairs / Division Chairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Additional Committee Leadership Positions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Programming Faculty	10	0	4	0	14	58	72	15	2	2	0	19	85	104
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	16	0	4	0	20	70	90	19	2	2	0	23	94	117

Affordable Housing and Community Development Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	13	1	2	0	16	147	163	9.82%
2000-2001	8	0	4	0	12	227	239	5.02%
2001-2002	11	0	1	0	12	131	143	8.39%
2002-2003	15	1	0	0	16	136	152	10.53%
2003-2004	21	0	0	0	21	154	175	12.00%
2004-2005	22	3	1	0	26	181	207	12.56%
2005-2006	19	0	5	1	25	128	153	16.34%
2006-2007	16	0	4	0	20	70	90	22.22%
2007-2008	19	2	2	0	23	94	117	19.66%

The Forum Committee on Affordable Housing and Community Development Law did not quite match last year’s minority leadership participation percentage, but they came close while increasing the number of minority leadership participants by 34%. The Forum reports that 25% of top leadership is minority, and 100% of the Nominating Committee. Overall leadership opportunities are up, and there is a pool of minority programming faculty that might be a source of future higher leadership.

We were pleased to see the Forum expand its diversity efforts during 2006-2007, presenting a program at the 2007 National Conference for the Minority Lawyer. We understand that as a result of that program, Affordable Housing was able to recruit some new minority members.

Last year, we suggested that the Forum might want to take note of the lack of Asian Pacific American and Native American participants. We are happy to see that the Forum has moved to include Asian Pacific Americans among its Programming Faculty and hope to see those lawyers, as well as the Hispanic lawyers who are represented only among Programming Faculty, move into leadership roles within the Forum.

Affordable Housing and Community Development Law

Air and Space Law

	2000-2001							2001-2002						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	1	0	1	10	11	1	0	1	0	2	8	10
Council Members	0	0	0	0	0	1	1	0	0	0	0	0	7	7
Nominating Committee	0	0	0	0	0	4	4	0	0	1	0	1	3	4
Other Leadership Positions	0	0	0	0	0	1	1	0	0	0	0	0	1	1
Committee Chairs	0	0	0	0	0	7	7	0	0	0	0	0	7	7
Additional Committee Leadership Positions	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	1	0	0	0	1	63	64	0	0	0	0	0	43	43
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1	0	1	0	2	86	88	1	0	2	0	3	69	72

	2002-2003							2003-2004						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	8	8	1	0	0	0	1	14	15
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Nominating Committee	0	0	0	0	0	13	13	1	0	0	0	1	6	7
Other Leadership Positions	0	0	0	0	0	7	7	0	0	0	0	0	2	2
Committee Chairs	2	0	0	0	2	7	9	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Additional Committee Leadership Positions	0	0	0	0	0	1	1	-	-	-	-	-	-	-
Programming Faculty	0	0	0	0	0	106	106	0	0	2	0	2	65	67
Publication Authors	-	-	-	-	-	-	-	3	0	0	0	3	24	27
	2	0	0	0	2	142	144	5	0	2	0	7	111	118

	2004-2005							2005-2006						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	5	5	0	0	0	0	0	6	6
Council Members / Governing Committees	1	0	0	0	1	11	12	0	0	0	0	0	13	13
Nominating Committee	-	-	-	-	-	-	0	-	-	-	-	-	-	-
Other Leadership Positions	-	-	-	-	-	-	0	-	-	-	-	-	-	-
Committee Chairs / Division Chairs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	0	0
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programming Faculty	1	2	1	0	4	92	96	1	1	1	0	3	117	120
Publication Authors	0	0	0	0	0	20	20	0	0	0	0	0	15	15
	2	2	1	0	5	128	133	1	1	1	0	3	151	154

	2006-2007							2007-2008						
	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	4	4	0	0	0	0	0	4	4
Council Members / Governing Committees	1	0	0	0	1	12	13	3	0	0	0	3	8	11
Nominating Committee	0	0	0	0	0	0	0	1	0	0	0	1	4	5
Other Leadership Positions	1	0	0	0	1	0	1	0	0	0	0	0	0	0
Committee Chairs / Division Chairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Additional Committee Leadership Positions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Programming Faculty	1	0	0	0	1	49	50	2	0	1	0	3	27	30
Publication Authors	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	3	65	68	6	0	1	0	7	43	50

Air and Space Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	1	0	8	0	9	98	107	8.41%
2000-2001	1	0	1	0	2	86	88	2.27%
2001-2002	1	0	2	0	3	69	72	4.17%
2002-2003	2	0	0	0	2	142	144	1.39%
2003-2004	5	0	2	0	7	111	118	5.93%
2004-2005	2	2	1	0	5	128	133	3.76%
2005-2006	1	1	1	0	3	151	154	1.95%
2006-2007	3	0	0	0	3	65	68	4.41%
2007-2008	6	0	1	0	7	43	50	14.00%

The Forum Committee on Air and Space Law reports that 3 of its 11 total governing members are minorities, giving it an impressive 20% minority participation at top leadership levels, up from 5.88% last year. Overall minority leadership participation also jumped, from 4.41% last year to 15.22% this year. This is especially impressive considering that just two years ago the Forum had its second lowest minority participation rate at 1.95%. Maybe the minority single-person nominating committee deserves some credit. The Forum has made great progress since 2005-2006.

Air and Space Law

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	13	13	0	1	0	0	1	4	5
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	1	0	0	1	14	15
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	3	3
Other Leadership Positions	0	0	0	0	0	5	5	0	0	0	0	0	2	2
Committee Chairs	0	0	0	0	0	12	12	0	0	0	0	0	12	12
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	1	1	0	0	2	61	63	0	0	0	0	0	119	119
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1	1	0	0	2	91	93	0	2	0	0	2	154	156
2002-2003							2003-2004							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	1	0	0	2	10	12	1	1	1	0	3	10	13
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Nominating Committee	0	0	0	0	0	1	1	0	0	0	0	0	3	3
Other Leadership Positions	0	0	0	0	0	6	6	1	0	0	0	1	6	7
Committee Chairs	0	0	0	0	0	13	13	0	0	0	0	0	12	12
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Programming Faculty	7	1	0	0	8	73	81	8	1	2	0	11	73	84
Publication Authors	-	-	-	-	-	-	-	3	0	0	0	3	16	19
	8	2	0	0	10	103	113	13	2	3	0	18	120	138
2004-2005							2005-2006							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	5	5	0	0	0	0	0	14	14
Council Members / Governing Committees	1	0	1	0	2	9	11	2	0	1	0	3	8	11
Nominating Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Committee Chairs / Division Chairs	0	0	0	0	0	12	12	2	2	0	0	4	8	12
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programming Faculty	2	2	0	0	4	77	81	9	1	2	0	12	77	89
Publication Authors	0	0	0	0	0	41	41	0	2	0	0	2	20	22
	3	2	1	0	6	144	150	13	5	3	0	21	127	148
2006-2007							2007-2008							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	3	3	0	0	0	0	0	3	3
Council Members / Governing Committees	2	0	1	0	3	8	11	1	0	0	0	1	5	6
Nominating Committee	0	0	0	0	0	3	3	0	0	0	0	0	4	4
Other Leadership Positions	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Committee Chairs / Division Chairs	2	2	0	0	4	17	21	1	2	1	0	4	12	16
Additional Committee Leadership Positions	0	0	1	0	1	3	4	0	0	0	0	0	0	0
Programming Faculty	5	1	2	0	8	79	87	3	2	3	0	8	91	99
Publication Authors	1	0	0	0	1	27	28	0	2	0	0	2	43	45
	10	3	4	0	17	140	157	10	6	4	0	20	158	178

Communications Law

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	0	0	1	0	1	106	107	0.93%
2000-2001	1	1	0	0	2	91	93	2.15%
2001-2002	0	2	0	0	2	154	156	1.28%
2002-2003	8	2	0	0	10	103	113	8.85%
2003-2004	13	2	3	0	18	120	138	13.04%
2004-2005	3	2	1	0	6	144	150	4.00%
2005-2006	13	5	3	0	21	127	148	14.19%
2006-2007	10	3	4	0	17	140	157	10.83%
2007-2008	10	6	4	0	20	158	178	11.24%

Top leadership numbers and percentages are down from 3 out of 14 or 21.43% last year to 1 out of 9 or 11.11% this year. Overall minority leadership participation rebounded somewhat from 17 of 157 or 10.83% last year to 20 of 178 or 11.24% this year. This was a positive step, but we note it is nowhere near the Forum's all-time high minority participation rate of 14.19%, just two years ago. Some of that might change more significantly were the Forum able to resume its ability to engage the participation of its diverse members through programming at the National Conference for the Minority Lawyer and other similar opportunities. We also note that the nominating committee remains 100% Caucasian. Adding minority participation to that key committee might aid the forum's other diversity efforts.

In previous years, we have praised the Forum for its "exciting and relevant" diversity programming. We continue to believe that this is a particular strength of the Forum and urge it to find ways to translate that into greater minority participation in its activities and leadership.

Construction Industry	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	3	3	0	0	0	0	0	2	2
Council Members	0	0	0	0	0	8	8	0	0	0	0	0	11	11
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership Positions	0	0	0	0	0	0	0	0	0	0	0	0	3	3
Committee Chairs	0	0	0	0	0	10	10	0	0	0	0	0	8	8
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	2	1	0	0	3	62	65	2	0	0	0	2	61	63
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2	1	0	0	3	83	86	2	0	0	0	2	85	87
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	25	25	0	0	0	0	0	12	12	
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-	
Nominating Committee	1	0	0	0	4	5	0	0	0	0	0	4	4	
Other Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	6	6	
Committee Chairs	0	0	0	0	12	12	0	1	0	0	1	11	12	
Additional Committee Leadership Positions	0	0	0	0	5	5	-	-	-	-	-	-	-	
Programming Faculty	5	2	0	0	57	64	3	0	0	0	3	79	82	
Publication Authors	-	-	-	-	-	-	2	0	0	0	2	53	55	
	6	2	0	0	103	111	5	1	0	0	6	165	171	
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	8	8	0	0	0	0	0	9	9	
Council Members / Governing Committees	0	0	0	0	10	10	0	1	0	0	1	10	11	
Nominating Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	
Committee Chairs / Division Chairs	1	1	0	0	10	12	1	0	0	0	1	11	12	
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	
Programming Faculty	5	2	0	0	81	88	1	1	0	0	2	87	89	
Publication Authors	0	0	0	0	6	6	0	0	0	0	0	7	7	
	6	3	0	0	115	124	2	2	0	0	4	124	128	
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	3	3	0	0	0	0	0	3	3	
Council Members / Governing Committees	0	1	0	0	11	12	1	1	0	0	2	10	12	
Nominating Committee	0	0	0	0	4	4	1	2	1	0	4	0	4	
Other Leadership Positions	0	0	0	0	12	12	0	0	0	0	0	0	0	
Committee Chairs / Division Chairs	0	0	0	0	12	12	0	0	0	0	0	0	0	
Additional Committee Leadership Positions	0	0	0	0	5	5	0	0	0	0	0	0	0	
Programming Faculty	0	0	0	0	68	68	4	2	8	14	28	92	120	
Publication Authors	0	1	0	0	5	6	0	0	0	0	0	0	0	
	0	2	0	0	120	122	6	5	9	14	34	105	139	

Construction Industry

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	2	0	0	0	2	117	119	1.68%
2000-2001	2	1	0	0	3	83	86	3.49%
2001-2002	2	0	0	0	2	85	87	2.30%
2002-2003	6	2	0	0	8	103	111	7.21%
2003-2004	5	1	0	0	6	165	171	3.51%
2004-2005	6	3	0	0	9	115	124	7.26%
2005-2006	2	2	0	0	4	124	128	3.13%
2006-2007	0	2	0	0	2	120	122	1.64%
2007-2008	6	5	9	14	34	105	139	24.46%

There appear to be some irresolvable inconsistencies in data reporting between this and prior years from the Forum Committee on Construction Industry. Future reports may indicate whether this year's apparently impressive performance is real or not.

Minority leadership participants rose from 2 to 34. The previous high reported was 9 in 2004-2005. The Forum's minority participation percentage rose from 1.64% to 24.46%. Given that the previous high was 7.26% in 2004-2005, if the data submitted this year is indeed accurate, that is an amazingly impressive performance. We do not intend to dampen any enthusiasm the Forum may have as a result of such an increase but we feel a need to be cautious before trumpeting this success, especially when four categories that last year included 1 minority among 35 total were reported this year as having zero participants.

We hope the Forum can continue to maintain minority leadership at the level it reported this year.

