

GOAL IX

TO PROMOTE FULL AND EQUAL PARTICIPATION IN THE LEGAL PROFESSION BY MINORITIES

Volume 7, Number 4, Fall 2001



Statement to ABA Members Regarding the National Crisis

R o b e r t E . H i r s h o n

The vile acts of terrorism our nation has experienced will live forever in our memories as a moment of unimaginable horror. We pause to remember the thousands of dead and injured and their families, and the hundreds of lawyers who may have been among the victims of these cowardly acts. To their families I offer my heartfelt sympathy and my hope that they will be able to achieve the healing they surely deserve.

Many of the victims were ABA members. We know that 443 ABA members list the World Trade Center as their mailing address. We suspect there are many others whose offices also are located at the World Trade Center. Presently we are in the process of determining the names of all ABA members who have died so that we may remember them personally in a memorial service we plan to conduct at the ABA Midyear Meeting. These individuals have paid the highest of prices for living in a free and democratic society.

The moment we learned of the acts of terrorism, your Association began to help America's lawyers serve the needs of our fellow citizens. Some of the steps we have taken include:

- Discussions with leaders of The Association of the Bar of the City of New York, the New York State Bar Association, the Virginia Bar Associations, the District of Columbia Bar Associations, and the Pennsylvania Bar Association. We have offered our prayers and assis-

The rule of law is our strongest weapon in the battle against anarchy and human destruction.

tance, and have communicated the ABA's commitment to partnering with them in efforts that will help the victims.

- Cancellation of the ABA Section Officers Conference and the Committee Chairs Forum, originally scheduled for September 13 through 15, which would have brought together ABA leaders for an intensive weekend of training and networking. We are working to reschedule portions of this conference for some of the groups that would have attended.

- Supporting the ABA Young Lawyer Division in providing pro bono emergency services. We have mobilized our disaster legal services operation and are ready to deploy them once the Federal Emergency

Management Agency (FEMA) advises us.

- Inviting ABA Section leaders to develop ideas whereby lawyers and law firms can help their colleagues who are affected by the events of September 11. An emergency task force will consider the suggestions and develop a program that will enable law firms unaffected by these tragic events to assist lawyers and law firms who were affected. Our goal is to have a roster of actions and supportive systems ready to implement before the end of September.

- Supporting the ABA Law Student Division in its efforts to organize a blood drive in each of their circuits. Plans are being developed and will be provided in the next few days.

- Communicating with the Chairs of the Standing Committee on Pro Bono and Public Service, Standing Committee on Legal Assistance for Military Personnel, and Standing Committee on Law and National Security to determine what actions each committee can take to be of assistance.

- Preparing communications like this one to help ABA leaders, members, state and local bar associations, staff and other key individuals and groups know what the ABA is doing, and to solicit their

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Carrying On in the Aftermath of Tragedy

Charisse R. Lillie
Commission Chair

Where were you? I was at my desk in Philadelphia on the phone with a client who was in New York City. We had a 9:00 a.m. conference call. I called her at 9:01 a.m. and got her voice mail. She called me back a few minutes later, with the strangest sound in her voice. I immediately asked her if she was okay. She said, "No. I'm a few blocks from the World Trade Center, and a plane just hit the tower. I am watching the building burn. I am not okay."

We hurriedly finished our business, and I started a deposition. Within the next hour, the plane crashed into the Pentagon. The managers of our building, a fifty-three-floor structure, decided to evacuate the building. By 2:00 p.m., downtown Philadelphia was a ghost town. . . .

As America digs through the debris of the World Trade Center and Pentagon sites and the crash site in Somerset, Pennsylvania, we must stay strong, be resolute, and remain very grateful that the loss of life and damage to our minds and hearts were not greater.

In the aftermath of September 11, 2001, the American Bar Association has suffered great losses among our members and colleagues. As is typical of the ABA, lawyers have sprung into action all over the country to respond to our nation in crisis. As noted by ABA President Robert Hirshon, in his message on page 1 of *Goal IX Newsletter*, ABA members have been generous with their time, energy, and financial contributions, in responding to this dreadful act of terrorism. The issue of diversity in America is ever-present, as Arab Americans are facing attacks in their communities and charges of racial profiling are being alleged by leaders of the Arab American community. We must be mindful of the civil rights and civil liberties of *all* of our citizens as the government fashions an appropriate response to these acts of terrorism.

What can we do? We must stay on our

path of increasing diversity in the legal profession and in the American Bar Association. We must be active in the national debate on how the United States should respond to terrorism and assaults on the spirits and souls of all Americans.

