

Goal IX Report

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

ABA Commission on Racial and Ethnic Diversity in the Profession

2002 - 2003



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Introduction

In 1986, the Commission on Racial and Ethnic Diversity in the Profession ("Commission") was established with the directive to pursue fulfillment of the American Bar Association's Goal IX: "To promote the full and equal participation in the legal profession by minorities¹, women and persons with disabilities." As part of that undertaking, the Commission annually surveys the American Bar Association to determine what progress, if any, the ABA as a whole, as well as its various entities, has made toward achieving Goal IX. This Goal IX Report is the Commission's report upon that progress.

While recent decades have seen the dramatic increase in the racial and ethnic diversity of the United States, the legal profession has been less successful at mirroring that diversity. One way in which the Commission monitors progress in the profession is by tracking and analyzing the level of participation of minorities throughout the ABA, particularly in ABA governance and leadership positions within Sections, Divisions, and Forums. To assist in that evaluation, the Commission has prepared this Goal IX Report to assess minority representation in ABA leadership and its general membership, and review other ABA diversity-related initiatives. Specifically, the annual Goal IX survey was conducted with a view toward:

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

We selected these items to measure based upon the assumption that as the ABA is the largest and most prominent professional association within the legal profession, the ABA's own progress in achieving greater diversity

¹ 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 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.

would, in some degree, reflect the progress of diversity within the larger profession. Therefore, if it is important that the profession become racially and ethnically diverse--and the adoption of Goal IX suggests that it is -- then it becomes even more important that the ABA persevere in and even expand its efforts to become racially and ethnically diverse and to achieve its own Goal IX.

Three years ago, then-ABA President William G. Paul re-ignited the legal profession's and the ABA's commitment to racial and ethnic diversity by making it one of his two primary presidential initiatives. This year, ABA President Alfred P. Carlton, Jr. has established a Task Force on Diversity and Retention Issues that will begin the process of interviewing law firm managing partners, educators and others on the pipeline retention issues being studied. And Dennis W. Archer, the founder and the first Chair of this Commission, is serving as the President-Elect of the ABA. He is the first minority lawyer in the ABA's 125-year history to do so. Clearly barriers are being broken and new firsts are being achieved within the ABA. But is the ABA truly making progress toward full and equal participation in the profession by minority lawyers? Are our diversity efforts making a difference? Given the time that has elapsed since Mr. Paul's call to action and with the historic import of Mr. Archer's election, the Commission thought that it was appropriate and timely to include in this year's Goal IX Report an examination of the impact of the ABA's diversity efforts.

In the meantime, the Commission remains committed to supporting diversity efforts and promoting Goal IX, particularly through its programs and projects. They include the Judicial Clerkship Program (with assistance from the Judicial Division); the Minority Counsel Program; the Conference of Minority Partners in Majority Law Firms; the Minority In-House Counsel Group; the Multicultural Women Attorneys Network (with the Commission on Women in the Profession); and the Spirit of Excellence Awards. The Commission also produces a number of publications that address various facets of diversity within the profession; offers services to minority bar associations and entities of the ABA; and sponsors or co-sponsors (with ABA Sections, Divisions, Forums, committees, and minority bar associations) various programs that promote diversity. We recognize, however, that there is much more that can be done.

The Commission on Racial and Ethnic Diversity in the Profession, the Commission on Women in the Profession, and the Commission on Mental and Physical Disability Law combined their efforts to collect data for Goal IX reporting. They sent a joint-reporting questionnaire to each entity Chair, Chair-Elect, and staff liaison of the Sections, Divisions, and Forums. As in previous years, we also solicited narrative reports from other ABA departments about their diversity-related programs, policies, and activities. The thoughtful responses have allowed us to compile updates on progress throughout the ABA.

ABA Commission on Racial and Ethnic Diversity in the Profession

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

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

Major Projects and Programs

Spirit of Excellence Awards

The Spirit of Excellence Awards celebrate the achievements of diverse lawyers and others who contribute to the legal profession and society. 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 awards serve as an important reminder that there are lawyers throughout the profession who, in myriad ways, are making significant contributions to promote diversity within the legal profession and society as a whole.

Judicial Clerkship Program

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

Minority Counsel Program (MCP)

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 MCP's signature Mystery Networking Event. The mission of MCP 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;
- ◆ To provide opportunities for racially and ethnically diverse lawyers to establish and increase their representation in corporate and governmental entities;
- ◆ To encourage majority firms to hire racially and ethnically diverse lawyers and assign significant projects to those lawyers;
- ◆ To promote and enhance co-counsel arrangements and joint ventures between majority and minority firms;

- ◆ To increase visibility of minority counsel in public and private litigation; and
- ◆ To foster business opportunities for future generations of minority attorneys.

Minority In-House Counsel Group (MIC)

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

Conference of Minority Partners (CMP)

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

Minority Caucus

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

- ◆ To provide a forum for the ABA House of Delegates' minority members--defined as African Americans, Asian Americans, Hispanic Americans/Latinos, and Native Americans;
- ◆ To provide a venue for Minority Caucus members to interact with Officers and announced candidates for ABA officer and Board positions;
- ◆ To allow minority members of the Board of Governors to collaborate with Minority Caucus members;

- ◆ To learn about ABA presidential appointment opportunities and the process for these appointments;
- ◆ To assist in developing a leadership pool for minorities in the ABA;
- ◆ To work together to initiate, support, or oppose House resolutions in conjunction with others in the House of Delegates; and
- ◆ To participate in the House of Delegates orientation program for new members.