Construction Industry

	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	3	3	0	0	0	0	0	2	2
Council Members	1	0	0	0	1	4	5	1	0	0	0	1	3	4
Nominating Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	1	1
Committee Chairs	0	0	0	0	0	2	2	2	0	0	0	2	10	12
Additional Committee Leadership Positions	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	8	0	0	0	8	55	63	12	0	0	0	12	38	50
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	9	0	0	0	9	64	73	15	0	0	0	15	54	69
2002-2003							2003-2004							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	12	13	3	0	1	0	4	4	8
Council Members	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-
Nominating Committee	0	0	0	0	0	4	4	2	0	0	0	2	3	5
Other Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0	0	4	4
Committee Chairs	2	0	0	0	2	7	9	0	0	0	0	0	8	8
Additional Committee Leadership Positions	0	0	0	0	0	1	1	-	-	-	-	-	-	-
Programming Faculty	2	0	0	0	2	12	14	7	0	0	0	7	51	58
Publication Authors	-	-	-	-	-	-	-	2	0	0	0	2	24	26
	5	0	0	0	5	36	41	14	0	1	0	15	94	109
2004-2005							2005-2006							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	3	4	2	0	0	0	2	7	9
Council Members / Governing Committees	3	0	1	0	4	2	6	1	0	0	0	1	5	6
Nominating Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Committee Chairs / Division Chairs	0	0	0	0	0	8	8	0	1	0	0	1	8	9
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programming Faculty	3	1	0	0	4	77	81	7	1	2	0	10	65	75
Publication Authors	3	0	0	0	3	33	36	0	0	0	0	0	0	0
	10	1	1	0	12	123	135	10	2	2	0	14	85	99
2006-2007							2007-2008							
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	1	0	0	0	1	1	2	1	0	0	0	1	2	3
Council Members / Governing Committees	0	0	0	0	0	5	5	0	0	0	0	0	8	8
Nominating Committee	1	0	0	0	1	2	3	1	0	0	0	1	0	1
Other Leadership Positions	0	0	0	0	0	4	4	1	0	0	0	1	4	5
Committee Chairs / Division Chairs	1	0	0	0	1	8	9	2	0	1	0	3	7	10
Additional Committee Leadership Positions	1	0	0	0	1	0	1	0	0	0	0	0	0	0
Programming Faculty	9	1	1	0	11	82	93	11	0	1	0	12	84	96
Publication Authors	0	0	0	0	0	36	36	0	0	1	0	1	27	28
	13	1	1	0	15	138	153	16	0	3	0	19	134	153

Entertainment and Sports Industries

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	9	0	1	0	10	58	68	14.71%
2000-2001	9	0	0	0	9	64	73	12.33%
2001-2002	15	0	0	0	15	54	69	21.74%
2002-2003	5	0	0	0	5	36	41	12.20%
2003-2004	14	0	1	0	15	94	109	13.76%
2004-2005	10	1	1	0	12	123	135	8.89%
2005-2006	10	2	2	0	14	85	99	14.14%
2006-2007	13	1	1	0	15	138	153	9.80%
2007-2008	16	0	3	0	19	134	153	12.42%

The Forum Committee on Entertainment and Sport Industries rebounded somewhat as it raised its minority leadership participation percentage from 9.8% to 12.42% this year, with 4 additional minority participants, 1 of 3 people at the primary leadership level, and a nominating committee consisting of 1 African American. There are minority participants at every level reporting any participants except for the Governing Committee. This is also the Forum’s eighth consecutive year maintaining diversity among its Primary Leadership. We applaud that record but also express our hope that this does not reflect a single individual who has become “the diversity” among this group of leaders. Given the interest that lawyers have in this area of practice, we encourage the Forum to explore ways to make outreach to the many diverse lawyers who might already be practicing in this area but are not yet participating in the Forum as members or leaders.

Entertainment and Sports Industries

Franchising	2000-2001							2001-2002						
	African	Asian		Native	Total			African	Asian		Native	Total		
	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>
Primary Leadership	0	0	0	0	0	11	11	0	0	0	0	0	11	11
Council Members	0	0	0	0	0	5	5	0	0	0	0	0	5	5
Nominating Committee	1	0	0	0	1	5	6	0	0	0	0	0	5	5
Other Leadership Positions	0	0	0	0	0	3	3	0	0	0	0	0	5	5
Committee Chairs	0	0	0	0	0	2	2	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Additional Committee Leadership Positions	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Programming Faculty	0	1	0	0	1	76	77	0	0	2	0	2	69	71
Publication Authors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	1	1	0	0	2	102	104	0	0	2	0	2	95	97
2002-2003							2003-2004							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	10	10	0	0	0	0	0	11	11	
Council Members	1	0	0	0	11	12	-	-	-	-	-	-	-	
Nominating Committee	0	0	0	0	5	5	0	0	0	0	0	5	5	
Other Leadership Positions	0	0	0	0	3	3	0	0	0	0	0	3	3	
Committee Chairs	0	0	0	0	2	2	0	0	0	0	0	2	2	
Additional Committee Leadership Positions	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-	-	-	
Programming Faculty	0	0	1	0	63	64	0	0	1	0	1	64	65	
Publication Authors	-	-	-	-	-	-	0	0	0	0	0	56	56	
	1	0	1	0	94	96	0	0	1	0	1	141	142	
2004-2005							2005-2006							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	9	9	0	0	0	0	0	6	6	
Council Members / Governing Committees	0	0	0	0	9	9	0	0	0	0	0	8	8	
Nominating Committee	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	
Committee Chairs / Division Chairs	0	0	0	0	3	3	0	0	0	0	0	3	3	
Additional Committee Leadership Positions	-	-	-	-	-	-	-	-	-	-	-	-	-	
Programming Faculty	1	0	0	1	64	65	2	3	0	0	5	71	76	
Publication Authors	1	0	2	0	50	53	0	1	0	0	1	7	8	
	2	0	2	0	135	139	2	4	0	0	6	95	101	
2006-2007							2007-2008							
African	Asian		Native	Total			African	Asian		Native	Total			
<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>American</u>	<u>Pacific</u>	<u>Hispanic</u>	<u>American</u>	<u>Minorities</u>	<u>Caucasian</u>	<u>Total</u>	
Primary Leadership	0	0	0	0	2	2	0	0	0	0	0	1	1	
Council Members / Governing Committees	0	0	0	0	9	9	0	0	0	0	0	8	8	
Nominating Committee	0	0	0	0	0	0	0	0	0	0	0	5	5	
Other Leadership Positions	2	0	0	0	3	5	0	0	0	0	0	3	3	
Committee Chairs / Division Chairs	0	0	0	0	3	3	0	0	0	0	0	3	3	
Additional Committee Leadership Positions	0	0	0	0	0	0	0	0	0	0	0	0	0	
Programming Faculty	1	2	1	0	85	89	3	1	2	0	6	87	93	
Publication Authors	0	0	0	0	4	4	0	0	0	0	0	4	4	
	3	2	1	0	106	112	3	1	2	0	6	111	117	

Franchising

	<u>African American</u>	<u>Asian Pacific</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
1999-2000	1	0	1	0	2	135	137	1.46%
2000-2001	1	1	0	0	2	102	104	1.92%
2001-2002	0	0	2	0	2	95	97	2.06%
2002-2003	1	0	1	0	2	94	96	2.08%
2003-2004	0	0	1	0	1	141	142	0.70%
2004-2005	2	0	2	0	4	135	139	2.88%
2005-2006	2	4	0	0	6	95	101	5.94%
2006-2007	3	2	1	0	6	106	112	5.36%
2007-2008	3	1	2	0	6	111	117	5.13%

While minority participation in the Forum Committee on Franchising remained steady at 6 minority participants, all 6 were Programming Faculty rather than lawyers holding a position of leadership. Indeed, while the diversity among the Forum's Programming Faculty increased from 4 to 6 this year, the number of minority leaders actually declined. Coupled with the increase in the total number of participatory opportunities, this has translated into a decline in the Forum's minority participation rate.

Nevertheless, we are pleased to see that the Forum's leadership seems to have taken some of our recommendations from last year to heart. While its statistics do not yet reflect that, we have always tried to emphasize that numbers alone cannot tell the whole story about an entity's diversity success or failure. We are aware that the Forum has taken serious and determined steps to redress the decline in minority participation by implementing a simple but straightforward diversity outreach program. We elaborate more upon the Forum's efforts later in this report, but we are of the opinion that the Forum is attempting to address the issue head-on. We have every confidence that if the Forum follows through on the diversity efforts it launched during 2006-2007, we shall all begin to see significant improvements in its diversity totals next year and in subsequent years. We encourage the Forum's leadership to maintain and even increase the implementation of its diversity outreach strategies.

Budget

The Commission began collecting and reporting data on the amount of money the Sections, Divisions and Forums are utilizing in diversity efforts in 2004-2005. Sections, Divisions and Forums were asked to provide both the dollar amount spent in such efforts and the percentage of the entity's budget that the dollar amount represented. Specifically, entities were asked to report how much they spent during Fiscal Year 2006-2007 "on efforts to support, promote, or advance racial and ethnic diversity in the legal profession." They were allowed to include:

- Funding for specific programs, projects, publications or other activities that targeted minority law students or minority lawyers or that had a primary focus on issues of race and ethnicity within the profession;
- Funding for minority interns, fellows or ambassadors, or for other minority lawyers who otherwise would not have participated in a particular meeting or program;
- Funding for the entity's liaison to the Commission on Racial and Ethnic Diversity in the Profession;

- Funding for any liaisons or other representatives of the entity to attend or participate in programs or meetings sponsored by national or local minority bar associations;
- Contributions to any of the three entities within the ABA Diversity Center, including support of the Spirit of Excellence Awards or the ABA Legal Education Scholarship Fund;
- Contributions to any national or local minority bar association; and
- A *pro rata* amount for any ENTITY-FUNDED staff person (NOT General Revenue funded positions) – consisting of salary, payroll taxes and fringe benefits only – whose job description with the entity requires the staff person to devote at least 50% of his/her time to programming or other activities directly related to serving minority law students or minority lawyers.

By collecting and reporting this data, the Commission has not concluded, and does not mean to suggest or otherwise imply, that money spent (even as a

percentage of total expenditures) is an accurate measure of an entity's commitment to diversity or the principles that underlie Goal IX. Consequently, we do not seek to rank order the entities based upon the amount of their expenditures.

The Commission also does not subscribe to the notion that impact or effectiveness can be measured by reference to dollars. Money is not a prerequisite to success with diversity efforts. We have seen frequent instances where commitment manifested through leadership, imagination and sheer determination can result in just as much, if not more, success in diversity efforts.

At the same time, however, it is undeniable that some initiatives require some amount of financial support in order to be strategic about achieving success with diversity. And, the unavailability of sufficient financial support might underlie an inability to achieve desired levels of success. Such factors will obviously vary among particular entities, and from one specific initiative to another. We believe it is important, however, to try to assemble information about the financial resources available for and being deployed with respect to diversity efforts. That way, one can analyze more effectively whether the availability or

Monies Directed Toward Racial or Ethnic Diversity Efforts

allocation of dollars by an entity is actually a hurdle to success, and thus be better able to devise appropriate strategies to help overcome possible obstacles.

We hope that by collecting this information we can support even more informed decision making by Section, Division and Forum leaders concerning diversity. Such information might provide an additional spark to the ingenuity, creativity and collaboration they bring to their diversity efforts, attributes for which these ABA entities are known.

This year, four of the 28 Sections and Divisions, and two of the six Forums, reported that during Fiscal Year 2006-2007 they dedicated no financial resources to diversity efforts. Among those that did allocate funds for diversity efforts, those allocations ranged from \$500 to \$329,144 and totaled over \$1,274,614. None of these monies came from grants related to a specific program or project but rather came directly from the entities' own budgets. This means that, on average, Sections, Divisions and Forums each dedicated approximately \$37,489 to support racial and ethnic diversity efforts. While this reflects an increase over last year's average of \$26,318 per entity, we note that in large part it is a reflection of increased amounts being spent by a few entities rather than a general increase across the entities.