What can the ABA Commission on Racial and Ethnic Diversity in the Profession do? We can continue to do what we have always done—provide strong leadership and programming needed to guide and educate. To that end, we welcome the following new commissioners and look forward to working with you: Lawrence R. Baca, U.S. Department of Justice; Mary Beth Clary, Porter, Wright, Morris & Arthur; Naoko Fujii, director of the Academic Alliance for AIDS Care & Prevention in Africa; Steven Gonzales, University of LaVerne College of Law; J. Cunyon Gordon; W.

Muzette Hill, Ford Motor Credit Company; Floyd Holloway, Jr., State Farm Insurance Companies; Charles R. Morgan, general counsel, BellSouth Corporation; and Suzanne Townsend, Cascade Alternative Dispute Resolution Services.

We are thrilled that the following commissioners have been reappointed: Clarissa Cerda, general counsel, Madison Information Technologies and of counsel, Sonnenschein Nath & Rosenthal; Jorge Fernandez, county attorney, Sarasota County, Florida; Jimmy Goodman, partner, Crowe & Dunlevy; Hon. Vicki Miles-LaGrange; Raymond L. Ocampo, Jr.; Thomas J. Ryan, general counsel, Quaker Oats Company; and Theodore W. Small, Jr., Council on African American Affairs. We are extremely grateful to our outgoing commissioners: Francisco Angones, Angones, Hunter, McClure, Lynch & Williams; Jack Dunbar, Holcomb Dunbar; Teresa Lai, Wells Fargo; Bill Lann Lee; Richard E. Mulroy, Jr.; Alison R. Nelson, Ford Motor Company; Leroy C. Richie, Q Standards World Wide; and Hon. Ellen F.

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We must be mindful of the civil rights and civil liberties of all of our citizens.

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New & Noteworthy from the Commission

Annual Meeting Roundup

The 2001 ABA Annual Meeting was a busy one for the Commission. In addition to the business meetings of the Commission, the Conference of Minority Partners in Majority Corporate Law Firms, the Minority In-House Counsel Group, the Minority Counsel Program, and the Minority Caucus of the ABA House of Delegates, the week was jam-packed with CLE programs and social events. Some of the highlights included:

- A breakfast for minority bar leaders;
- The daylong Minority Lawyers Forum that featured breakout sessions by race and ethnicity and plenary sessions to explore collaboration among different groups of minority lawyers;
- CLE programs on the retention of minority lawyers in law firms and corporate law departments, racial profiling, navigating law firm politics and economics, and voting rights in light of the 2000 presidential election;
- A luncheon with some of the most preeminent minority lawyers and researchers from the United Kingdom during which they shared their perspectives and experiences about race in the legal profession in Britain;
- A special forum for minority lawyers interested in pursuing leadership opportunities within the ABA;
- A dim sum celebration with the National Asian Pacific American Bar Association, the Asian American Bar Association of the Greater Chicago Area, the Section of Real Property, Probate and Trust, and the Section of Science and Technology Law to honor David Tang and Ray Ocampo as they assume chairmanship of these two Sections respectively; and,
- The Commission's Fifteenth Anniversary Celebration.

The Commission thanks everyone who helped present these programs and everyone who attended. Be sure to mark your calendars for next year's Minority Lawyers Forum and Reception on Friday, August 9, 2002, in Washington, D.C.



Breaking Barriers, Building Bridges

Working with the Chicago Bar Association, the Commission presented "Breaking Barriers, Building Bridges," a full-day conference designed to disseminate recent information on the law and the legal profession, to create synergies between women and minority lawyers, and to spotlight the achievements and viewpoints of women and minority lawyers on September 28, 2001.

Johnnie L. Cochran, Jr., was the keynote speaker. Other speakers included Marvin Krislov, general counsel, University of Michigan; Anastasia D. Kelly, general counsel, Sears Roebuck and Co.; Andrea Zopp, deputy general counsel, Sara Lee Corporation; Hon. Ronald Guzman; Larry R. Rogers, Power, Rogers & Smith, PC; Arthur R. Velasquez, president and CEO, Azteca Foods, Inc.; and Joy V. Cunningham, general counsel, Northwestern Memorial Hospital. Thanks and congratulations to program chair Victor P. Henderson of Holland & Knight and his committee, Aurora Abella-Austriaco, Earl J. Barnes III, Karen Clanton, Susan Horn, Sally J. McDonald, and Jesse H. Ruiz for putting together such a wonderful program. Plans are already under way to make this an annual event. If you'd like to be part of the planning committee, contact Sharon P. Tindall at 312.988.5642 or tindalls@staff.abanet.org.