Multicultural Women Attorneys Network (MWAN)

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

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

MWAN 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

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 practical training sessions and cutting-edge, substantive CLE programming designed specifically for minority business lawyers and litigators to help them better position themselves for success.

Major Publications and Products

Goal IX Newsletter

The Commission's quarterly newsletter, *Goal IX* stimulates readers' interest in diversity issues with thought-provoking articles on issues of importance to minority lawyers. The newsletter provides a forum for new ideas, projects 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.

Supporting Your Goal IX Diversity Efforts

This pamphlet summarizes the many services and programs that the Commission offers to support Sections, Divisions, and Forums as they pursue the ABA's Goal IX: the full and equal participation in the profession by minorities, women and persons with disabilities.

Raising the Bar

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

Miles to Go 2000: Progress of Minorities in the Legal Profession

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

Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who Have Been There and Done That

More than 80 multicultural women attorneys serve as mentors in this collection of letters to their "sisters" and "daughters." These multicultural women attorneys, who all have graduated from law school at least 10 years ago, offer practical advice and inspiration. Their letters contain reflections that can guide and motivate attorneys, as well as other professionals, at any stage in their career. Compiled by the ABA

Multicultural Women Attorneys Network, the book *Dear Sisters, Dear Daughters* represents decades of experience from the best in the profession.

The Simplest Reason

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

Goal IX Report

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

Bar Leadership Institute Diversity Efforts Checklist

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

Speakers on Diversity in the Profession

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

Why Diversity?

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

Other Commission Publications:

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

The Directory of Minority Partners (online)

The Commission Reporter (online)

Commission Website and List Serves (www.abanet.org/minorities)

The Commission's website has the most up-to-date information about ABA diversity initiatives including the Commission, its programs and publications. The site is frequently updated with information on news and events related to diversity in the profession as well as programs and activities of the Commission and other ABA entities and minority bar associations, making it an excellent research resource. Our list serves, 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 and diversity initiatives and programs throughout the ABA
- ◆ The latest Commission programs and activities, as well as access to list serves and discussion groups

News

- ◆ Our DiverseNews list serve sends out links to news stories on the web
- ◆ The Commission Reporter highlights promotions, career changes and other news about minorities in the legal profession

Events

- ◆ Our Diversity Events calendar includes items from the Commission, national and local minority bar associations, ABA entities, and other sources
- ◆ Descriptions, schedules and online registration for Commission events

Publications

- ◆ Free downloadable brochures and other publications
- ◆ Excerpts from Commission publications and online ordering
- ◆ Executive summaries of Commission reports and research

Research

- ◆ Links to minority legal organizations, scholarship information, hate crime resources, and more

Jobs

- ◆ Job opportunities emailed, archived and searchable on the website
- ◆ Links to other employment resources

Communication

- ◆ The DiverseBars list serve makes it easy for leaders in minority bar associations to discuss substantive issues they face
- ◆ List serves for each of our constituent groups help us keep in touch with them and them to each other

MCP: Creating Mutually Rewarding Business Opportunities

The ABA Minority Counsel Program (“MCP”) is a program that brings together minority lawyers who are interested in, and capable of, handling legal matters for large corporate clients and corporate counsel who are interested in retaining minority lawyers as outside counsel. MCP promotes the development of mutually rewarding business relationships that benefit both the minority lawyers and the corporate clients. Daniel Davillier and David Cade are two such lawyers.

Daniel Davillier is a pretty regular attendee at the semi-annual MCP meetings. He was a senior associate at Phelps Dunbar, a regional firm of over 230 attorneys, with its largest office in New Orleans, when his firm first sent him to an MCP meeting. There he met Charles Fairfax, who at the time was a lawyer with General Motors (“GM”). Charles was a litigator and Daniel was a transactional attorney, but Daniel was persistent and he kept in touch with Charles. It wasn’t long before Daniel learned about a GM project that would be starting in Louisiana and that would require some transactional legal work. He contacted Charles, who arranged for Daniel to meet with David Cade, the GM lawyer who was overseeing the deal. David liked Daniel and retained him to handle the matter for GM. The deal went well and when a similar matter arose in Oklahoma, even though Daniel and his firm had no presence in Oklahoma, GM hired them to supervise local counsel. It proved to be most efficient and economical for GM. GM now uses Daniel and his firm nationwide to handle issues like these when they arise.

Needless to say, soon after GM first retained Phelps Dunbar, Daniel happily became a partner in the firm. And the firm, recognizing and appreciating the value that Daniel brings as a minority lawyer, is now very diverse. Nine percent of its lawyers are lawyers of color and 50% are women. As Daniel explains it, “GM



Daniel Davillier and David Cade

values diversity and, as a minority lawyer, I had the opportunity to show GM what I could do. The firm understands that. Consequently, my firm has made a greater effort to hire and retain minority lawyers.” And Daniel continues to attend the Minority Counsel Program, recently bringing a minority associate whom he is mentoring.