Sections / Divisions	2004-2005*	2005-2006*	2006-2007*	2007-2008*	% of 2007-2008
	Amount Spent	Amount Spent	Amount Spent	Amount Spent	Budget
Administrative Law	\$1,000	\$1,500	\$0	\$0	0.00%
Antitrust Law	\$21,054	\$30,596	\$19,500	\$27,800	3.50%
Business Law	\$103,076	\$315,596	\$263,177	\$329,144	4.00%
Criminal Justice	\$0	\$0	\$0	\$0	0.00%
Dispute Resolution	\$25,500	\$60,000	\$7,300	\$7,845	1.00%
Environment, Energy & Resources	\$21,400	\$52,300	\$67,800	\$61,471	4.00%
Family Law	\$500	\$500	\$4,000	\$0	0.00%
General Practice	\$16,900	\$25,931	\$17,800	\$15,000	1.00%
Government & Public Sector Lawyers	\$2,500	Approx. \$2,500	\$2,500	\$2,000	2.00%
Health Law	\$12,200	Unknown	\$0	\$4,000	<1.00%
Individual Rights & Responsibilities	\$5,000	\$33,300	\$35,000	\$20,000	6.00%
Intellectual Property	\$30,000	\$25,000	\$30,000	\$50,000	4.00%
International Law	\$0	\$17,500	\$100	\$0	0.00%
Judicial Division	\$13,000	\$19,100	\$21,900	\$103,161	0.09%
Labor & Employment	\$22,750	\$4,350	\$8,165	\$32,500	1.20%
Law Practice Management	\$0	\$2,500	\$6,000	\$10,000	<1.00%
Law Student Division	\$42,000	\$0	\$60,000	\$50,000	6.00%
Legal Education	\$3,500	\$2,000	\$2,000	\$5,000	1.00%
Litigation	\$935,000	\$152,100	\$191,795	\$154,550	2.50%
Public Contract Law	\$0	\$0	\$0	\$2,000	<1.00%
Public Utility	\$0	\$5,000	\$6,000	\$1,500	5.00%
Real Property	\$21,000	\$30,000	\$6,000	\$40,000	2.00%
Science & Technology	\$800	\$9,100	\$6,500	\$8,000	2.50%
Senior Lawyers Division	\$0	\$0	\$2,500	\$3,000	<1.00%
State & Local Government	\$0	\$2,500	\$2,000	\$1,800	Unknown
Taxation	\$11,125	\$14,507	\$16,000	\$78,700	2.00%
Tort Trial & Insurance Practice	\$41,655	\$34,134	\$84,037	\$186,143	4.00%
Young Lawyers Division	\$78,078	\$34,000	\$29,000	\$81,000	4.30%

Forums	2004-2005*	2005-2006*	2006-2007*	2007-2008*	% of 2007-2008
	Amount Spent	Amount Spent	Amount Spent	Amount Spent	Budget
Affordable Housing	Approx. \$4,500	\$0	\$0	\$0	0.00%
Air and Space Law	\$0	\$250	\$250	\$0	0.00%
Communications	Approx. \$6,000	\$4,000	\$0	\$1,000	0.30%
Construction Industry	\$0	~ \$10,000	\$5,000	\$100,000	Unknown
Entertainment and Sports	\$0	\$0	\$0	\$1,000	0.40%
Franchising	\$1,000	\$0	\$500	\$500	<0.01%

*Although the data in this column was reported in this fiscal year, it represents monies spent during the preceding fiscal year.

Section, Division and Forum Minority Participation in Leadership

Since 2005-2006, the data regarding minority participation and leadership in ABA Sections, Divisions and Forums has been reported entity by entity. This allows each entity to compare, assess and evaluate its own progress. It eliminates the discrepancies among entities that may be grounded in the breadth or specificity of their substantive practice areas, the nature of that practice area, the existence of competing organizations outside the ABA, and the practice setting of the pool of members from which each entity can expect to draw. Thus we are able to compare like with like.

The leaders of the various entities have emphasized over and over that they prefer this method of reporting. It is more equitable and allows for more meaningful analysis. At the same time, however, we find that it is also informative to understand how diversity in leadership numbers across the various entities can also provide us with a deeper appreciation of the ABA's successes and challenges.

Consequently, we also provide the following four charts.

The first two charts focus upon ABA Sections and Divisions while the latter two focus upon Forum Committees. The Forums have been given their own charts in order to reflect the differences in membership requirements, and therefore their differing pools of potential leadership, from Sections and Divisions.

The first and third charts examine minority participation in ABA Sections and Divisions and in ABA Forums at leadership levels only. In these charts we eliminate the data pertaining to diversity among Programming Faculty and Publication Authors. Some entities are far more active in these areas than others. Participation percentages can be skewed by high numbers of minority lawyers serving as speakers and authors without reflecting any progress in real diversity among the entities' leadership. These charts allows anyone interested to evaluate the diversity totals among the leaders at all levels within each

Section, Division and Forum and to assess how those totals compare with like entities.

The second and fourth charts examine the participation of racially and ethnically diverse lawyers as Programming Faculty and Publication Authors. The Commission began tracking the information on Programming Faculty in 1999-2000 and on Publication Authors in 2003-2004. Speaking on programs or writing articles are two of the most common ways in which ABA members can participate in Sections, Divisions and Forums. It is also one of the easiest ways in which to become familiar with an entity and to feel a part of it. Consequently, we think it important to not only report this information by entity but to also look at the ABA as a whole and assess how well minority lawyers are being engaged as participatory members with substantive expertise on topics beyond diversity.

2007-2008 Minority Participation (Sections/Divisions) - Does not include Programming Faculty or Publication Authors

	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
Young Lawyers Division	43	23	17	6	89	178	267	33.33%
Law Student Division	17	8.5	4	1	30.5	81.5	112	27.23%
Individual Rights	16	8	6	5	35	103	138	25.36%
General Practice, Solo and Small Firm Division	9	7	22	2	40	136	176	22.73%
Health Law	21	7	6	0	34	121	155	21.94%
Litigation	52	14	14	3	83	301	384	21.61%
Dispute Resolution	15	6	2	0	23	100	123	18.70%
Law Practice Management	5	2	2	0	9	41	50	18.00%
Criminal Justice	18	1	3	0	22	103	125	17.60%
Legal Education	5	0	4	1	10	50	60	16.67%
Tort Trial & Insurance Practice	66	36	37	3	142	736	878	16.17%
Government & Public Sector	3	4	1	0	8	44	52	15.38%
Labor and Employment Law	42	10	19	0	71	406	477	14.88%
Intellectual Property Law	15	15	2	0	32	195	227	14.10%
State & Local Government Law	4	3	2	0	9	58	67	13.43%
Taxation	5	2	5	0	12	111	123	9.76%
Family Law	2	0	8	3	13	128	141	9.22%
Business Law	41	21	12	4	79	783	861	9.18%
Science & Technology Law	0	8	4	0	12	140	152	7.89%
Administrative Law	5	2	2	0	9	117	126	7.14%
International Law	2	2	1	1	6	85	91	6.59%
Real Property, Trust and Estate Law	14	11	7	0	32	587	619	5.17%
Environment, Energy & Resources	16	11	5	8	40	838	878	4.56%
Antitrust Law	6	5	0	0	11	243	254	4.33%
Public Contract Law	7	4	1	0	12	309	321	3.74%
Public Utility, Communications and Transportation Law	4	1	0	0	5	241	246	2.03%
Senior Lawyers Division	1	0	0	0	1	168	169	0.59%
Total	434	211.5	186	37	868.5	6403.5	7272	11.94%

Judicial Division Conferences

	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
National Conference of Specialized Court Judges	8	2	4	0	14	28	42	33.33%
Appellate Judges Conference	22	3	1	2	28	91	103	27.18%
National Conference of State Trial Judges	6	2	1	2	11	30	41	26.83%
Appellate Judges Conference - Council of Appellate Lawyers	44	7	2	4	57	201	228	25.00%
Appellate Judges Conference - Council of Appellate Staff Attorneys	72	11	4	6	93	337	373	24.93%
Lawyers Conference	3	2	2	0	7	24	31	22.58%
Judicial Division Council	8	1	0	1	10	35	51	19.61%
National Conference of Administrative Law Judiciary	9	0	1	3	13	61	74	17.57%
National Conference of Federal Trial Judges	3	0	0	0	3	23	26	11.54%
Total	175	28	15	18	236	830	1066	22.14%

2007-2008 Minority Participation (Sections/Divisions) - Programming Faculty and Publication Authors Only*

	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
Individual Rights and Responsibilities	4	1	1	1	7	15	22	31.82%
Young Lawyers Division	69	14	17	2	102	278	380	26.84%
Law Practice Management	8	6	4	0	18	65	83	21.69%
International Law	29	27	34	0	90	665	755	21.15%
Litigation	60	19	15	3	97	381	478	20.29%
Labor and Employment Law	49	37	48	0	134	533	667	20.09%
Government & Public Sector Lawyers Division	2	0	8	0	10	40	50	20.00%
Science & Technology Law	3	6	2	0	11	48	59	18.64%
State & Local Government Law	5	0	0	0	5	27	32	15.63%
Administrative Law	10	10	10	0	30	170	200	15.00%
Business Law	80	56	19	10	165	961	1126	14.65%
Law Student Division	4	2	1	0	7	43	50	14.00%
Health Law	18	7	1	0	26	203	229	11.35%
General Practice, Solo and Small Firm Division	3	6	8	2	19	150	169	11.24%
Family Law	3	4	4	1	12	102	114	10.53%
Intellectual Property Law	9	9	2	0	20	183	203	9.85%
Dispute Resolution	28	6	8	0	42	388	430	9.77%
Public Contract Law	6	7	4	0	17	190	207	8.21%
Tort Trial & Insurance Practice	27	12	11	3	53	708	761	6.96%
Judicial Division (Council Only)	4	3	3	0	10	137	147	6.80%
Criminal Justice	2	0	1	0	3	49	52	5.77%
Antitrust Law	16	11	5	0	32	609	641	4.99%
Real Property, Trust and Estate Law	11	4	1	0	16	381	397	4.03%
Environment, Energy & Resources	5	9	12.5	3	29.5	862.5	892	3.31%
Taxation	23	15	18	12	68	2245	2313	2.94%
Public Utility, Communications and Transportation Law	0	0	0	0	0	25	25	0.00%
Senior Lawyers Division	0	0	0	0	0	21	21	0.00%
Total	478	271	237.5	37	1023.5	9479.5	10504	

*The Section of Legal Education and Admissions reported that they did not have any Programming Faculty or Publication Authors.

2007-2008 Minority Participation (Forums) Does not include Programming Faculty or Publication Authors

	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
Affordable Housing and Community Development Law	4	0	0	0	4	7	11	36.36%
Construction Industry	2	3	1	0	6	13	19	31.58%
Communications Law	7	2	1	0	10	24	34	29.41%
Air and Space Law	4	0	0	0	4	12	16	25.00%
Entertainment and Sports Industries	5	0	1	0	6	23	29	20.69%
Franchising	0	0	0	0	0	20	20	0.00%
Total	22	5	3	0	30	99	129	

2007-2008 Minority Participation (Forums) Programming Faculty and Publication Authors Only

	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
Construction Industry	4	1	8	14	28	92	120	23.33%
Affordable Housing and Community Development Law	15	2	2	0	19	85	104	18.27%
Entertainment and Sports Industries	11	0	2	0	13	111	124	10.48%
Communications Law	3	4	3	0	10	134	144	6.94%
Franchising	3	1	2	0	6	91	97	6.19%
Air and Space Law	0	0	0	0	0	0	0	0.00%
Total	36	8	17	14	76	513	589	

HONOR ROLL

Each year, the Commission highlights diversity efforts that stand out from the rest by naming a Goal IX Honor Roll among Sections, Divisions and Forums, both as a reward for hard work and successful ideas, and as an encouragement and catalyst for all. We recognize that any attempt to select an Honor Roll suffers the frailty of subjective choice, especially given the significant differences of membership, focus, and resources among the Sections, Divisions and Forums. We also recognize that there are, no doubt, significant success stories of programs and people that we know nothing about, because not all entities are equally diligent about reporting their good work to the Commission. Nevertheless, a few objective criteria for any Honor Roll selection seem clear, including: (1) a RECENT diversity plan; (2) current, on-going activities designed to increase racial and ethnic diversity; (3) proven increases in minority participation in leadership positions in recent years; and (4) racial and ethnic diversity programs that reflect special creativity, whether in new programs or in long-time success stories. We also note that an entity's submission of a narrative report to the Commission about its diversity work goes a long way to helping the Honor Roll process.

Applying these criteria in our assessment, the following Sections, Divisions and Forums have much to celebrate about their proven success and commitment to increasing diversity in their ranks and

in their programming. They also have much to offer the rest of us by way of example, as we look for ways to direct our best efforts to make Goal IX a reality for the ABA. We encourage each reader of this report to review the narrative descriptions and the underlying data for each of the following Sections, Divisions and Forums whom we applaud as members of the 2007-08 Goal IX Honor Roll (in alphabetical order):

Section of Business Law

What can we say about the Section of Business Law that we haven't already said in the past? The Section continues its unbroken record of being named to the Goal IX Honor Roll every year since we instituted it. Perhaps we need to consider creating a special category within this Honor Roll for exceptional accomplishments such as those of Business Law.

Over the years, we've highlighted the Section's many diversity programs and initiatives: its model diversity plan, the Ambassadors program and other outreach efforts, the diversity of its programming faculty, its CLEO scholarships – these are just a few that the Section has initiated and continues to successfully operate. Never let it be said, however, that Business Law is content to rest on its laurels.

This year, the Section has approved the creation of the Business Law Diversity Clerkship Program. This program encourages students to pursue business court clerkship opportunities and to consider careers in the practice of business law. The mission is to expose law students to the practice of business law and to provide them with practical work experience and foundations in business law that will further their careers. We think that is an excellent strategy that is likely to expand opportunities for diverse students while simultaneously building the pool of diverse future members for the Section.