Conference of Minority Partners in Majority Corporate Law Firms

Charles S. Johnson III, of Holland &

Knight's Atlanta office, and Nolan Atkinson of Duane Morris & Heckscher in Philadelphia have been appointed the new cochairs of the Conference of Minority Partners in Majority Corporate Law Firms and a new leadership team has been elected. The Conference presented a very successful and well-attended program at the ABA Annual Meeting, called "Partners in Wonderland." There, panelists Young Kim, Seyfarth Shaw Fairweather & Geraldson; Joel Henning, Hildebrandt International; Lisa L. Walker, Whiteford, Taylor and Preston; and Fernando Villa, Holland & Knight, and the audience members discussed techniques and strategies for successfully navigating the politics and economics of large law firms. If you'd like to join the conference or learn about its upcoming programs, contact Candace Smith at 312.988.5508 or smithc@staff.abanet.org.

Minority In-House Counsel Group

Raja Kaul, Siebel Systems, Inc., and Wanda E. Flowers, Sunoco, Inc., are the newly appointed cochairs of the Minority In-House Counsel Group (MICG). The MICG is hard at work updating its directory of minority lawyers in corporate law departments and will once again be presenting programs designed for these lawyers at the ABA Section of Business Law Spring Meeting, April 4-6, 2002, in Boston. If you are a minority lawyer in a corporate law department and want to make sure that you are included in the next edition of the directory or if you want to get the regular e-mail postings of job opportunities for in-house lawyers, contact Doug Knapp at 312.988.5679 or knappd@staff.abanet.org.

Minority Counsel Program

Stephanie Franklin-Suber, Ballard Spahr Andrews & Ingersoll, Philadelphia, joins Floyd Holloway, State Farm Insurance Companies, Bloomington, Illinois, as co-chairs of the Minority Counsel Program (MCP). The fall MCP meeting will take place October 25-26, 2001, in Chicago and will feature Stacey J. Mobley, Sr., E.I. duPont de Nemours; Kenneth C. Frazier, Merck & Co.; and Emlee Hilliard-Smith, U.S. Securities and Exchange Commission, Midwest Regional Office. If your corpora-

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The Time Has Come . . .

M a r t i n R . C a s t r o

It decided that “separate but equal” was not. It decided that a woman has a right to make her own reproductive decisions. It decided who would be the forty-third president of the United States. Yet during all of its history, through these and many other decisions that have shaped who we are as a nation, it has failed to reflect and represent a large and significant portion of our country’s citizens—Hispanic Americans. This is evident by the fact that there has never been a Hispanic American on the U.S. Supreme Court, the most important judicial body in the world.

Based on the 2000 census, the Hispanic population in the U.S. has grown larger and faster than anyone ever expected, making it virtually the largest minority group in our nation. You cannot turn on the radio without running across a station playing our music. You cannot go to many restaurants without seeing our food on the menu. You cannot go anywhere in this country without seeing our people working. Anywhere, that is, except the U.S. Supreme Court. That must change and it must change at the next possible opportunity.

A Latino on the U.S. Supreme Court is not about having someone there to rule on behalf of any one ethnic group. It’s not about quotas, nor is it about having a favorite son or daughter on the High Court. This is not a Hispanic issue, but an American issue. A Hispanic American on the Supreme Court is about acknowledging the representative nature of our democracy; it’s about taking advantage of the full potential that our nation’s diversity has to offer. Ultimately, it’s about ensuring that an important perspective is part of the deliberations that will affect our rights and responsibilities in this new century.

How many times have you been the only person to raise certain issues in your law firm or other organization or contributed to the decision-making process and wondered what the out-

A Hispanic American on the Supreme Court is about acknowledging the representative nature of our democracy.

come would be without the benefit of your perspective? How many times have you been motivated to achieve after witnessing someone like yourself who has overcome the odds and succeeded?

Can you imagine, or would we as a nation accept, a Supreme Court without women? Without Jewish Americans? Without an African American? Of course not; yet our policymakers continue to think that it’s okay for a Hispanic American not to serve his or her nation at this highest level of government. In fact, this is the only level of government where Latinos have not been given the opportunity to serve.