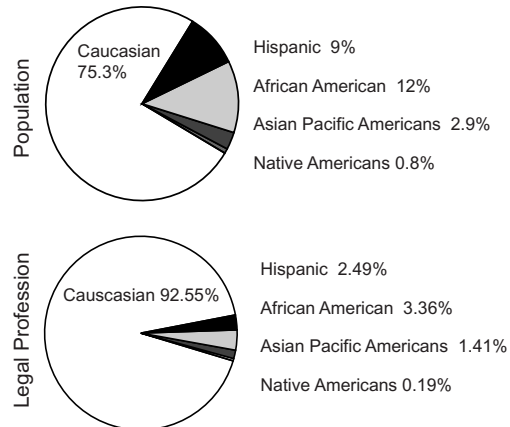
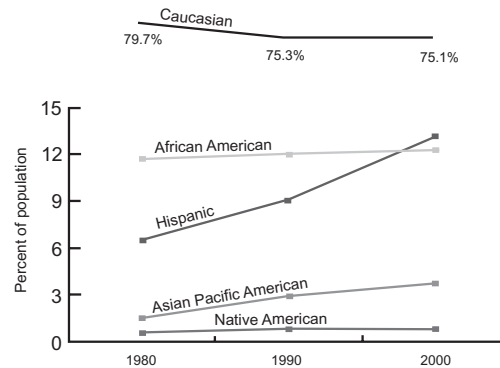
Did Daniel do anything special to get business from GM? No, he simply took advantage of the opportunity that the Minority Counsel Program offers. Without a doubt, says Daniel, the Minority Counsel Program was a tremendous benefit to him. “I appreciate the chance to participate,” he explained. “Lawyers need to realize that this program is not about walking in and getting a file. It’s all about developing relationships with these corporate clients. MCP gives me plenty of chances to do just that.”

Indeed, Daniel further cultivated his relationship with David Cade and GM at the Fall, 2002, MCP Meeting. GM is launching a new project in Michigan, Ohio and Canada in which David will be the lead in-house counsel. It’s a billion dollar transaction. And Daniel Davillier is the new outside lead counsel.

ABA Membership

According to the 2000 Census, the population of the United States was 24.9% non-white: 12.3% African American, 3.6% Asian American, 0.9% Native American, 0.1% Pacific Islander, and 5.5% were identified as "Some other race." An additional 2.4% or 6.8 million people identified themselves as belonging to more than one race. Of this group, 16% were White and American Indian or Alaska Native, 13% were White and Asian, and 11% were White and Black or African American. Hispanics, who may be of any race, totaled about 12.5% of the total U.S. population.

Within the legal profession, however, the numbers have been dramatically different. While 24.7% of the population in 1990 (2000 statistics for the legal profession were not available at press time) were minorities, only 7.45% of the legal profession was minority. Since almost 20% of students enrolled in law school since 1995 have been minorities, we should see an upward trend in the number of minority lawyers. It remains to be seen whether recent efforts to change college and law school admission policies will have any impact upon this.



Within the ABA, as of August 31, 2002, there were 410,613 members. This represents an increase of 1,928 members. 1,750 of these new members, however, were law student members (771) or associate members (979) rather than lawyer members.

351,375 ABA members were lawyers. Of those 351,375 members, 137,480 or 39.1% have identified themselves by race or ethnicity. This self-identification is based upon information voluntarily provided by members as part of the ABA Census.

ABA Membership

	2001 Members	2002 Members	Difference in Membership (2001-2002)	% Difference in Membership (2001-2002)	% of Total Membership in 2001*	% of Total Membership in 2002*
African American	3,707	3,821	+114	3.1%	2.68%	2.78%
Asian Pacific American	3,414	3,562	+148	4.3%	2.47%	2.59%
Hispanic	3,091	3,115	+24	0.8%	2.24%	2.27%
Native American	825	774	-51	-6.2%	0.60%	0.56%
Caucasian	125,660	124,782	-878	-0.7%	90.98%	90.76%
Other	1,417	1,426	+9	0.6%	1.03%	1.04%
Unknown	213,083	213,895	+812			
TOTAL	351,197	351,375	+178	0.00%	100.00%	100.00%

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

It is impossible to determine whether the 39.1% of the lawyer members who have identified themselves by race or ethnicity is representative of the remaining 60.9%. In a comparison with previous data of identified members, we note that there has been a decline of 0.6% in the number of members identifying themselves by race. Overall, however, if we rely upon this small sample of the membership, the numbers of racially and ethnically diverse members of the ABA appear to be making a very modest increase.

Nurturing Members of the Future

A lack of mentorship is a crucial problem for minority women in the legal profession. It is one of the reasons why the Multicultural Women Attorneys Network, a joint project of the Commission on Racial and Ethnic Diversity in the Profession and the Commission on Women in the Profession, published *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*. This publication features letters of advice, insights, and sometimes regrets, from experienced minority women lawyers to younger and future minority women lawyers and other professionals.