Another promising new initiative from Business Law is its Business Court Representatives Program. Business Court Representatives are individuals who are current members of the judiciary who preside over courts or dockets consisting primarily of complex business and commercial litigation. The program educates the Business Court Representatives and their colleagues about the activities and resources available to them through the Section. In doing so, the program not only provides information about cutting edge business law developments to members of the judiciary, it also provides its diverse membership with exposure to judicial leaders. This year, two of the three Business Court Representatives are Hispanic judges.

We could devote an entire page and more to explaining and praising Business Law's diversity efforts. Given

Business Law's consistency as a member of the Goal IX Honor Roll, however, we thought it might be more useful if we focused instead on what it is that Business Law is doing that allows it to be a regular member of this Honor Roll.

As we analyze Business Law's diversity efforts, we can identify the following bases that make this Section as successful as it is in its diversity efforts, bases that we believe that any other entity that desires diversity success can and should replicate:

- Currency
- Evaluation
- Accountability
- Consistency
- Perspective
- Member/Staff Partnership
- Staff Commitment

Currency

Business Law was one of the first, if not the first, ABA entity to develop a diversity plan. Since then, many other Sections, Divisions and Forums have followed suit. Business Law, however, keeps its Diversity Plan current by periodically reviewing it and updating it when needed. By doing so, the Section is able to respond to current challenges and adjust to current needs. Business Law makes sure that its Diversity Plan is living, breathing and current.

Evaluation

Business Law, like any of us, hopes that its programs, projects and activities prove successful. Unlike most, however, Business Law is not afraid to be its own harshest critic. One thing that we have noted over the years is the Section's pleasure in trumpeting its successes is equally balanced by its willingness to critique its performance. For example, in reporting on its Business Card breakfast, the Section was very candid about some of the concerns its Diversity Committee had about the event. That sort of self-evaluation and the resultant efforts to improve are a hallmark of why Business Law continues to succeed in its diversity efforts and merit a place on the Goal IX Honor Roll.

Accountability

A key component to Business Law's diversity success is that its Diversity Plan calls for (and it follows through upon) accountability. For example, the Section performs its own evaluations on the diversity of its leadership appointments and programming faculty and takes steps to address or redress situations where the Section's diversity goals are not being met. In Business Law, there are repercussions for those leaders and aspiring leaders who fail to implement the Section's commitment to diversity.

Consistency

In Business Law, diversity is not simply a fad, or the current leadership's initiative, or this year's favorite style. Day in and day out, this Section places a value on diversity that it has integrated into the very essence of the Section's culture. Diversity initiatives are

planned so that they can be built upon and grow. Program Chairs and Publication Editors are regularly asked to be conscious of diversity among speakers and authors. Even the Section's Networking Reception at its Spring Meeting incorporated a wide variety of different ethnic food stations.

Perspective

Far too many entities approach diversity as a single project or effort with a one-dimensional focus. Small wonder that those efforts fail or after an initial success, begin to fade away. Business Law is to be commended for appreciating the need to take a multi-dimensional focus to diversity, addressing it in terms of discreet projects and programs but also in terms of broader ideals and endeavors. For example, Business Law's outreach efforts encompass not only race and ethnicity but gender, disabilities, sexual orientation and gender identity. The Section's outreach efforts encompass minority bar associations on a national level as well as a local one and even individual minority lawyers. And, these outreach efforts do not simply last a year or two but are developed so as to build an ever-growing talent pool upon which to draw.

Member/Staff Partnership

It is not uncommon to hear members praise the staff of their particular entity. That's always nice to hear. Business Law members praise their staff, too, but what we believe makes a difference in the Section's diversity efforts is that there seems to be a clear and strong partnership between the Section members and the Section staff to make these efforts work. We've

observed the Section members and staff jointly making approaches to minority lawyers at the minority bar association conventions. We've seen them work as a team to market the Section. It's impressive and it works.

Staff Commitment

We've said it before and we're saying it again. It is virtually impossible for any ABA entity to succeed in its diversity endeavors if the entity staff is not wholly committed to it. It matters not how diverse the entity is currently, nor how diverse its staff is. The commitment is key. And staff, often being the first point of contact or reference for a prospective or new (or even a longtime) member, and its commitment is key.

We do not mean to suggest that the staff for other ABA entities is not as committed to diversity as Business Law's. We know better. We work with many of those staff regularly. But Business Law is unique in the way that commitment is translated to every level of staff. We want to impress upon our readers that diversity is clearly important to Business Law and the Section staff, from the Director on down, all seem to understand that, agree with it, and actively support it.

Kudos to Business Law for its ongoing diversity efforts. The Section's current and former Chairs and other leaders, as well as the Section's staff, for the past ten years deserve special recognition for their effective and inspirational leadership in diversity.

Section of Dispute Resolution

As we noted in the Introduction to this Report, assessing the state of diversity within the ABA is a matter of perspective. It is easy to herald big, glitzy, high profile endeavors but for all that, such endeavors are not necessarily more successful in the long run or in their ultimate impact. Within the Commission on Racial and Ethnic Diversity in the Profession, we are conscious of and sensitive to the value of quiet, modest efforts that may nevertheless prove most meaningful. Indeed, sometimes it is the small, almost mundane efforts that effect the most significant improvements. Again, these small changes are like a digital picture with many tiny pixels changing over time until the picture is completely different. The Section of Dispute Resolution is one such picture.

For five years now, the Section has held a Forum on Expanding Opportunities for Minorities and Women in conjunction with its annual Spring Conference. We recall the first such Forum in San Antonio where many were unsure of this kind of endeavor. The Section of Dispute Resolution, however, had a clear vision and goal in mind, and it pursued it with great vigor. Now, five years later, the Forum has established a following among minority and women lawyers who are interested in dispute resolution as a practice area and a career and it has grown in size. Now the Section is preparing to incorporate the Forum's programming into its spring meeting, what is now the largest ADR Conference in North America. This incorporation should allow even more lawyers to benefit from the

Section's diversity programming and serve to make diversity more "mainstream." And a few more of those tiny pixels in this Section's photograph have changed.

Another relatively small but no less impactful effort is the Section's Goal IX sub-committee of its Standing Committee on Diversity. This sub-committee is charged with outreach and increasing awareness within the Section's leadership by emphasizing the necessity and value of diversifying Section-wide leadership and programmatic representation. Leadership in the Section is encouraged to expand the pool of presenters and leaders to embrace a more diverse representation of faculty and leadership. Many ABA entities appreciate that, yet still fail to achieve even a modicum of success. Clearly, the Section of Dispute Resolution has realized that perhaps leadership alone cannot accomplish its objectives.

We often point out the need for leadership to spearhead diversity efforts but sometimes more may be needed. Through this sub-committee, the Section of Dispute Resolution has acknowledged and addressed the fact that not all leaders may appreciate the value of diversity or be well-versed on how to implement it. Recognizing that, a sub-committee such as this may be just the thing to carry the message. Members encouraging members is a highly effective way to create a more diversity-supportive and appreciative culture within an ABA entity. This sub-committee can and is doing precisely that. Again, this is one more small change with potential for huge impact. We eagerly anticipate the results the Section of Dispute Resolution will derive from this sub-

committee. And we can see some more pixels are changing.

We are also pleased to report that the Section of Dispute Resolution has revised its call for CLE program proposals to further emphasize diversity as a criterion for proposal acceptance. This too, may seem like a small thing but efforts such as these are simple but meaningful ways to gradually change an entity's culture at all levels and encourage it to become more diverse and inclusive.

The Section of Dispute Resolution is clearly building an infrastructure that will support future and more ambitious diversity goals. It is a solid foundation which any more significant endeavor requires if it is to achieve any sustainability or growth. The Section is working to combine both the in-reach and outreach efforts of its Membership and Diversity Committees. It is also formalizing its own internal processes to compile information about the diversity of its workshop presenters and speakers which will allow it to better evaluate and assess its own diversity challenges and successes.

We applaud the Section of Dispute Resolution for its persistence and determination in making diversity a reality within the Section as well as in its substantive practice area.

Section of Litigation

Let 2006-2007 be remembered as the year that the Section of Litigation elevated its game. In August, 2007, the Section adopted a comprehensive new Diversity Plan that aims at enhancing diversity not only in its own leadership and membership, but also the ABA as a whole and the profession at large. It's an ambitious goal but one that Litigation seems well poised to tackle.

The new Diversity Plan is the result of two years' work. It is built upon a thorough and comprehensive evaluation of its ability to meet and accomplish some 65% of 90 (or approximately 58.5 of 90) individual steps toward advancing diversity that Litigation had identified in its earlier 2001 Diversity Plan. It incorporates a review and assessment of diversity strategies of nine other ABA entities. The resulting plan, impresses us for two reasons: 1) it recognizes the need for somewhat differing strategies for the different populations of lawyers addressed by Goal IX as opposed to a uniform strategy that appeals to egalitarianism but may lack in reality; and 2) it emphasizes individual accountability for all Section leaders *and* staff. Specific diversity responsibilities are assigned to each Section leader, along with specific time lines and requirements for reporting on their actions as well as addressing any failures to act. We are extremely optimistic about Litigation's new Diversity Plan and commend the Section for adopting a bold and audacious plan that would appear to have all the elements necessary to succeed.

Let it not be thought, however, that Litigation's diversity endeavors are all theory and policy. The Section earns its spot on this Honor Roll as much for its leadership in form as well as substance. We were particularly impressed by the Section's two day symposium, "Elevating Your Game: Lawyers of Color Accessing Power." The symposium targeted minority lawyers who have achieved a measure of professional success at mid-career, with a focus on helping them take their careers to the next level. The substance of the symposium clearly explored facets of career development that went beyond the standard subjects of how to develop a practice, how to be a rainmaker, how to build a reputation. So much of diversity programming emphasizes the less experienced lawyer, perhaps because their numbers are greater or the topics are easier to develop. We applaud Litigation for plumbing the depths of these topics in a way that is rarely addressed for the mid- and even senior-career lawyer. We hope that the success of the symposium will encourage Litigation to build upon it and offer it again, or in other formats, in the future.

The Litigation Section also continues its work on programming; this begins by emphasizing the diversity of speakers/presenters – in 2006-2007, Litigation's CLE presenters were made up of 21% minorities (an increase of 3% from last year), and 45% women (an increase of 9% from last year). The Section accomplishes this by reaching out to the local and national minority bars so that together they produce informative programming. In addition, the Section has incorporated diversity-

related programming into its two major membership meetings.

Litigation continues its excellent work with the Judicial Intern Opportunity Program (“JIOP”), which it took over from the Antitrust Law Section five years ago. Although the number of participating students declined somewhat (from 172 during the summer of 2006 to 167 during the summer of 2007), the program continues its growth to include 139 judges in multiple cities in Illinois and Texas, as well as Miami, Phoenix, Los Angeles, San Francisco, and Washington, D.C. For 2007, Litigation contributed or raised more than \$425,000 to support the initiative. The Section now identifies nearly 700 JIOP alumni so that the Section now plans to launch a JIOP Alumni Group, whose members we have every reason to believe will become active members of the Section of Litigation and the ABA.

The Section of Litigation takes its role as a leader among the ABA’s Sections, Divisions and Forums seriously. The Section’s hard work and dedication in this arena are a demonstrable example of why it earns that deference and respect. We look forward to seeing the continued growth and leadership of the Section of Litigation’s diversity efforts. We thank them for sharing our work and commitment, and for making it just a little bit easier.

Tort Trial and Insurance Practice Section

The Tort Trial and Insurance Practice Section surely must have one of the more active Diversity Committees of any Section we have seen. (Certainly our e-mail boxes attest to that.) The TIPS Diversity Committee takes a pragmatic, three-pronged approach to its work that is both logical and impactful.

The first prong focuses upon TIPS’ own membership and its internal diversity objectives. Here, the TIPS Diversity Committee publishes its electronic Diversity Newsletter for its members and has organized an annual diversity training session for its general committee vice chairs. The training for these vice chairs is crucial. Responsibility for each committee’s diversity efforts (including diversifying the CLE program panels) falls under the auspices of the vice chair. It also means that when these vice chairs become committee chairs, they are already conscious of diversity efforts and strategies within their committee. For TIPS, training these members to be more effective in their diversity efforts is so important, the Section funds the vice chairs’ travel to the spring meeting to attend it.

The second prong of TIPS’ Diversity Committee’s work focuses upon expanding the pool of diverse lawyers who are members of the Section. The Diversity Committee approaches this by extending complimentary invitations for receptions and CLE programs to five local minority lawyers at each of the Section’s four major meetings during the year.