A decade ago the Hispanic National Bar Association (HNBA) began its as-yet unconsummated effort to change that historic lack of representation. It was during the first Bush administration when leaders of the HNBA asked the president to appoint a Hispanic American to a vacancy on the Court. The response was “Well, who?” Who indeed, as we had never had the opportunity to lobby for such a historic appointment. That question was the catalyst for the most broad-based merit evaluation processes that any bar association has ever undertaken to fill a judicial position. The HNBA empanelled a U.S. Supreme Court Evaluation Committee to conduct a nonpartisan, merit-based, qualitative evaluation of potential candidates of the caliber to be

considered for the U.S. Supreme Court. The Committee consisted of lawyers from the HNBA and state and local bar associations from across the country. They worked tirelessly to compile a list of qualified individuals for consideration by the White House. The jurists, lawyers, and law professors who were part of this list represented the best our profession has to offer. In addition, they happened to be Hispanic American. The “short list” that was promulgated included such distinguished jurists and lawyers as Cruz Bustamante, Jose Cabranes, and Vilma Martinez. The HNBA and state and local bar associations reconvened a few years later to continue to evaluate other candidates and ensure that its “short list” continued to remain viable. A decade later the pool of judges, lawyers, and law professors with the qualities and capabilities necessary to make outstanding U.S. Supreme Court Justices has blossomed. To include all of this talent in this historic effort, the HNBA recently re-empanelled its U.S. Supreme Court Evaluation Committee. As a result, the HNBA has recently issued a bipartisan list of Hispanic judges, law professors, and lawyers that is not intended to be all-inclusive. According to the HNBA, the list is meant to be “a reminder to the administration, to the Senate, and to the American people of the substantial pool of Hispanic legal talent throughout the United States,” ready, willing, and able to don these most prestigious robes of public service.

Although several vacancies during Republican and Democratic administrations alike have come and gone without the appointment of a Latino to the High Court, what has not dissipated is the commitment and desire for such an appointment from the Hispanic community. What has changed, however, is the context of the debate. In 1992, we had to justify our request for representation. Today, in press reports about future vacancies it’s a given that the next appointment should be a Hispanic

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The Happy Juggler

C a l v i n M a n s h i o



As lawyers we are called upon to apply our education and experience to different tasks and circumstances. Sometimes these assignments involve only legal expertise; other times they impact our personal perceptions of who we are. For minority lawyers, this involves questions of race, culture, and community, and how each applies to our identity. In responding to many situations, whether called for or not, we often interject our own sense of identity. How many times have you looked around the room to discover that you are the sole minority present? Interjecting our sense of identity into a circumstance runs contrary to the popular notion that individual decisions are based on the economics of a cost-benefit analysis. For some lawyers, particularly those who identify with an ethnic or racial perspective, it is this sense of identity not cost that motivates their decisions. How minority lawyers balance family, job, and community was the premise of a program hosted by the Commission on Racial & Ethnic Diversity in the Profession at the ABA Annual Meeting in Chicago.

“Family, Job, and Community—A Balancing Act” was the title of the program that gave rise to two intriguing questions: How do lawyers balance their commitments to family, profession, and community? And, do minority lawyers balance their commitments any differently?

During the program, I had the opportunity to sit down with Judge Charles Cloud, a Native American, who sits on the General District Court in Norfolk, Virginia, and Deborah Telman, an African American lawyer at Winston & Strawn and chair of the Chicago Committee on Minorities in Large Law Firms to discuss these two questions. Our dialogue was enlightening and produced some surprising answers. We all agreed that minority lawyers not only have the same issues that all lawyers have in balancing family and career but in many cases minority lawyers also possess a heightened sense of community. While the meaning of family and career can be defined fairly clearly, the definition of community is more elusive.

Judge Cloud and Ms. Telman both base

Obligation to the community, it was agreed, should come from the desire to help, not from the dictates of the community.

their definition of community on shared interests with a particular group that extend beyond the physical—a “community of interest.” Just as people who live in small towns know each other and, therefore, readily identify themselves with each other, ethnic and racial minority groups use similar experiences as the basis for their community of interest. Unlike the small town resident, however, adoption of an ethnic and racial community of interest may shift over time. When Judge Cloud learned that he had Cherokee ancestors and relatives, he began to research his heritage and became involved and interested in the Native American community. Deborah Telman understood what her community of interest was when she realized that her professional expertise could benefit African American community groups. Both Cloud and Telman expressed more reward than frustration in their efforts linked to their respective communities of interest. Likewise, for most minority lawyers, defining “community of interest” changes over time. That change is not based on geographic location or profession as much as it is by how they define their “community of interest.”

Unlike governmental adoption and use of identity to promote a particular policy such as “Manifest Destiny” to justify westward expansion or the “White Man’s Burden” to sanction British global colo-

nization, ethnic and racial identity for minority lawyers is based on a sense of obligation to a community of interest. Most minority lawyers can choose to become involved in an ethnic or racial community or not. The fact that many do stems from this sense of identification and obligation.