When Macarena (Rena) Tamayo Calabrese agreed to author one of those letters, she knew the first hurdle for anyone desiring to become an attorney was to complete school. She understood all too well the unique difficulties that existed for students who were immigrants, who were of the first generation, and for those whose family members knew or understood very little about the entire legal system. She wanted them to know, however, that becoming an attorney was not some distant, unachievable dream. Even though that difficult and lonely hurdle had to be jumped, Rena wanted to remind her readers that they were not alone, that minority women attorneys who made it to the other side were far better than when they first started. That the sacrifices were worth it. That she had encountered all those same obstacles and hardships . . . and lived to tell about it -- as a successful attorney.

Marna Opsina is an immigrant who wanted to be a lawyer since she was in grade school, but she was discouraged from applying by several conversations with her college professors. Added to that, news reports



Marna Opsina and Macarena (Rena) Tamayo Calabrese

about the influx of law students, the tight job market, and the student loans that had to be paid off all but eliminated her hopes of becoming a lawyer. Then, during the fall of 2001, Marna's mother gave her a copy of *Dear Sisters, Dear Daughters* and she happened to read Rena's letter. Marna immediately connected with Rena's account of her struggles and the dream of pursuing a legal career. Marna's mother realized that Rena's letter had made an impact upon her daughter. So, with no purpose other than to express her thanks and gratitude to a woman whom she didn't know but who had made such an impression upon her daughter, she called Rena and told her about what her letter had meant to Marna.

Touched, Rena invited Marna to come by her office so that they could meet in person. Marna was thrilled to meet her heroine in person, to share her career aspirations, and to obtain some guidance for her own future from someone who had lived in similar circumstances. Uncertain of her career path and wanting a clearer perspective of her priorities, Marna found it beneficial to speak with someone who had also postponed her own dream of becoming of an attorney.

Rena stayed in touch with Marna and continued to mentor her. Rena's mentorship served as a constant reminder to Marna about her inner yearning to study law. She dreamed about making a difference in the lives of those who are often left unheard or under-represented. She wanted desperately to give such individuals the opportunity to truly experience justice in the manner the U.S. legal system was intended to work. Rena's enthusiasm and passion about her own career helped Marna understand that remaining a prisoner to fears of student loans and avoiding risks would only deny herself the opportunity to truly experience and realize her life ambitions. When Rena told Marna, "Student loans will stay with you until you die . . . but if you never realize your dream because of them, you'll always regret it," Marna took those words to heart: She took the LSAT, and applied to law school.

This year, Marna is part of the entering class of the DePaul University School of Law in Chicago. Her letter of acceptance brought immeasurable joy to Marna, to the Opsina family . . . and to Rena.

Soon thereafter, Marna asked Rena how she could ever repay her for all she had done in helping her navigate through the fears, hopes, questions, uncertainties, and dreams related to becoming an attorney. Said Rena, "You can take me out to dinner with the first paycheck you receive as a lawyer."

ABA Leadership

From last year's record high of just under 25% (183 appointments out of a total of 736 appointments), diversity among presidential appointments declined slightly this year. ABA President Alfred P. Carlton, Jr. made 697 appointments, of which 163 (or 23.4%) were minority lawyers.

67 of the 163 minority appointments (or 41.1%) made by Mr. Carlton were minority women. This represents a continuing decline from the previous two years. Last year, 82 of 183 minority appointments (or 44.8%) were women and the year before, 2000-2001, 57 of 115 minority appointments (or 49.6%) were minority women.

Presidential Appointments

	2000-2001 657 total	2001-2002 736 total	2002-2003 697 total
African American	71 (11%)	108 (15%)	101 (14%)
Asian American	16 (2%)	26 (4%)	38 (5%)
Hispanic	23 (4%)	38 (5%)	17 (2%)
Native American	5 (1%)	6 (1%)	8 (1%)
Non-Minority	542 (82%)	548 (74%)	531 (76%)
Other/Unknown	n/a	10 (1%)	2 (0%)

Among the total 697 appointments, 14 of 57 Committee Chair appointments (24.6%) went to racial or ethnic minorities, a record percentage-wise although numerically the same as last year.

Committee Chairs

2000-2001	2001-2002	2002-2003
12/55 (21.8%)	14/85 (16.5%)	14/57 (24.6%)

In elected leadership positions within the ABA, minority numbers have increased for the second year. Among the ABA Board of Governors, 6 of the 37 members, or 16.2% are minorities (2 African American males, 1 African American female, 2 Hispanic males, 1 Asian American male, and no Native Americans). Two of the six current minority members are the minority members at large, and one holds one of the women at large seats, continuing to demonstrate the importance of these seats in order to maintain diversity at the Board level.