Further, the Diversity Committee is actively engaged in presenting programs, such as at the National Conference for the Minority Lawyer, where it can showcase the interesting work and programs available through TIPS to audiences of minority lawyers who may not yet be members of the Section.

The third prong of the TIPS Diversity Committee’s work looks at the broader profession. In this case, the Diversity Committee has spent significant time in recent years working with both insurers and outside insurance defense law firms to help them become more diverse. The Committee has recently undertaken a diversity video project that can be distributed to and used by law firms, especially those with strong insurance practices, to support their diversity efforts.

TIPS embraces diversity and does not simply relegate its diversity activities to the Diversity Committee. One of the newer diversity programs with which we have been particularly enamored has been the TIPS Leadership Academy. Initially, we were hesitant to praise it overmuch for fear that other ABA entities would try to emulate it without giving such programs the careful planning and sensitivity that TIPS has dedicated to its program and that has made it a program to admire and envy. Integrity, however, compels us to give TIPS its rightful due and sing the praises of the TIPS Leadership Academy to anyone willing to listen.

Launched in the fall of 2006, at its most basic level, the TIPS Leadership Academy forms a year-long class of diverse young lawyers and trains them to be future

Section leaders. This class learns everything ranging from the history of the Section, to how the Section operates and works, to understanding the Section's internal culture and protocols, to the Section's relations to the rest of the ABA, to their own individual leadership skills, expertise, and ambitions. The class meets at all four of the Section's regular meetings where it hears from current and former ABA and Section leaders, examines topics such as ethics, justice and values. In doing so, the members of this class form a close bond with each other, overcoming a common complaint from newer members in many Sections about how difficult it is to get to know people and feel a part of the group. Here, TIPS has created a new group from which the members feel comfortable stretching their wings to become involved in other parts of the Section. It is a simple idea but so brilliantly executed, that that alone would earn TIPS recognition on this Honor Roll.

TIPS, however, rises above the simple and predictable and takes its Leadership Academy to heights unprecedented within the ABA. The Section is keenly aware of the pressures put upon young lawyers. Wisely, TIPS structured the Leadership Academy selection process to rely heavily on nominations, especially from employers. Consequently, while pressures to bill hours, satisfy clients, generate rain, etc., are all too common for lawyers, TIPS has created a program where employers feel that the selection of one of their young lawyers is a particular honor, encouraging them to be more supportive of the time demands participation in this program requires.

The class of young leaders that TIPS selects is diverse. It is not comprised only of minority lawyers. We believe this is a smart move. While our reason for existence is to promote the full and equal participation in the profession by minorities, and our programming and activities focuses upon minority lawyers, TIPS is trying to advance diversity within itself, its substantive practice area, and the broader legal profession. By forming a diverse class, TIPS is allowing the racial and ethnic minorities and non-minorities to build relationships that will transcend race and ethnicity and forge friendships early in their TIPS careers that will make it easier and more comfortable for them as future program chairs to reach out to diverse speakers, as future committee chairs to draw in diverse members, as future nominating committee members to know diverse members within the Section, as future Section Chairs to make more diverse appointments – just considering the diversity potential from this program can make one giddy. If there is any downside to this program, it is that class size must be limited to be workable. At one Section meeting we overheard one lawyer wistfully express his regret at not being one of the participants in this program. The Section has our most sincere thanks and admiration for creating and executing such a forward-thinking program. We salute the TIPS leaders for their Leadership Academy, especially John Tarpley, who shaped and lead the program, and immediate past chair Peter Neeson, whose determination and leadership made the program a reality.

Young Lawyers Division

The Young Lawyers Division modestly reported that it has been an extremely active year for the Division in terms of its diversity activities. This always-active Division continues to impress us with the diversity of its membership and leadership as well as with the energy and enthusiasm it devotes to its diversity activities.

During 2006-2007, the Young Lawyers Division's Public Service Project was "Choose Law: A Profession for All." This project focused upon pre-law efforts to diversify the legal profession. Choose Law developed a video with written guide, website, and volunteer lawyers and educators to show students, especially minority students, the importance of the legal profession, encourage them to consider pursuing it as a career, and explain various paths students might consider to become a lawyer. Since Choose Law was launched, the program has been presented to hundreds of high school students across the country. Lawyers across the country have sung Choose Law's praises to us. Even members of our own Commission have used the program during speaking engagements and have testified to its usefulness. We couldn't ask for a better endorsement.

The Division's "101 Practice Series" is another project whose diversity implications intrigue us. The 101 Series, another of the Division's service projects, is designed to help inform new members, through short, introductory, 101-style articles, on a wide range of substantive legal topics and practice areas. In a

profession where all lawyers, but especially minority lawyers, find mentoring to be lacking, the Division's 101 Series helps to fill an important gap in available mentoring and serves as a useful and practical tool for all members of the profession. Some examples include "How to Become a Civil Rights Lawyer" and "How to Become a Community-Centered Lawyer." While this does not mean to suggest that only minority lawyers are interested in becoming civil rights or community-based lawyers, it provides information that sometimes may not be as easily or readily accessible to minority lawyers.

The Young Lawyers Division continues to incorporate diversity programs into its meetings. Some programs have included sessions on "How to Bring More Diversity to Your Young Lawyer Organization" and "ABA Leadership Pathways for Underrepresented Lawyers." What makes these programs stand out, however, is the way the Division not only presents them but also evaluates them. The Young Lawyers Division reports on the success and any shortcomings of any program, ranging from attendance numbers to audience response.

This year, the Young Lawyers Division is planning a Diversity Summit to be held in conjunction with its 2008 Spring Conference. We anticipate it with eagerness. We commend the sincerity and integrity of the diversity efforts and leadership of the Young Lawyers Division.

Honorable Mention

There are several other Sections, Divisions and Forums that have done outstanding work. They deserve an Honorable Mention in the Goal IX report.

Forum on Franchising

The Forum on Franchising is an ABA entity that appears to be building its diversity efforts. During 2006-2007, the Forum implemented a simple but practical diversity outreach program. Using a list of members who identified themselves as non-Caucasian, the Forum sent these members a letter describing its commitment to diversifying the leadership of the Forum and inviting the recipients to become involved in the activities that would put them on the path to Forum leadership. This mailing was subsequently followed by personal contact from a member of the Forum's Diversity Committee during which the recipient's involvement in Forum activities was again solicited and accompanied by an offer of personal guidance or mentoring (if desired) by a senior Forum member. We like this strategy. It is direct and straightforward, and there is something to be said for that.

As a result of this recruitment effort, non-Caucasian Forum members have been paired with senior Forum members for mentoring relationships. In addition, at the Forum's quadrennial Long Range Planning Meeting, the Forum's former Chairs were specifically called upon to become engaged in mentoring

relationships aimed at increasing the involvement of both minority and women members of the Forum in its activities and leadership. While it is early to gauge the success of the relationships initiated by these mentoring efforts, we do know that one of the more significant concerns expressed by minority lawyers is the lack of mentoring that they receive in comparison to that given to non-minority lawyers. Even if the Forum's mentoring effort is not a resounding success – after all, it is no secret that mentoring programs are notoriously challenging to execute well or to sustain for any significant length of time – the fact that the Forum is approaching it in such an uncomplicated manner suggests that it may well work better than most.

A further result from this outreach effort has seen minority members of the Forum put into direct contact with Forum Committee Chairs, Division Chairs, and publication editors, so as to facilitate these members becoming involved in Forum activities. The Forum is justifiably pleased to be placing more of its minority members into its leadership pipeline than ever before.

The Forum is cognizant that even the most simple and straightforward diversity efforts entail work. It is a reality that has, unfortunately, stymied and even derailed diversity efforts undertaken in other parts of the ABA. Understanding this, the Forum has split the position of Diversity Officer into two positions, one a Women's Outreach Officer, and the other a Diversity Officer whose portfolio will be recruitment of racial and ethnic minorities for Forum involvement.

The strategies being implemented by the Forum on Franchising are neither complicated nor complex. They will require, however, hard work, determination and commitment which the Forum appears to acknowledge and accept. Indeed, the Forum's approach seems ready to directly tackle the nitty-gritty of the diversity challenges that every ABA entity encounters. We admire and respect the leadership of the Forum on Franchising for the head-on assault on its diversity objectives. The Commission stands ready to assist and support those efforts.

Section of Individual Rights and Responsibilities

When it comes to recognition for its diversity work, the substance of the work and practice area of the Section of Individual Rights and Responsibilities may sometimes be a help but other times a "hindrance." While the Section has a long and demonstrable history of commitment to diversity, the breadth of its scope sometimes means that the specific incidences of the sorts of activities that earn other ABA entities a spot on the Honor Roll may not be as prominent as they would in another entity. Consequently, we do bear in mind that in many respects, the Section of Individual Rights is so far advanced in its diversity endeavors that a modification of the criteria needs to be applied.

This year, we bestow an Honorable Mention on the Section. The Section continues its tradition of fine work in promoting a diverse leadership and making opportunities for participation and leadership readily and easily obtainable to diverse lawyers. We did not

see, however, any significant increase or new energies devoted to those efforts. Nevertheless, we note and applaud the Section's work on Native Hawaiian Federal Recognition. The Section monitored the Native Hawaiian Government Reorganization Act (Akaka Bill) and lent its support to the ABA Governmental Affairs staff on reauthorization of the Native American Healthcare bill. It is all too easy to overlook the needs and interests of the less populous minority groups. We are gratified to see a Section like Individual Rights and Responsibilities utilize its stature and resources to address the needs of smaller racial and ethnic minority groups.

International Law Section

As we have pointed out numerous times, the term "best practices" is one that ought not to be used in the context of diversity. Although a convenient buzz word, too much of diversity relies upon individuals and personalities to work, making it hard to replicate results from any specific program or practice.

Consequently, we are always pleased to see entities willing to try something new that might be effective for that entity. And surely one of the more intriguing new efforts comes from the International Law Section with its new Diversity Officer. While other Sections rely upon a staff member who is charged with diversity endeavors, International Law has made the formal responsibility that of its new Diversity Officer. While it is too soon to assess the success of this new position, it bears close watch and we shall be

interested to see if it will work. We commend the International Law Section for not being afraid to try something new.

Law Student Division

The Law Student Division fosters one of the most comprehensive and vigorous diversity efforts of any entity in the ABA. Through the Division's grants and awards programs and its Diversity Day programs, the Law Student Division sends a constant message, both consciously as well as subliminally, that diversity is important and to be valued. The importance of educating the future members of our profession to understand, embrace and embody this message cannot be understated.

We are particularly impressed that the Law Student Division does not approach this effort as simply preaching a message. Indeed, the Division has a Diversity Dialogue Series to facilitate and train law students to be leaders on diversity issues. It would be a mistake to assume that everyone automatically understands diversity or comes to it with the same perspective. These Diversity Dialogues are the sort of open discussion that is needed to foster the communication and understanding that is necessary to any meaningful diversity endeavor.

The work of the Law Student Division inspires us with the promise of a more understanding and committed profession, where diversity is a given and opportunity is truly for all.

Legal Education and Admissions to the Bar

The Section of Legal Education and Admissions to the Bar has been in the forefront of encouraging diversity in legal education. We applaud their efforts and thank them. Theirs has not been a particularly easy assignment but they pursue it with grace, conviction and style. We have had a ringside seat watching the Section take a leadership role in discussions with the Standards Review Committee on a proposed interpretation that raised concerns about the potential adverse impact on diversity that an increase in bar passage benchmarks might wreak. We were glad that such an important issue was being addressed so carefully and with such thoughtfulness as that manifested by this Section.

We also commend the Section for its efforts to increase the diversity of the site visits that are part of the law school accreditation process. During 2006-2007, the Section conducted 41 visits involving some 260 volunteers. Of these, 18% were minorities and 36% were women. This diversity is a key component to ensuring that the law school accreditation process is one that maintains the excellence of the American legal education system.

Section of Public Contract Law

For many years, the Section's statistics put it among the less diversity-successful entities in the ABA. It wasn't that the Section was hostile to diversity or diversity efforts, but rather that it simply didn't seem

to be much of a priority. Now, although Public Contract Law is a little late to the party, they are still very welcome.

This year saw the Section adopt its first Diversity Plan, diversity mission statement, and its own diversity goals. That may not seem like a big deal but what impressed us was the amount of thoughtfulness that Section members devoted to creating this document. As we have seen time and again, the most successful entity Diversity Plans are those in which the entity feels vested, that reflect what is realistic for that entity, and that incorporate that entity's hopes, dreams, and aspirations for its diversity efforts. We think that the Public Contract Law Section's Diversity Plan does just that.

The Section of Public Contract Law also decided to adopt a scholarship program and plans to identify its first recipient(s) at the 2008 ABA Annual Meeting in New York. This scholarship program is designed to provide financial support to diverse lawyers who desire to be more participatory in Section activities, meetings and leadership, but who may not be in a position to support such desires financially. This program recognizes the potential pool of diverse candidates for this Section who are employed in a government or public office capacity.