The downside of a minority lawyer’s identification and obligation to his or her perceived community of interest arises when a community’s needs stretch the ability of the lawyer to give. As a minority lawyer, do you feel comfortable saying no to your community? Both Judge Cloud and Ms. Telman agreed with the comment that “Like any request that asks for your time, effort, and money, you have the right to say yes or no.” Obligation to the community, it was agreed, should come from the desire to help, not from the dictates of the community. Another practical problem arises from giving advice that is contrary to what the community wants to hear. When a minority lawyer gives advice that is contrary to what his or her community wants to hear the public outcry and displeasure expressed by the community may lead the lawyer to burn out and shift from wanting to help to wanting to avoid.

For lawyers, practicing law is important, but it is not life and death. Lawyers do leave the profession and find happiness elsewhere. Family, on the other hand, cannot be so easily left behind. Our group discussed the demands of two-career marriages, parenting, and caregiving for parents. Clearly, maintaining family ties is important. Those ties, like the definition of community, also shift over time. At some point your partner is paramount, at others your children, and then there is always the relationship with one’s parents.

Our consideration of family was much like our discussion of community. As each of us enters the profession, unless we’re married at the time, we possess an “I” mentality. “How can I get ahead?” “What do I need to do?” “Am I going to make it?” Gradually, as we move through life and the profession, we gain experience, confidence,

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ideas about what additional efforts we should undertake. To this end, I invite you to let me know of your ideas for actions the ABA can take that will bring the special skills and perspectives of lawyers to solve the problems this tragic situation has caused.

● Finally, I remind all of us of the importance of being good citizens even as we seek ways to use our skills as lawyers to help others. I know many members have donated blood, provided financial support, and generally let agencies at the scenes of the disasters know of their willingness to help. I'm proud of the efforts individual lawyers have made and I encourage each of our members to do whatever they can to be of assistance.

Although the shocking events of September 11 may show the frailty of human life and of our democratic society, the lawyers of America know that the rule of law is our strongest weapon in the battle against anarchy and human destruction. As special guardians of the law, we must not allow this evil to undermine our democracy, which remains the beacon of hope to all who are oppressed.

Robert E. Hirshon is the president of the American Bar Association, 2001-02. Mr. Hirshon issued these remarks on September 13, 2001, in the wake of the terrorist attacks against the United States on September 11, 2001.

American. Yet nothing is a given. It is incumbent on all of us to work towards overcoming this historic lack of inclusiveness, not simply to benefit the Hispanic community, but to benefit our judicial system and our democracy, and to take advantage of the full potential we *all* have to offer this country.

Martin R. Castro is a partner with the law firm of Castro Gomez Durbin & De Jesus, LLC, in Chicago, Illinois. He is the former chair of the HNBA U.S. Supreme Court Committee and former chair of U.S. Senator Dick Durbin's (D-Ill.) Federal Judicial Nominations Commission. Marty is currently a candidate for U.S. Congress.

and competence. The result is a more balanced focus on the job, family, and community.

As we concluded our discussion, both Judge Cloud and Ms. Telman stressed the need for flexibility. Minority lawyers may have a special relationship with their communities, but just like any professional the key is balancing. At any given point in time, our family, job, or community may have the priority; at other times, a new priority may emerge. Our ability to stay on top of all three requires us to pay attention to each, redefine terms, and shift focus in order to maintain the proper balance. Once you have achieved this balance you will be a happy juggler.

Calvin Manshio is a lawyer in Chicago specializing in telecommunication and electric matters. He serves as a member of two community boards and is president of another.



Raising the Bar— Retention of Minority Lawyers

Is your firm or corporation retaining the minority lawyers it recruits?

“Raising the Bar” is a new multimedia package designed to help employers retain the minority lawyers whom they work so hard to recruit. With videotapes, audiotapes, written articles, and a workbook, “Raising the Bar” educates law firms and corporate law departments about why retention of minority lawyers is a problem and offers practical strategies to address the dilemma. It is designed for effective use during partnership and law department staff meetings, luncheon roundtables, and both individual and group training sessions.

“Raising the Bar” is now available for purchase from the Commission for \$695.00. For more information or to order, contact the Commission at 312.988.5643 or visit the Commission Website at www.abanet.org/minorities.

Chair's Remarks to the ABA Commission on Racial and Ethnic Diversity in the Profession

C h a r i s s e R . L i l l i e
C o m m i s s i o n C h a i r

Editor's Note: These remarks were made by Charisse R. Lillie on the occasion of the Commission's Fifteenth Anniversary Reception held August 3, 2001, in Chicago.

Thank you so very much for joining us today to celebrate the Fifteenth Anniversary of the Commission on Racial and Ethnic Diversity in the Profession, formerly known as the Commission on Opportunities for Minorities in the Profession. This is a great achievement, because the growth and development of this great Commission, since it was a mere gleam in Dennis Archer's eye, represents a continuous commitment on the part of the ABA to Goal IX—to ensure the full and complete participation of minorities in the legal profession.