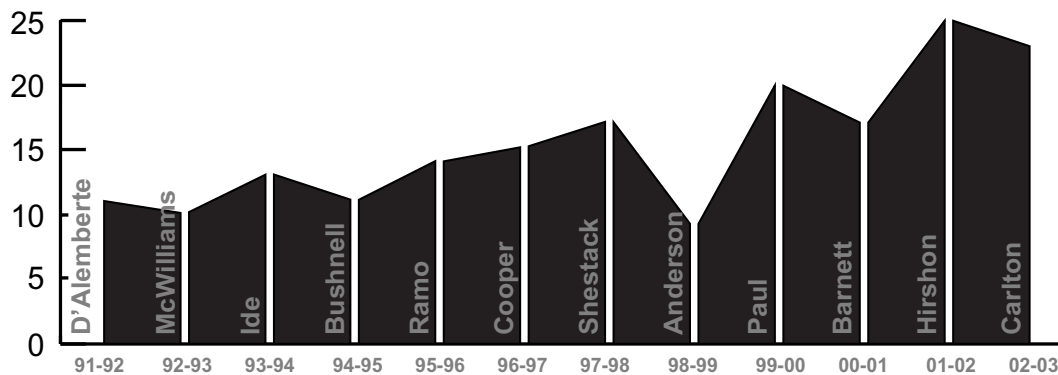
Board of Governors

	1999-2000	2000-2001	2001-2002	2002-2003
African American	3	2	2	3
Asian American	0	1	1	1
Hispanic	0	0	2	2
Native American	1	0	0	0
Non-Minority	33	34	32	31
Total	37	37	37	37

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

The ABA appears to be successfully maintaining its diversity efforts at leadership levels. Although there were some modest declines in presidential appointments, these were offset by slight gains in other areas, such as the composition of the Board of Governors. We remain confident that we shall see increasing numbers of minority members and participants throughout the ABA so as to make it ever easier to increase minority leadership within the profession. The Commission reaffirms its commitment to lend whatever assistance it can to support and facilitate the pursuit of Goal IX.

Minority Presidential Appointments Over Time



Judges and Law Students Building Relationships that Work

A judicial clerkship is a highly regarded credential on any lawyer’s resume. Former clerks find that a clerkship opens doors to future career opportunities and often results in “their” judge becoming a lifelong friend and mentor. Nevertheless, the numbers of minority law students who become judicial clerks have remained disproportionately low and judges across the country express their concern about the dearth of minority applicants for clerkships.

Justice Frank Sullivan, Jr., of the Indiana Supreme Court was one of those judges concerned about the lack of minority judicial clerks. Recruiting and mentoring minority law students as law clerks has always been a personal priority for him. So, when Judge Ezra Friedlander of the Indiana Court of Appeals invited him to participate in the ABA Judicial Clerkship Program that was being co-sponsored by the ABA Commission on Racial and Ethnic Diversity in the Profession and the ABA Judicial Division, Justice Sullivan was intrigued. He saw the program as a means to help minority law students better understand the benefits of clerking.

Students like David P. Avila.

David had recently returned to the United States from an externship with the South African Parliament. The dean of his law school suggested that he consider applying for a clerkship after completing law school. David had a keen interest in the political development of South Africa and was planning on returning to that country to pursue his L.L.M., but the dean’s suggestion regarding a clerkship was something he wanted to research



David P. Avila and Justice Frank Sullivan, Jr.

further. He didn't want to rule anything out just yet. Besides, David admits that he had been fascinated with the workings and dynamics of the most important court in the nation when he read *The Brethren* by John Grisham.

The two men met at the Judicial Clerkship Program in San Diego during the 2001 ABA Midyear Meeting. The program's objective -- to foster relationships between judges and minority law students -- is achieved through sessions and activities that simulate the experiences one would have when working for a judge. For Justice Sullivan and David, the 2-½ day program, with its panel presentations and small working groups gave them a number of opportunities to work together on a simulated research assignment while getting to know each other.

David's participation in the Judicial Clerkship Program eventually led to an offer to clerk for Justice Sullivan. David is now in his second year of that clerkship. Justice Sullivan says that the work of the court benefits when judges and clerks from all different backgrounds can bring to the table a wide variety of perspectives to the legal problems we face every day. Working with David and other minority clerks has allowed him to share some of his own experiences but has also afforded him an opportunity to learn a few things from them.

David says that working with Justice Sullivan has been one of the best experiences he could ever have. He describes Justice Sullivan as a decisive thinker who sincerely values the interactions he has with his law clerks, and a man whose solid moral character is a source of inspiration. From the way Justice Sullivan organizes his days and manages the affairs of the court, David says that he has learned several important lessons that have gone beyond the lessons involved in honing one's legal analysis and writing skills. David, is determined to live up to Justice Sullivan's faith and trust in him and his fellow clerks. According to David, clerking for Justice Sullivan has supplied him with more tools for the profession than he ever imagined when he first glimpsed the hallowed chambers of the Indiana Supreme Court, tools that will stand him in good stead, wherever he goes. And likely, with Justice Sullivan as his mentor, David will go far.

ABA Section, Division and Forum Leadership

The ABA's Sections, Divisions, and Forums are, in many respects, the heart of the Association. Our Sections, Divisions, and Forums deal with the substantive, day-to-day, practice of law. They are the primary means by which our members participate in the work of the ABA. Consequently, they provide a meaningful reflection of the legal profession. Each year, we survey the Sections, Divisions, and Forums to ascertain how they, and by extension the overall profession, are progressing with regard to participation in the legal profession by minorities.