We laud the Section of Public Contract Law for taking a major step forward in its diversity efforts and predict that if the Section implements its Diversity Plan with

the thoroughness and thoughtfulness of its other activities, it will reap significant successes.

Section of Real Property, Trust and Estate Law

The Section of Real Property, Trust and Estate Law continues a steady stream of programming and other activities in support of its diversity goals. The Section has incorporated diversity planning into its fall leadership meetings and continues to offer first time minority attendees a complimentary registration to its spring meeting. It continues to support CLEO by sending a representative to its annual conference. Its Community Outreach Program remains one of the stars in the ABA's diversity programming as it not only opens new opportunities for minority lawyers but also builds a pool of prospective new members for the Section. And the Section Leadership continues to make efforts to diversify its members, this year with the addition of a minority member to its Council and several new minority committee chairs and vice-chairs.

We commend the Section of Real Property, Trust and Estate Law for its ongoing efforts. Sustainability is never easy but this Section has succeeded in that. Now, we encourage it to use its stature as one of the premier Sections within the ABA to consider ways to increase or expand those efforts.

Participatory Opportunities for Diverse Lawyers Through Other ABA Entities

Although participation in one of the ABA’s substantive law Sections, Divisions or Forums is the most common way that members of the ABA can be active members of the Association, it is not the only way. Earlier in this Report, for example, we provided information about Presidential Appointments. The entities that are comprised of Presidential Appointments – usually Standing or Special Committees, Commissions, Task Forces, etc. – have a more circumscribed scope of activity and therefore, often have fewer opportunities to actively promote diversity through participation. Nevertheless, although not as numerous as in Sections, Divisions, or Forums, such opportunities do exist, albeit in smaller numbers. The chart at the right lists those other entities, including this Commission, that provide such opportunities through Programming Faculty and CLE speakers and reports those levels of activity during 2006-2007.

Other Entities CLE Programming Faculty								
	<u>African American</u>	<u>Asian American</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>	<u>Caucasian</u>	<u>Total</u>	<u>Percentage</u>
STC Group and Prepaid Legal Services	0	1	0	0	1	22	23	4.35%
STC Law and National Security	2	2	1	0	5	29	34	14.71%
STC Lawyers' Professional Liability	1	0	0	0	1	30	31	3.23%
STC Legal Aid and Indigent Defendants	1	0	0	0	1	12	13	7.69%
STC Legal Assistance for Military Personnel	0	0	2	0	2	18	20	10.00%
STC Pro Bono and Public Service	12	4	7	1	24	207	231	10.39%
STC ProBon,Child Cus	1	0	0	0	1	10	11	9.09%
STC Specialization	1	0	0	0	1	10	11	9.09%
Joint Committee on Employee Benefits	3	2	2	0	7	118	125	5.60%
Center for CLE	33	18	22	4	77	1275	1352	5.70%
Center for Professional Responsibility	4	0	0	1	5	64	69	7.25%
Commission on Domestic Violence	1	0	1	1	3	8	11	27.27%
Commission on Lawyer Assistance Programs	7	1	3	2	13	40	53	24.53%
Commission on Mental and Physical Disability Law	2	0	2	0	4	29	33	12.12%
Commission on Racial and Ethnic Diversity	21	21	10	1	53	8	61	86.89%
Commission on Women	3	1	1	0	5	11	16	31.25%
Total	92	50	51	10	203	1891	2094	

Goal IX Commissions

The Commission on Racial and Ethnic Diversity in the Profession is one of four “Goal IX Commissions”, commissions established by the ABA to specifically advance the ABA’s Goal IX: “To promote the full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientation and gender identity.” We share here a brief update on the work of our sister Goal IX Commissions as well as our own.

Commission on Mental and Physical Disability Law

Subcommittee on Employment of Lawyers with Disabilities

This Subcommittee addresses issues related to attaining, employing, and retaining lawyers with disabilities. The Subcommittee worked in conjunction with the Equal Employment Opportunity Commission (EEOC) to host the ABA National Conference on the Employment of Lawyers with Disabilities in 2006. This event was hosted by ABA President Michael S. Greco and co-sponsored by other national disability organizations. The Conference focused on what employers can do

to increase the employment of lawyers with disabilities and successfully integrate them into the workplace. The other employment-related project was to assist the EEOC in preparing a fact sheet on reasonable accommodations that focused on legal employers.

Subcommittee on Lawyers with Disabilities

This Subcommittee focuses on issues of concern to lawyers with disabilities, and on ensuring full and equal participation in the legal profession by lawyers and law students with disabilities. It coordinates a national Mentor Program for Law Students with Disabilities (see below) and organizes the ABA Annual Meeting’s reception for lawyers with disabilities. In addition, in past years, the Subcommittee has planned Roundtables and Conferences for lawyers and law students with disabilities, and has worked to establish a scholarship program for law students with disabilities. This Subcommittee also maintains a relationship with the National Association of Law Students with Disabilities. Finally, the Subcommittee, through the Commission, has co-sponsored diversity programs with the ABA Commissions on Racial & Ethnic Diversity, and Women.

Mentor Program for Law Students with Disabilities

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 pairs law students with practicing attorneys, who may or may not have disabilities, depending on mentees’ preferences. Mentors can provide a source of guidance concerning law school, careers, and issues such as reasonable accommodations. The Commission works directly with individual law schools and welcomes students from around the country to contact the Commission directly if they are interested in being paired with mentors.

The Paul G. Hearne Award for Disability Rights

Each year, this Award is given to an individual who or organization that has performed exemplary service in furthering the rights, dignity, and access to justice for people with disabilities. Paul G. Hearne was an activist, a philanthropist, and a leader for all persons with disabilities. The Commission

awards the honor to one who carries on Hearne's vision and life work. The 2007 Award recipient was Laura Cooper Fenimore, a private practitioner who specializes in long-term planning and insurance issues for people with chronic illnesses.

Awards Ceremony and Reception

Each year, the Commission sponsors an award ceremony to honor the recipient of the Paul G. Hearne Award, and a reception for lawyers with disabilities. The reception is held during the ABA Annual Meeting and is attended by ABA leaders, lawyers with disabilities, and other disability rights lawyers and advocates. The 2007 reception was held during the Annual Meeting in San Francisco, CA.

If you would like to learn more about the Commission's work, please visit the Commission on Mental and Physical Disability Law's home page at: <http://www.abanet.org/disability>.

Commission on Racial and Ethnic Diversity in the Profession

The Commission on Racial and Ethnic Diversity in the Profession is the oldest and largest of the ABA's racial and ethnic diversity entities. Established in 1986, it was created at the same time as the ABA adopted Goal IX to be the vehicle charged with pursuing that Goal.

The Commission's charge is a broad one. It is responsible for developing and implementing programs and projects, producing publications, and providing services all aimed at supporting the particular needs and concerns of minority lawyers and others interested in advancing racial and ethnic diversity within the legal profession. Consequently, the Commission's activities target individual lawyers, law firms, corporate law departments, government agencies, bar associations, and law schools. Commission activities address diversity as a part of the professional development of lawyers and judges, educate the broader profession about diversity needs and strategies, and serve as a catalyst to diversify the legal profession.

Minority Counsel Program

During the past year, the Commission has continued to refine the Minority Counsel Program, implementing small substantive law

programs designed to connect lawyers from specific practice areas with in-house counsel in the same practice area. The Minority Counsel Program continues to grow in attendance and participation by corporate counsel. Last year saw a record number of law firms and corporations participate in the program.

Spirit of Excellence Awards

The 2007 Spirit of Excellence Awards, where the Commission recognizes the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession, achieved a record level of attendance.

Call to Action for Insurance Companies

The 2006-2007 bar year saw the launch of the Commission's Call to Action for Insurance Companies Project, a joint effort with the Tort Trial and Insurance Practice Section. The program educates minority lawyers about how to build their practices and attract increasing amounts of work from insurance companies. The program has been presented at the Minority Counsel Program, the National Conference for the Minority Lawyer, and the annual conventions of the Hispanic National Bar Association and the National Asian Pacific American Bar Association.

Oral History Project

During 2006-2007, the Commission also continued its Oral History Project. Working with ALI-ABA, the Commission has now completed eight videotaped interviews with minority lawyers and judges whose careers have had significant impact on increasing diversity in the profession and in society.

The Commission is especially excited that its video oral history will provide primary resource material for the production of a documentary film about the career of Hon. Cruz Reynoso.

Goal IX Report

The current format for the Goal IX report, which was started in 2005-2006, continues to garner raves for its user-friendliness. Whereas previous years' reports evaluated the various ABA entities by leadership level, the new format allows each entity to assess and understand its own diversity progress. The Commission has been gratified by the overwhelmingly favorable response the new format has generated and continues it this year. We refined the data collection survey making it increasingly easy to produce this report.

National Conference for the Minority Lawyer

The National Conference for the Minority Lawyer, the Commission's joint program with the ABA Section of Business Law and other ABA Sections, Divisions and Forums, was presented in June in Boston. Attendance at this Conference continues to grow and this year set another attendance record.

2007 ABA Annual Meeting

The ABA Annual Meeting in San Francisco saw the Commission present a series of programs and meetings on topics ranging from bar leadership for minority lawyers to micro-inequities in corporate law departments and law firms. We were pleased to host a reception honoring our former Chair, Hon. Bernice Bouie Donald, as she became the first woman of color elected to be an officer of the ABA.

Throughout it all, the Commission has continued to be an active service provider, providing diversity consulting to other ABA entities as well as to other bar associations, law firms, corporate law departments, government agencies and individuals. More detailed information about the Commission's programs, projects, publications and services are listed in the Appendix to this report.

Commission on Sexual Orientation and Gender Identity

The ABA's newly created Commission on Sexual Orientation and Gender Identity (SOGI) was formed in 2007 in response to the expansion of Goal IX. Its mission is "to secure for lesbian, gay, bisexual and transgender persons full and equal access to and participation in the ABA, the legal profession and the justice system. Through education efforts, policy development, building relationships with leaders in the profession, and other activities, the Commission seeks to secure equal treatment in the justice system without regard to sexual orientation or gender identity, remove barriers to professional advancement, and promote diversity."

Members of the Commission include 9 who are gay or lesbian, 2 who are transgender, and 2 who are heterosexual – of these 13 commissioners, 2 are African-American.

Although progress had been made as to acceptance of LGBT individuals over the last 25 years, much work remains. SOGI will be reviewing what's already been done in areas within its jurisdiction, both within and without the ABA. Due to the expansion of Goal IX, it's anticipated that more ABA entities will

add SOGI issues to their diversity efforts, which – with some exceptions – currently focus mainly on inclusion of women and racial and ethnic minorities.

The Commission is looking forward to participating in the 07-08 Goal IX data collection project and is exploring the idea of holding regional hearings to help capture crucial qualitative information. Once sufficient information has been gathered, SOGI hopes to identify what needs to change the most and to work on those issues as a top priority.

SOGI plans to cooperate with ABA and non-ABA entities on issues within its jurisdiction. The National Lesbian and Gay Law Association – an affiliate of the ABA -- will be one key such entity. SOGI is supporting the Spirit of Excellence Awards in February 2008 and will cosponsor the YLD Diversity Summit in April 2008. It's developing a list of internal and outside organizations known to be supportive and will be reaching out to ABA sections, divisions, and forums to inquire about interest in appointing liaisons to SOGI. The Commission looks forward also to cooperating with other diversity entities within the ABA.

Commission on Women in the Profession

Women of Color Research Initiative

To fully examine advancement and retention issues among women attorneys of color, the ABA Commission on Women in the Profession embarked upon a research initiative to answer the following questions:

- What attracts women of color to the legal profession?
- Do their work experiences surpass or fall short of expectations?
- How do legal employers hinder or increase job satisfaction? and
- Why do women attorneys of color change practice areas and organizations, or leave the profession at an alarming rate?

The groundbreaking 88-page report *Visible Invisibility: Women of Color in Law Firms* (published Fall, 2006) presents the findings of the survey and focus group research and concludes with specific recommendations for law firms interested in retaining women of color.

The ABA Commission on Women was inspired to examine the professional trajectory of women of color based on research in the late 1990s by the National Association of Law Placement that

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 Commission determined that there was a need for a comprehensive analysis on the unique concerns and experiences of Hispanic, African-American, Native American, and Asian American women in the legal profession. While there has been research conducted on issues specifically related to all women and specifically related to all people of color in the legal profession, this is the first comprehensive study that focused specifically on women lawyers of color. The Commission embarked upon the development of a research study exploring the unique experiences of these women who had worked in a law firm of 25 attorneys or more and thus has begun the dialogue on how the legal profession can facilitate the full and robust participation of this group of talented lawyers.