We honor the ABA today, but we particularly pay homage to the leadership of this great movement in the ABA. To Dennis Archer, thank you for your vision, your determination to create programs that were and still are designed to open doors, and create networking and educational opportunities for diverse lawyers. To Robert Grey—following a visionary in a position of leadership is never an easy task. But you attacked the task with skill and vigor, and you continued to grow the Commission's programs and make the vision clearer, fuller, and assured of survival. Judge Bernice Donald stayed true to the dream, ushering in the era of the Spirit of Excellence, and providing leadership to the expansion of the Minority Partners Conference. She also provided valuable mentoring to José Gaitan and me as we pursued our dreams of expanding and improving Commission programs designed to increase diversity in the legal profession. José Gaitan oversaw the Spirit of Excellence as it grew larger each year and became the signature luncheon of the ABA Midyear Meeting. The Multicultural Women Attorneys Network became a force with which to be reckoned, and José pushed and prodded the Commission through a process of strategic planning that has proved to be invaluable to us.

The Council on Racial and Ethnic Justice has been and continues to be our partner in the diversity effort. The Council is a major force and voice for issues of racial and ethnic justice in the country. Thanks to Kurt Schmoke for being here today, and for all of his support and good counsel this year. Thanks also to the former council chairs, Judge Nathaniel Jones and Paulette Brown, for their commitment, devotion, and hard work on behalf of the Council and the Commission.

So how has our great Commission gotten to be a teenager? Because of thousands and thousands of volunteer hours from our commissioners, from the chairs and members of

We have made great strides in our profession and in the ABA toward meeting the tenets of Goal IX.

the Minority Counsel Program, Minority Partners, and Minority In-House Counsel.

This teenager also has had the benefit of many dedicated, hardworking staff members, and two spectacular staff directors. Rachel Patrick, who worked tirelessly to nurture and grow this Commission through its preteen years. Rachel, your fingerprints and heart-strings are everywhere in the Commission's work as it continues today. We are so grateful to you for all that you have done and all that you continue to do. The struggle continues, and you have laid the building blocks that allow our current staff to thrive.

Sandra Yamate, you have added a new level of diversity to the work of the Commission. Your creativity, credibility, and reputation among Asian, Hispanic, African American, and Native American lawyers have enhanced the Commission's ability to expand its vistas and create new programming that is proving to be a boon to the American Bar Association in terms of membership and meeting the aspirations of Goal IX. To our current staff of Sharon Tindall, Candace Smith, Doug Knapp, and Lucy Alvarez-Penalosa, thanks for being so special, so dedicated, so hardworking, and so true blue.

To my secretary, Suzanne, who typed this speech, thank you for being an auxiliary staff member of our Commission. Thanks for being my secret weapon!

Finally, I would like to quote an African proverb—"It takes a village to raise a child." Thanks to the ABA leadership, past and future—especially William Paul, who has totally raised the bar through his groundbreaking focus on diversity during his 2000 presidency of the ABA. To Martha Barnett, Bob Hirshon, A.P. Carlton, and Dennis Archer—our past, our present, and by all signs, our future, and to Executive Director Bob Stein—thank you for being a part of the village that has raised this Commission from its infancy to its midteens. Thank you for helping to lay a foundation that will see the Commission through a long and productive adulthood.

We have made great strides in our profession and in the ABA toward meeting the tenets of Goal IX. And in this, our fifteenth year, we still have "miles to go" before we can feel that we can claim success. And so, in tribute to these fifteen years, I would like to respectfully ask the past chairs of the Commission, Mayor Dennis Archer, attorney Robert Grey, Judge Bernice Donald, and attorney José Gaitan, to come forward to say a few words to you. I commend you to our fifteenth anniversary book and poster (see page 12 for details on how you can obtain copies of the poster), and implore you to read the special messages that our former chairs have shared in writing. But I would now like to ask each of them to come forward, *seriatim*, to give you personal greetings and to share their special thoughts on this auspicious occasion.

Thank you all for being here. Please enjoy our celebration of fifteen years of good works on behalf of diversity in the legal profession.

Commission's Fifteenth Anniversary Celebration

The Commission on Racial and Ethnic Diversity in the Profession (formerly the Commission on Opportunities for Minorities in the Profession) celebrated its fifteenth anniversary with a gala reception on August 3, 2001, during the ABA Annual Meeting in Chicago. Guests from throughout the ABA and from across the country, including several past chairs of the Commission, joined in the festivities.



Hon. Bernice B. Donald, a former chair of the Commission and a current member of the ABA Board of Governors, was an honored guest.