Primary Leadership

Primary leadership refers to Section, Division, and Forum officers. These are individuals who lead their entities and also their practice areas. Their influence can be felt for years prior to and after their service as an officer. Indeed, service in primary leadership often proves to be a stepping-stone to leadership in the broader profession. Therefore, diversity among the primary leadership of the ABA's Sections, Divisions, and Forums is a key

Primary Leadership	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	14.3%	0.0%	0.0%	0.0%	14.3%	10.0%	2	0	0	0	18
Antitrust Law	0.0%	0.0%	0.0%	0.0%	9.1%	7.7%	1	0	0	0	12
Business Law	0.0%	20.0%	30.0%	20.0%	20.0%	30.0%	2	1	0	0	7
Criminal Justice	11.1%	12.5%	14.3%	11.1%	11.1%	0.0%	0	0	0	0	9
Dispute Resolution	33.3%	12.5%	25.0%	16.7%	12.5%	33.3%	2	0	0	0	4
Environment, Energy & Resources	12.5%	0.0%	0.0%	9.1%	9.1%	0.0%	0	0	0	0	8
Family Law	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	8
General Practice	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	7
Government & Public Sector	N/A	0.0%	0.0%	14.3%	28.6%	28.6%	2	0	0	0	5
Health Law	N/A	0.0%	0.0%	12.5%	12.5%	12.5%	1	0	0	0	7
Individual Rights & Responsibilities	N/A	33.3%	33.3%	33.3%	20.0%	12.5%	1	0	0	0	7
Intellectual Property	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0	1	0	0	2
International Law	7.7%	7.1%	12.5%	12.5%	12.5%	8.3%	1	0	0	0	11
Judicial Division	0.0%	17.6%	0.0%	15.6%	23.1%	33.3%	4	1	0	0	10
Labor & Employment Law	N/A	25.0%	0.0%	0.0%	20.0%	25.0%	2	0	0	0	6
Law Practice Management	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	4
Law Student Division	23.1%	41.7%	N/A	26.9%	25.0%	14.3%	1	0	0	0	6
Legal Education	42.9%	40.0%	25.0%	20.0%	40.0%	20.0%	1	0	0	0	4
Litigation	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	1	1	0	0	8
Public Contract Law	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	20
Public Utility	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	19
Real Property	10.0%	9.1%	16.7%	9.1%	9.1%	2.9%	0	1	0	0	34
Science & Technology	0.0%	12.5%	12.5%	12.5%	28.6%	16.7%	0	1	0	0	5
Senior Lawyers Division	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	9
State & Local Government	0.0%	11.1%	8.3%	8.3%	18.2%	20.0%	3	0	0	0	12
Taxation	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	1	0	0	0	11
Tort & Insurance Practice	0.0%	0.0%	0.0%	16.7%	14.3%	16.7%	0	0	1	0	5
Young Lawyers Division	16.7%	38.5%	46.2%	41.7%	20.0%	33.3%	2	0	2	0	8
TOTAL			8.0%	11.6%	13.6%	11.9%	27	6	3	0	266

component in any measure and evaluation of movement by the profession toward full and equal participation by racial and ethnic minorities.

This year, for the third consecutive year, the number of Sections and Divisions reporting that they had minority officers improved. Of 28 Sections and Divisions, 20 had minorities among their primary leadership, compared with 19 last year (FY01-02), 16 the year before (FY00-01), and 10 the year before that (FY99-00). Among the 20 Sections and Divisions reporting diversity among their Primary Leadership, for 8 of these, their percentages decreased from last year, while 10 Sections and Divisions showed an increase from last year's percentages. For 4 Sections and Divisions, 33.3% of their Primary Leadership are racially or ethnically diverse. Sadly, however, another 5 Sections, have never had a minority lawyer serve in their Primary Leadership.

Among Forums, the number remained stable from last year, with 3 of the 6 Forums reporting racial and ethnic diversity among their primary leadership. In FY00-01, only 2 of the Forums had minorities among their primary leadership and in FY99-00, only 1.

Primary Leadership	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	0.0%	18.2%	28.6%	9.1%	1	0	0	0	10
Air & Space Law	N/A	N/A	0.0%	9.1%	20.0%	0.0%	0	0	0	0	8
Communications	N/A	N/A	0.0%	0.0%	20.0%	16.7%	1	1	0	0	10
Construction Industry	N/A	N/A	33.3%	0.0%	0.0%	0.0%	0	0	0	0	25
Entertainment & Sports	N/A	N/A	0.0%	0.0%	0.0%	7.7%	1	0	0	0	12
Franchising	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	10
TOTAL			7.7%	5.8%	7.7%	5.1%	3	1	0	0	75

Council Members

Primary leadership is often drawn from among Council Members. Section and Division Councils (excluding Primary Leadership) range in size from 2 to 32.