During the 2006-07 bar year, Commissioners participated in over 25 programs held throughout the country that discussed the issues raised and the findings presented by

Visible Invisibility. Attendance at these programs ranged from 30 to more than several hundred women and men. These panels took place in venues of all size, ranging from smaller locations such as Pinehurst, NC through large cities such as Manhattan. The Commission also provided copies of the *Visible Invisibility* executive summary throughout the year to numerous other programs for distribution to program attendees.

Women in Law Leadership Academy

The third Women in Law Leadership (WILL) Academy that took place in November, 2007 featured three keynote speakers, two of whom were women of color – Paula Boggs, Starbucks general counsel and Judge Ann Claire Williams, U.S. Court of Appeals, Seventh Circuit. Almost 40% of the panelists were attorneys of color.

The WILL Academy was created to empower women lawyers to enhance their leadership skills, to motivate them to stay in the profession, and to instill in them the capacity to direct their own careers more effectively through mentors and networking. Approximately 400 women attended the 2007 WILL Academy in Chicago.

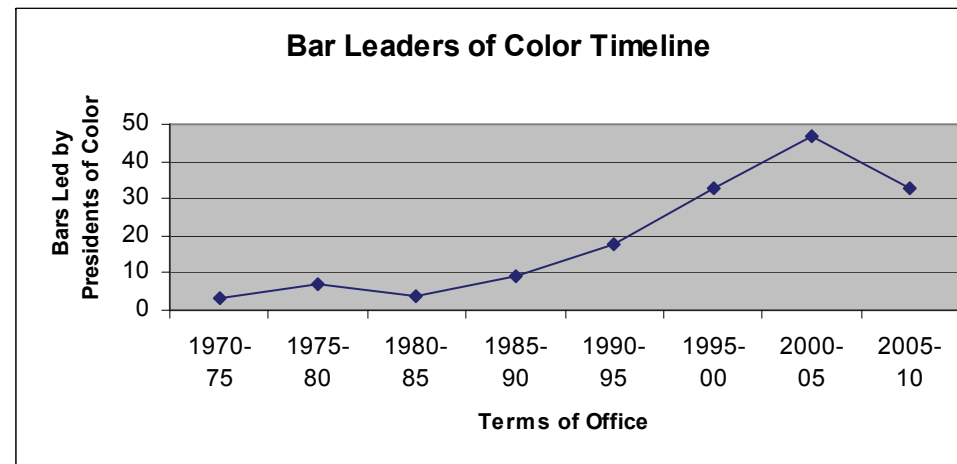
Diversity in State and Local Bar Presidents

In July 2003, the National Conference of Bar Presidents ("NCBP") Task Force on Diversity (now the NCBP Diversity Committee) developed a survey to gather information about the incidences of bar presidents of color in state and local majority bar associations. The survey was sent to executive directors of these associations. A second survey was

conducted in May, 2005. This report reflects data from bars that responded along with information based upon the institutional memory of the ABA Bar Services staff and NCBP Executive Council members. It is hoped that this information will construct a timeline for bar leaders of color. This information is

not exhaustive, and submissions of additional data are encouraged.

Thirty-five state bars and 59 local bars have had or will have presidents of color. The chart below illustrates the number of bar presidents of color beginning in 1970.



State and Local Bar Associations with Presidents of Color****

STATE BAR ASSOCIATIONS

(35 State Bar Associations)

<u>Association</u>	<u>President</u>	<u>Term of Office</u>	<u>Association</u>	<u>President</u>	<u>Term of Office</u>
Alabama State Bar	Fred D. Gray	2002-2003	Maryland State Bar Association	Harry S. Johnson	2003-2004
State Bar of Arizona	Ernest Calderon	2002-2003		Robert T. Gonzales	1995-1996
State Bar of California	Karen Nobumoto	2001-2002	Massachusetts Bar Association	James Dilday	1996-1997
	Raymond Marshall	1998-1999		Kay H. Hodge	1994-1995
	Sam Williams	1981-1982		Wayne Budd	1979-1980
Colorado Bar Association	Miles Cortez	1996-1997	State Bar of Michigan	Reginald M. Turner	2002-2003
	Frances Koncija	1995-1996		Victoria A. Roberts	1996-1997
	Wiley Daniel	1992-1993		Dennis W. Archer	1984-1985
	Carlos Lucero	1977-1978		Leo A. Farhat (deceased)	1978-1979
Delaware State Bar Association	Joshua Martin	1997-1998	Minnesota State Bar Association	Leo Brisbois	2009-2010
Bar Association of the District of Columbia	Dwight D. Murray	1996-1997		Jarvis Jones	2001-2002
District of Columbia Bar	Melvin White	2007-2008	The Mississippi Bar	Reuben Anderson	1997-1998
	Shirley Higuchi	2003-2004	The Missouri Bar	Charlie J. Harris, Jr.	2007-2008
	George Jones	2002-2003	Nebraska State Bar Association	Linda Crump	2006-2007
	John Payton	2001-2002	New Hampshire Bar Association	Richard Y. Uchida	2005-2006
	Myles V. Lynk	1996-1997	New Jersey State Bar Association	Karol Corbin Walker	2003-2004
	Frederick B. Abrahamson (deceased)	1985-1986		Joseph H. Rodriguez	1978-1979
	Pauline A. Schneider	1994-1995	State Bar of New Mexico	Charles J. Vigil	2005
	Charles Duncan (deceased)	1973-1974		Mary T. Torres	2002
Florida Bar Association	Francisco Angones	2007		David N. Hernandez	2000
Hawaii State Bar Association***	Dale W. Lee	2004		Arturo L. Jaramillo	1993
	Douglas A. Crosier	2003	New York State Bar Association	Kenneth G. Standard	2004-2005
	David M. Louie	2001		Archibald R. Murray (deceased)	1993-1994
	James A. Kawachika	1998	North Carolina State Bar	Calvin Murphy	2006-2007
	Sidney K. Ayabe	1995		Cressie H. Thigpen, Jr.	1999-2000
Kansas Bar Association	Mike Crow	2004-2005	North Carolina Bar Association	Charles L. Becton	2008-2009
Louisiana State Bar Association	Wayne A. Lee	2003-2004		Allyson K. Duncan	2003-2004
			Ohio State Bar Association	John A. Howard (deceased)	1981-1982

Oregon State Bar	Angel Lopez	2002
Pennsylvania Bar Association	Michael H. Reed	2004-2005
Rhode Island Bar Association	Jametta O. Alston	2004-2005
South Carolina Bar	I.S. Leevy Johnson	1985-1986
State Bar of Texas	Eduardo Rodriguez	2005-2006
	Richard Pena	1998-1999
Utah State Bar	Augustus Chin	2006-2007
Washington State Bar Association	Ronald Ward	2004-2005
West Virginia State Bar	Elliott Hicks	1998-1999
State Bar of Wisconsin	Michelle A. Behnke	2004-2005
Virgin Islands Bar Association	Joycelyn Hewlett	2006
	Maxwell D. McIntosh	2005
	Amos W. Carty, Jr.	2004
	Samuel T. Grey	2003
	Ronald E. Russell	2001

***Although diversity would be expected in Hawaii, it is a relatively new development in the Hawaii State Bar Association, as it relates to leadership positions. This unique occurrence of diverse leadership, according to a key staff person at the Hawaii State Bar, is the result of the GI Bill, which educated non-Caucasian men after World War II, many of whom returned to Hawaii as professionals and paved the way for others. The bar's first president of color was Masaji Marumoto, who served in 1954. Numerous attorneys of color have led the Hawaii State Bar since then. Those listed on page 1 of this report are the bar's presidents of color who have been elected since 1995.

LOCAL BAR ASSOCIATIONS

(59 Local Bar Associations)

<u>Association</u>	<u>President</u>	<u>Term of Office</u>	<u>Association</u>	<u>President</u>	<u>Term of Office</u>
Maricopa County Bar Association (AZ)	Yvonne R. Hunter	2003	Bar Association of San Francisco (CA)	Michael G. W. Lee	1990-1991
	Lonnie Williams	1995	(cont'd)	Christopher Arriola	2006
Alameda County Bar Association (CA)	Cheryl L. Hicks	2007	Santa Clara County Bar Association (CA)	Ed Davila	1998
	Victor R. Ochoa	2005		Roberta Hayashi	1996
	Jonathan Wong	2000		Robert Aguilar	1972
	Jacob Blea	1996	Denver Bar Association (CO)	Elsa T. Martinez-Tenreiro	2007-2008
	Lily Kimura	1995		Paul H. Chan	2006-2007
	Brenda Harbin-Forte	1992		Hubert Farbes	1999-2000
	Martin Nakahara	1990		Charles Casteel	1988-1989
	Ming W. Chin	1987		Don Cordova	1987-1988
	Carl B. Metoyer	1970		Miles Cortez	1982-1983
Beverly Hills Bar Association (CA)	John W. Patton	1997-1998		Luis Rovira	1970-1971
Contra Costa County Bar Association (CA)	Robin M. Pearson	2008-2009	New Haven County Bar Association (CT)	Victor A. Bolden	2009-2010
Los Angeles County Bar Association (CA)	Roland Coleman	1990-1991	Hillsborough County Bar Association (FL)	Lansing Scriven	2005-2006
	Sam Williams (deceased)	1977-1978	Atlanta Bar Association (GA)	Paula Frederick	1999-2000
Riverside County Bar Association (CA)	Mary Ellen Daniels	2003-2004	Chicago Bar Association (IL)	Hon. Kenneth Wright	2008-2009
	Irma P. Asberry	1997-1998		Victor Henderson	2007-2008
Sacramento County Bar Association (CA)	Stacy Boulware Eurie	2007		Joy V. Cunningham	2004-2005
	Barbara Yonemura	2001		Donald Hubert (deceased)	1996-1997
	Winnie O. Scott	1997		Rene A. Torrado Jr.	1995-1996
	Sam Jackson	1989		Chester L. Blair	1989-1990
San Diego County Bar Association (CA)	Jerrilyn Malana	2008-2009	Indianapolis Bar Association (IN)	Hon. Cynthia J. Ayers	2006
	Regina Petty	1995	Louisville Bar Association (KY)	Olu Stevens	2006-2007
	Vickie E. Turner	1996-1997		J. Michael Brown	1990-1991
	Beatrice Kemp	1979-1980	Baton Rouge Bar Association (LA)	Leo Hamilton	2002-2003
Bar Association of San Francisco (CA)	Joan Mei Haratani	2006-2007	New Orleans Bar Association (LA)	Kim M. Boyle	2002-2003
	Jon Streeter	2004-2005	Southwest Louisiana Bar Association (LA)	Ralph J. Williams Sr.	2003
	Fred Alvarez	2000-2001	Bar Association of Baltimore City (MD)	Robert T. Gonzales	1992-1993
	Lindbergh Porter Jr.	1998-1999	Howard County Bar Association (MD)	Hon. Wayne Brooks	2007-2008
	Raymond C. Marshall	1994-1995			

Prince George's County Association (MD)	Archie L. Palmore	2006-2007	Onondaga County Bar Association (NY)	Walter P. Bowler	2000-2001
	Maurene Epps Webb	2004-2005	Westchester County Bar Association (NY)	Hon. Sam D. Walker	2004-2005
	Krystal Quinn Alves	2003-2004	Association of the Bar of the City of New York (NY)	Conrad Harper	1990-1991
	Hon. Michele D. Hotten	2001-2002	Akron Bar Association (OH)	Virginia Robinson	2003-2004
	Hon. Toni E. Clarke	1998-1999		James E. Payne	1997-1998
Boston Bar Association (MA)	Renee M. Landers	2003-2004	Cincinnati Bar Association (OH)	Hon Jack Sherman Jr.	1994-1995
	Richard Soden	1994-1995		Hon. John H. Burlew	1988-1989
	Rudolph Pierce	1989-1990	Cleveland Bar Association (OH)	Robin G. Weaver	2002-2003
Detroit Metropolitan Bar Association (MI)	Leonard Givens	2000-2001		Jose Feliciano	2000-2001
	W. Anthony Jenkins	1996-1997		Andrew L. Johnson	1978-1979
	Hon. Denise Page Hood	1993-1994	Columbus Bar Association (OH)	Kimberly Callery Shumate	2004-2005
Grand Rapids Bar Association (MI)	Valerie P. Simmons	2007		Carl D. Smallwood	2000-2001
Hennepin County Bar Association (MN)	Sonia Miller-Van Oort	2007-2008	Dayton Bar Association (OH)	Alice O. McCollum	2006-2007
	Jeffrey Eng	1998-1999		Jonathan Hollingsworth	2001-2002
	Jarvis Jones	1994-1995		Walter Reynolds	1996-1997
Kansas City Metropolitan Bar Association (MO)	Sylvester "Sly" James, Jr.	2003-2004	Allegheny County Bar Association (PA)	Hon. Kim Berkley Clark	2006-2007
	William T. Session	1995-1996		Eric Springer	1994-1995
The Bar Association of Metropolitan St. Louis (MO)	Reuben A. Shelton	1998-1999	Dauphin County Bar Association (PA)	Samuel T. Cooper III	2001-2002
Forsyth County Bar Association (NC)	Beverly R. Mitchell	2002-2003	Philadelphia Bar Association (PA)	Audrey C. Talley	2003
	Annie Brown Kennedy	1987-1988		Andre L. Dennis	1993
Greensboro Bar Association (NC)	Joseph A. Williams	2002-2003	Greenville County Bar Association (SC)	Debra Gammons	2007-2008
Mecklenburg County Bar (NC)	Hon. Shirley L. Fulton	2005-2006	Nashville Bar Association (TN)	A. Gregory Ramos	2004-2005
	Frank Emory	2002-2003	San Antonio Bar Association (TX)	Lamont A. Jefferson	2006-2007
Wake County Bar Association (NC)	Geoffrey H. Simmons	1990-1991		Hon. Wallace Jefferson	1998-1999
Clark County Bar Association (NV)	Bryan Scott	2005	Tarrant County Bar Association (TX)	Louis Sturns	1996-1997
Bronx County Bar Association (NY)	Joyce Y. Hartsfield	2006-2007	Travis County Bar Association (TX)	Michael D. Marin	2004-2005
	Hugh W. Campbell	1997-1998	Dallas Bar Association (TX)	Rhonda Hunter	2004
Brooklyn Bar Association (NY)	Lynn Terrelonge (deceased)	2001-2002	Norfolk & Portsmouth Bar Association (VA)	Robert Macbeth (deceased)	2001-2002
Erie County Bar Association (NY)	David Edmunds	2002-2003	King County Bar Association (WA)	Gary A. Maehara	2005-2006
Nassau County Bar Association (NY)	Lance Clarke	2007-2008	Spokane County Bar Association (WA)	Arthur K. Hayashi	2006-2007
New York County Lawyers Association (NY)	Catherine Christian	2007-2008		William C. Maxey	2003-2004