Former Commission Chairs Robert J. Grey, Jr., and Hon. Bernice B. Donald join Chair Charisse R. Lillie to cut the anniversary cake.



A good time was had by all.



Friends from around the country joined in the celebration.



Founding Commission Chair and current member of the ABA Board of Governors, Dennis W. Archer, addresses guests.



Immediate past-president of the ABA Martha W. Barnett joined the celebration with Commission Chair Charisse R. Lillie.



Lawyers from many Sections and Divisions of the ABA came to enjoy the evening.



The Holy Cross Youth Marimba Band entertained the guests.



ABA President-elect Alfred P. Carlton, Jr., congratulates the Commission on its fifteenth anniversary.



The festivities attracted judges, lawyers, and law students.



Good food, good music, and good friends.

Rosenblum. You each have served us admirably for three years. We appreciate your time, energy, dedication of resources, and devotion to the cause of diversity. You will always remain members of the Commission family.

The Commission is now fifteen years old, and we celebrated this birthday with a fabulous reception in Chicago at the 2001 Annual Meeting. Our former chairs, Dennis Archer, Robert Grey, and Judge Bernice Donald spoke movingly of their work on the Commission and their hopes for our future. Martha Barnett, immediate past president of the ABA and A.P. Carlton, president-elect of the ABA, spoke of their appreciation for the dedicated work of the Commission and our constituent groups, and reaffirmed the commitment of top ABA leadership to the goal of diversity in the legal profession.

Commission programming at the Annual Meeting was inspiring and illuminating, once again. Several of our colleagues from the United Kingdom led discussions on panels regarding the similarities and differences in how the British Bar is handling the issue of diversity. We are continuing the dialogue we began at the 2000 Annual Meeting in London, and we hope to continue this kind of collaboration with our colleagues abroad.

Our presentation on racial profiling was very well attended and extremely well received. We also held the Minority Lawyers Forum with representatives of the Hispanic National Bar Association, the National Native American Bar Association, and the National Asian Pacific American Bar Association participating and discussing issues of mutual concern to diverse lawyers in America. We were disappointed that a conflict in scheduling with the National Bar Association Conference prevented the attendance of NBA officers. We are hoping to avoid future scheduling conflicts.

We encourage you to register for the Minority Counsel Program Meeting in October 2001, in Chicago and the Commission's megameeting in April 2002, in San Francisco. We remain focused and dedicated to our mission of creating equality and diversity in the profession and following the tenets of ABA Goal IX.

tion or law firm would like to join MCP, visit the Commission Website at www.abanet.org/minorities for an application or call Candace Smith at 312.988.5508.

Spirit of Excellence Awards

Join us in Philadelphia on Saturday, February 2, 2002, as we recognize six leaders in the legal profession for their commitment to and accomplishment in promoting the full and equal participation of minorities in the legal profession with the Commission's annual Spirit of Excellence Awards. The Spirit of Excellence Awards luncheon has become one of the highlights of the ABA Midyear Meeting and this year promises to be no exception. For tickets or further information, contact Candace Smith at 312.988.5508 or smithe@staff.abanet.org.

Investing in Diversity; Investing in Ourselves

The Commission and its constituent groups will be working with the Ethnic Minority Lawyers Committee of the State Bar of California and the California Minority Counsel Program to present a megameeting of programs for lawyers from diverse backgrounds. "Investing in Diversity; Investing in Ourselves" will be held April 11-13, 2002, in San Francisco. Mark your calendars now!

Keeping Up with the Commission

If you aren't receiving the monthly e-mail update about the Commission and its activities and you would like to, send an e-mail to Doug Knapp at knappd@staff.abanet.org and ask to be added to "Keep Up with the Commission."

For more information on any of the above programs or events, contact the Commission office at 312.988.5643 or visit our Website at www.abanet.org/minorities.

Calling All Bar Associations!

We Need Your Help!

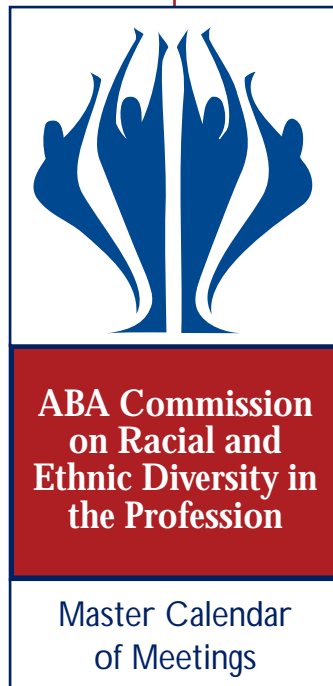
To facilitate communications among bar associations with an interest in promoting diversity in the legal profession, the Commission on Racial and Ethnic Diversity in the Profession is compiling a comprehensive listing of bar associations that serve minority lawyers. We are gathering this information from local, state, and regional minority bars, as well as minority committees within mainstream bars.