Council Members	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	8.3%	3.4%	16.7%	6.9%	13.8%	11.1%	2	0	0	0	16
Antitrust Law	3.3%	4.8%	6.7%	4.8%	5.3%	4.8%	1	0	0	0	20
Business Law	7.7%	11.8%	13.3%	16.7%	10.0%	10.0%	2	0	0	0	18
Criminal Justice	20.6%	16.7%	14.7%	27.8%	12.5%	28.6%	3	0	3	0	18
Dispute Resolution	8.7%	21.4%	35.7%	23.8%	20.0%	13.6%	0	0	3	0	22
Environment, Energy & Resources	8.7%	4.0%	7.1%	14.3%	21.4%	35.7%	4	1	0	0	9
Family Law	N/A	0.0%	0.0%	0.0%	4.0%	5.9%	0	0	1	0	17
General Practice	3.6%	17.9%	7.7%	8.0%	13.0%	8.7%	1	0	1	0	22
Government & Public Sector	N/A	15.6%	16.0%	25.0%	21.1%	36.8%	3	3	1	0	13
Health Law	N/A	7.1%	14.3%	0.0%	11.1%	16.7%	1	0	0	0	5
Individual Rights & Responsibilities	N/A	30.4%	19.0%	20.0%	25.0%	40.0%	1	1	1	1	7
Intellectual Property	0.0%	0.0%	6.3%	6.3%	12.5%	6.7%	0	0	1	0	15
International Law	9.5%	4.2%	23.5%	9.3%	11.4%	6.5%	1	0	1	0	30
Judicial Division	3.8%	5.6%	11.7%	9.3%	17.5%	0.0%	0	0	0	0	6
Labor & Employment Law	N/A	5.9%	6.3%	3.7%	3.7%	3.7%	1	0	0	0	26
Law Practice Management	0.0%	5.6%	11.1%	11.1%	11.1%	13.3%	2	0	0	0	13
Law Student Division	29.4%	16.1%	N/A	30.0%	29.0%	26.7%	4	0	0	0	11
Legal Education	20.0%	20.0%	20.0%	18.8%	13.3%	13.3%	1	0	1	0	14
Litigation	5.4%	12.9%	13.5%	7.4%	16.0%	16.7%	2	1	0	0	15
Public Contract Law	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	12
Public Utility	5.6%	9.1%	8.3%	8.3%	8.3%	0.0%	0	0	0	0	12
Real Property	10.8%	0.0%	2.6%	3.8%	7.3%	0.0%	0	0	0	0	2
Science & Technology	9.5%	8.3%	8.3%	8.3%	21.4%	15.4%	1	1	0	0	11
Senior Lawyers Division	N/A	15.0%	15.0%	10.5%	5.3%	8.3%	1	0	0	0	11
State & Local Government	16.7%	33.3%	25.0%	35.7%	25.0%	27.3%	2	0	1	0	9
Taxation	0.0%	0.0%	0.0%	0.0%	8.3%	6.7%	1	0	0	0	14
Tort & Insurance Practice	3.6%	7.1%	6.7%	5.3%	4.2%	0.0%	0	0	0	0	24
Young Lawyers Division	13.4%	16.7%	20.3%	20.0%	27.9%	0.0%	0	0	0	0	6
TOTAL			12.2%	12.0%	14.4%	12.7%	34	7	14	1	398

Council Members	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	16.7%	N/A	16.7%	N/A	N/A	N/A	N/A	N/A	N/A
Air & Space Law	N/A	N/A	9.1%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Communications	N/A	N/A	0.0%	N/A	6.7%	N/A	N/A	N/A	N/A	N/A	N/A
Construction Industry	N/A	N/A	9.1%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Entertainment & Sports	N/A	N/A	25.0%	20.0%	25.0%	N/A	N/A	N/A	N/A	N/A	N/A
Franchising	N/A	N/A	0.0%	0.0%	0.0%	8.3%	1	0	0	0	11
TOTAL			5.7%	5.3%	7.4%	8.3%	1	0	0	0	11

Committee Chairs

Fourteen (14) of the Sections and Divisions increased the racial and ethnic diversity of their Committee Chairs, compared with 18 from the year before. Of the 14 showing increases this year, 8 were among the 18 showing an increase from the previous year. The percentages of diversity among committee chairs decreased for 12 of the Sections. Only one Section and one Division have no minority lawyers serving among their Committee Chairs. Health Law has shown a particularly impressive growth trend during the past four years in the numbers of minorities who serve as Chairs of their committees.

Among the Forums, only two have any diversity among their Committee Chairs.