Recommendations

As a result of this review of minority participation in ABA leadership and CLE faculty, the Commission recommends that the following steps be taken or continued, as the case may be.

1. That the ABA continue, and even expand its efforts to collect and maintain minority membership statistics for the Association as a whole and for each of its various Sections, Divisions, 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 and thoughtful narrative discussions about its recent performance and immediate plans;
4. That the ABA continue to monitor minority participation in Section, 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 the underlying reasons for that result, 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, Divisions 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 and sustain increased minority representation in the highest levels of the ABA, such as the Nominating Committee, as well as in ABA governance generally;
10. That the importance and value of the existence of the two Minority-at-Large seats on the ABA Board of Governors, which are scheduled to be sunset in 2015, be reevaluated with consideration given to the racial and ethnic composition of the Board over the next ten years;
11. That ABA Standing and Special Committees and other entities make efforts and implement actions to promote and support racial and ethnic diversity – as well as a sensitivity to such diversity – as they work to address the particular issues and purposes for which they were created; and
12. That future leaders of the ABA and its Sections, Divisions and Forums educate themselves about issues of racial and ethnic diversity in the profession, actively advocate for increased diversity within the Association and its entities, and make 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.

APPENDIX

ABA Commission on Racial and Ethnic Diversity in the Profession Major Projects and Programs

Listed below are current projects, programs and activities of the Commission with the year each was started in parentheses.

Breaking Barriers, Building Bridges (2001)

The Commission annually collaborates with the Chicago Bar Association to present a two-day program for minority and women lawyers.

Call to Action for Insurance Companies (2006)

The program objectives are to:

- Get insurance companies to pressure the law firms that they retain to diversify;
- Get companies to pressure their insurers to use more diverse counsel;
- Get insurers to be more diverse;
- Get law firms to properly credit diverse lawyers.

The Call to Action for Insurance Companies is also exploring the development of a standard that insurance companies can use in their diversity efforts.

Conference of Minority Partners (1990)

The Conference of Minority Partners is comprised of African American, Asian Pacific American, Hispanic American, and Native American partners in majority corporate law firms that have 25 or more lawyers. The primary goal of the Conference is to address the unique circumstances and needs of minority partners. Among other objectives, the Conference aims to:

- Provide a mutual professional support network among member partners;
- Enhance the development of minority partners as business and profit centers within their respective law firms; and
- Promote the participation of minority partners in the mainstream legal profession.

The Conference's most current edition of the Directory of Minority Partners in Majority Corporate Law Firms can be found online (<http://www.abanet/minorities/partners>).

Joint Exhibit Project (2001)

This is a collaborative effort with other ABA entities to promote the ABA and its services at the four national minority bar associations' conventions.

Minority Caucus

The Minority Caucus, a subgroup of the ABA House of Delegates, consists of members who have identified themselves as racial/ethnic 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 of minorities in the ABA. Among its purposes and functions are to:

- Provide a forum for the ABA House of Delegates' minority members--defined as African Americans, Asian Americans, Hispanic Americans/Latinos, and Native Americans;
- Provide a venue for Minority Caucus members to interact with officers and candidates for ABA officer and Board positions;

- Allow minority members of the Board of Governors to collaborate with Minority Caucus members;
- Share information about ABA presidential appointment opportunities and the process for these appointments;
- Assist in developing a leadership pool of minorities in the ABA;
- Work together to initiate, support, or oppose House resolutions in conjunction with others in the House of Delegates; and participate in the House of Delegates orientation program for new members.

Minority Counsel Program (MCP) (1988)

The Minority Counsel Program is designed to encourage corporations to retain lawyers of color as outside counsel. The program meets twice a year, bringing together in-house lawyers and potential outside counsel for CLE programs, workshops, roundtable discussions, and its signature Mystery Networking Event. The mission of the program is to:

- Facilitate contacts between corporate in-house counsel and racially and ethnically diverse lawyers for the specific purpose of developing mutually beneficial business relationships;
- Provide opportunities for racially and ethnically diverse lawyers to establish and increase their representation of corporate and governmental entities;

- Encourage majority firms to hire racially and ethnically diverse lawyers and assign significant projects to those lawyers;
- Promote and enhance co-counsel arrangements and joint ventures between majority and minority firms;
- Increase visibility of minority counsel in public and private litigation; and
- Foster business opportunities for future generations of minority attorneys.

In 2003, the MCP Steering Committee was established. The Steering Committee consists of 12 chief legal officers of major companies who are committed to diversity and supportive of the work of the Commission and MCP. These members are charged with providing feedback, advice, and counsel to the leadership of MCP on programs, projects, and initiatives.

Minority In-House Counsel Group

The Minority In-House Counsel Group is a national network of minority lawyers who work in-house for corporations and governmental agencies. The Group develops programs and projects aimed at addressing the issues and concerns of lawyers of color in corporate law departments and governmental agencies. The Group also maintains an active e-mail list to advertise in-house job opportunities and to share information about career development concerns.

Multicultural Women Attorneys Network (1989)

Jointly sponsored with the ABA Commission on Women in the Profession, this Network focuses on issues of particular concern to minority women lawyers. The Network has three primary goals, which are to identify the issues which multicultural women lawyers view as important; explore possible solutions to these issues; and educate the ABA as to its role and responsibility to address these issues.

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

National Conference for the Minority Lawyer (1999)

The National Conference for the Minority Lawyer is a unique program for litigators, business lawyers, in-house counsel, and government lawyers. The Commission and the ABA Section of Business Law join with other ABA Sections, Divisions, and Forums to bring this popular event to locations across the country. It offers a distinctive combination of innovative diversity programming, practical training sessions, and cutting-

edge, substantive CLE programming designed specifically for minority lawyers to help them better position themselves for success.

Oral History Project (2006)

The objective of the Oral History Project is to capture the personal histories of those individuals who have been notable pioneers in the ethnic and racial integration of the legal profession, in particular, those who have had a role in effecting change in our profession and in our society, and who have overcome great obstacles in achieving their accomplishments. Working with ALI-ABA, these histories are being created in a variety of formats, including full length video productions, video- and audio-taped interviews, and transcribed interviews. The primary purposes for the preparation of these histories are to insure the stories of our trailblazers live on, to inspire racially and ethnically diverse students to join the profession, to educate the public concerning these pioneers, the world in which they lived and how much richer and freer our world is due to their efforts and their sacrifices, and to provide informational material for the ABA. Our goal is to create high quality, superior content products that can be collected in a central archive and disseminated efficiently.

Spirit of Excellence Awards (1996)

The Spirit of Excellence Awards celebrate 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. The award recipients each remind us that lawyers throughout the profession are making significant contributions to promote diversity, both within the legal profession and society as a whole. They inspire us to do the same.

Publications

Listed below are current publications of the Commission with the year each was published in parentheses.

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.

Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That (2000)

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 before writing their letters, 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.

Developing a Plan for Your Law Firm (2005)

This set of guidelines will help any law firm develop its own realistic and effective diversity plan.

Goal IX Report (1998)

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.

Goal IX Newsletter (1999)

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, and programs. It 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

Miles to Go (Third Edition – 2005)

This is a collection of comprehensive data, which tracks the progress of minority lawyers nationwide on a systematic basis. Such research is critical 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 how bar associations, law schools, legal employers, and individual lawyers can improve the status of minorities in the profession.

The Simplest Reason (2000)

Minority lawyers, who can join not only their state and local bars, but national, local, and specialty 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 that it offers them in their careers.

Raising the Bar (2000)

Developed after the Commission's National Summit on the Retention of Minority Lawyers in the Private Sector, this comprehensive multimedia package,

consisting of videotapes, audiotapes, articles, reports, and a 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.

Why Diversity? (2000)

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.

Publications released in conjunction with the fall meeting of the ABA Section Officers Conference:

SOC 2003:

- *Diversity Efforts Checklist for ABA Sections, Divisions, and Forums*
- *Diversity Self-Assessment Questionnaire*
- *Supporting Your Goal IX Diversity Efforts*

SOC 2004:

- *Marketing to Minority Lawyers*

- *Ten Tips for Finding Diverse Speakers for Your CLE Programs and Authors for Your Publications*

SOC 2005

- *9 Necessary Elements for Creating and Fostering a Successful Diversity Committee*
- *12 Programming Pointers for the Successful Diversity Committee*

Other Commission Publications:

- *The Burdens of Both, The Privileges of Neither (published by MWAN)*
- *The Directory of Minority Partners (online)*

Services

Listed below are services provided by the Commission.

Consulting Program

The Commission provides consulting services on issues of diversity to ABA entities, other bar groups, law firms and corporate law departments. Topics include recruiting, retaining and promoting minority lawyers; mentoring; marketing employment opportunities, programs and products to minority lawyers; strategies for successful collaboration with minority bar groups; and diversity organizational assessments, analyses and recommendations.

Commission Website and Email (www.abanet.org/minorities)

The Commission's Website has up-to-date information about ABA diversity initiatives including the Commission's programs and publications. The site is frequently updated with information on news and events related to diversity in the profession as well as projects and programs of the Commission and other ABA entities and minority bar associations, making it an excellent research resource. The Commission's e-mail lists, polls, and contact information allow users to communicate with us and each other. Some notable features of the Website include:

ABA Information

- Information about the ABA Diversity Center as well as diversity initiatives and programs throughout the ABA can be found on the Commission Website.
- Also available is information about the latest Commission projects and programs, as well as access to e-mail lists, such as: KeepUp, MICJob, and DiversityNews.

Communication

- The DiverseBars e-mail list makes it easy for leaders in minority bar associations to discuss substantive issues they face.
- E-mail lists for each of the Commission's constituent groups help to facilitate

communication among the Commission and each other.

Diversity Calendar

- Our Diversity Events calendar includes diversity related events sponsored by the Commission, national and local minority bar associations, ABA entities, and other sources.
- The Website provides program descriptions, and schedules for Commission events.

Jobs

- Job opportunities are e-mailed, archived, and searchable on the Website.
- Links to other employment resources are provided.

News

- Our DiversityNews e-mail list sends out links to news stories and current events on the Web.
- The Commission Reporter highlights promotions, career changes, and other news about minorities in the legal profession.

Electronic Publications

- Free issues of the Goal IX Newsletter, program brochures, and other publications can be downloaded.
- Excerpts from Commission publications and online ordering can be found.

- Executive summaries of Commission reports and research can be downloaded.

Resources and Research

- Links to diversity committees in state and local bar associations are available on the Website.
- Local anti-bias reports and other racial and ethnic diversity-focused research can be accessed from links on the Website.
- The Website provides links to minority legal organizations, scholarship information, anti-hate crime resources, and other sites pertaining to diversity initiatives within the legal profession.

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Lastly, the Commission thanks the many ABA members and others who take the time to read the Goal IX Report and give us their feedback so that we may continue to try to make each subsequent Goal IX Report an improvement on the preceding years.

ABA Commission on Racial and Ethnic Diversity in the Profession, 2007-2008

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