And, we've made it easy for you to submit your information: Just visit the Commission's Website at www.abanet.org/minorities/barform.html to fill out the short Bar Contact Form.

You can also submit association data via e-mail. Just send the following information to knappd@staff.abanet.org

- Name, address, and contact information of association
- Type of bar association (national minority bar, local minority bar, state bar association, local bar association, or other association)
- If this is a minority association, please indicate which group (African American, Asian/Pacific American, Hispanic/Latino, Native American, all minority groups, other)
- Bar association Website address and e-mail
- Calendar date of leadership terms

October 25-26, 2001	<i>MCP Fall Meeting</i>	Chicago, IL Contact: Candace Smith 312.988.5508 smithc@staff.abanet.org
October 27, 2001	<i>Commission Business Meeting</i>	Chicago, IL Contact: Candace Smith 312.988.5508 smithc@staff.abanet.org
October 27-28, 2001	<i>SCCLA Virtual Reality Trial Skills Workshop</i>	Dovel & Luner, LLP 333 S. Grand Avenue, Suite 1560 Los Angeles, CA 90071 Contact: Beti Bergman 213.473.9888 x 207 betsai@hotmail.com
November 15, 2001	<i>A. Leon Higginbotham Gala National Bar Institute</i>	New York, NY
November 15-16, 2001	<i>CMCP 12th Annual Business Development Conference</i>	Marina del Rey, CA Contact: CMCP 415.782.8990 cmcp@sfbar.org
November 15-17, 2001	<i>NAPABA Annual Convention</i>	Scottsdale Plaza Resort Scottsdale, AZ Contact: Grace Yoo 202.626.7693 ED@napaba.org
January 30-February 5, 2002	<i>ABA Commission on Racial & Ethnic Diversity's Midyear Meeting/Judicial Clerkship Program</i>	Philadelphia, PA
February 2, 2002	<i>Spirit of Excellence Award Luncheon</i>	Philadelphia, PA
April 4-5, 2002	<i>NABA Annual Meeting</i>	Marriott Hotel Albuquerque, NM
July 27-August 3, 2002	<i>NBA Annual Meeting</i>	San Francisco Hilton San Francisco, CA
August 8-14, 2002	<i>ABA Commission on Racial & Ethnic Diversity's Annual Meeting</i>	San Francisco, CA
February 5-11, 2003	<i>ABA Commission on Racial & Ethnic Diversity's Midyear Meeting</i>	Seattle, WA
August 7-13, 2003	<i>ABA Commission on Racial & Ethnic Diversity's Annual Meeting</i>	Washington, DC
February 4-10, 2004	<i>ABA Commission on Racial & Ethnic Diversity's Midyear Meeting</i>	San Antonio, TX
August 5-11, 2004	<i>ABA Commission on Racial & Ethnic Diversity's Annual Meeting</i>	Atlanta, GA
August 4-10, 2005	<i>ABA Commission on Racial & Ethnic Diversity's Annual Meeting</i>	Chicago, IL
August 3-9, 2006	<i>ABA Commission on Racial & Ethnic Diversity's Annual Meeting</i>	Honolulu, HI



Abbreviations

AABA	Asian American Bar Association of Chicago Area
ABA	American Bar Association
ACCA	American Corporate Counsel Association
CMCP	California Minority Counsel Program
HNBA	Hispanic National Bar Association
JABA	Japanese American Bar Association
MALDEF	Mexican American Legal Defense and Education Fund
MCCA	Minority Corporate Counsel Association
MCP	Minority Counsel Program
MWAN	Multicultural Women Attorneys Network
NABA	Native American Bar Association
NBA	National Bar Association
NAPABA	National Asian Pacific Bar Association
NAPALC	National Asian Pacific American Legal Consortium
PABA	Philippine American Bar Association
SCCLA	Southern California Chinese Lawyer Association



In celebration of its Fifteenth Anniversary, the Commission on Racial and Ethnic Diversity in the Profession has created a special limited edition print (in bronze) and a poster (in silver) called "Changing the Face of the Profession." This beautiful yet powerful print is the ideal addition for your home or office and the perfect gift for friends and clients. The limited edition print is \$50.00 and the poster is \$25.00 (plus \$10.00 shipping and handling; Washington, D.C., residents please add 5.75%; Illinois residents please add 8.75%; and Maryland residents, please add 5% sales tax). To order, visit the Commission Website at www.abanet.org/minorities or call 312.988.5643.



GOAL IX

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