Committee Chairs	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	N/A	0.0%	0.0%	2.5%	4.6%	6.8%	4	0	0	0	55
Antitrust Law	N/A	3.6%	3.6%	3.1%	5.1%	4.7%	2	1	0	0	61
Business Law	N/A	3.2%	3.5%	2.0%	9.3%	9.4%	3	3	1	1	77
Criminal Justice	N/A	27.3%	16.7%	12.5%	13.0%	12.5%	2	1	0	0	21
Dispute Resolution	N/A	10.0%	3.7%	10.0%	5.1%	7.5%	3	0	0	0	37
Environment, Energy & Resources	N/A	12.8%	10.6%	8.2%	14.3%	6.7%	0	0	2	0	28
Family Law	N/A	2.7%	1.4%	0.0%	2.2%	2.0%	0	0	1	0	49
General Practice	N/A	7.5%	5.2%	10.2%	5.4%	6.7%	2	1	1	0	56
Government & Public Sector	N/A	0.0%	11.8%	13.3%	15.4%	13.3%	1	1	0	0	13
Health Law	N/A	0.0%	5.9%	10.5%	14.3%	19.0%	3	1	0	0	17
Individual Rights & Responsibilities	N/A	32.3%	34.1%	20.5%	15.6%	15.8%	3	2	0	1	32
Intellectual Property	N/A	0.0%	1.0%	3.1%	2.2%	6.7%	2	4	0	0	83
International Law	N/A	7.9%	3.6%	6.3%	7.3%	9.3%	3	5	3	0	107
Judicial Division	N/A	9.5%	14.5%	11.8%	5.9%	5.6%	1	0	0	0	17
Labor & Employment Law	N/A	5.8%	5.6%	2.9%	6.5%	8.3%	7	1	2	0	111
Law Practice Management	N/A	3.7%	0.0%	0.0%	4.3%	0.0%	0	0	0	0	6
Law Student Division	N/A	23.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	11.5%	9.1%	6.8%	8.3%	13.5%	3	2	0	0	32
Litigation	N/A	10.8%	7.5%	9.7%	10.1%	12.4%	6	5	2	0	92
Public Contract Law	N/A	0.0%	N/A	0.9%	4.4%	4.3%	2	0	3	0	112
Public Utility	N/A	3.8%	0.0%	0.0%	0.0%	3.4%	0	0	0	1	28
Real Property	N/A	7.2%	2.0%	7.6%	3.9%	3.2%	1	1	1	0	92
Science & Technology	N/A	10.8%	11.8%	10.7%	14.6%	14.0%	2	4	0	0	37
Senior Lawyers Division	N/A	2.4%	2.8%	0.0%	2.7%	0.0%	0	0	0	0	31
State & Local Government	N/A	11.1%	11.1%	0.0%	14.3%	14.3%	1	0	0	0	6
Taxation	N/A	1.6%	4.6%	6.1%	5.6%	3.1%	2	0	0	0	63
Tort & Insurance Practice	N/A	5.8%	1.1%	5.3%	6.2%	8.2%	2	3	3	0	89
Young Lawyers Division	N/A	8.1%	15.8%	17.7%	3.2%	8.8%	1	0	2	0	31
TOTAL			6.0%	6.5%	6.7%	7.7%	56	35	21	3	1383

Committee Chairs	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	12.5%	11.5%	4.5%	0.0%	0	0	0	0	13
Air & Space Law	N/A	N/A	0.0%	0.0%	0.0%	22.2%	2	0	0	0	7
Communications	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	13
Construction Industry	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	12
Entertainment & Sports	N/A	N/A	0.0%	0.0%	16.7%	22.2%	2	0	0	0	7
Franchising	N/A	N/A	0.0%	0.0%	N/A	0.0%	0	0	0	0	2
TOTAL			5.1%	5.1%	4.9%	6.9%	4	0	0	0	54

Additional Committee Leadership Positions

Ten (10) Sections and Divisions increased their percentage of minorities serving in Additional Committee Leadership Positions (such as Vice-Chairs) and another 10 decreased. Only 2 have no diversity among their Additional Committee Leadership Positions, an improvement from the 8 we saw two years ago.

Additional Committee Leadership Positions	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	N/A	0.0%	N/A	N/A	8.7%	6.6%	8	0	0	0	113
Antitrust Law	N/A	3.2%	6.7%	6.7%	5.1%	3.5%	3	0	3	0	165
Business Law	N/A	2.8%	0.0%	0.0%	4.8%	7.0%	2	1	0	0	40
Criminal Justice	N/A	6.7%	4.6%	4.6%	N/A	7.0%	2	1	0	0	40
Dispute Resolution	N/A	2.4%	11.8%	7.2%	9.7%	15.1%	5	0	3	0	45
Environment, Energy & Resources	N/A	0.0%	7.3%	6.3%	10.2%	6.8%	2	6	1	2	150
Family Law	N/A	4.5%	0.0%	0.0%	3.3%	11.5%	0	0	3	0	23
General Practice	N/A	2.1%	N/A	0.0%	9.4%	9.1%	1	1	1	0	30
Government & Public Sector	N/A	0.0%	8.7%	8.7%	22.2%	25.0%	2	0	0	0	6
Health Law	N/A	13.3%	20.0%	7.7%	16.1%	20.0%	8	2	0	0	40
Individual Rights & Responsibilities	N/A	34.1%	32.3%	27.6%	14.0%	6.4%	1	1	1	0	44
Intellectual Property	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
International Law	N/A	13.6%	7.5%	6.1%	13.4%	13.7%	9	4	11	0	151
Judicial Division	N/A	31.8%	19.0%	19.0%	16.7%	N/A	N/A	N/A	N/A	N/A	N/A
Labor & Employment Law	N/A	4.1%	2.6%	2.6%	4.8%	4.8%	6	0	1	0	138
Law Practice Management	N/A	6.1%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	3
Law Student Division	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	40.0%	0.0%	0.0%	11.1%	0.0%	0	0	0	0	6
Litigation	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Contract Law	N/A	2.4%	3.7%	3.7%	4.0%	2.7%	3	0	4	0	257
Public Utility	N/A	7.0%	0.8%	0.8%	1.0%	2.1%	2	0	0	1	139
Real Property	N/A	7.0%	N/A	N/A	1.5%	2.7%	1	1	1	0	107
Science & Technology	N/A	0.0%	10.5%	5.6%	35.0%	10.5%	1	0	1	0	17
Senior Lawyers Division	N/A	3.3%	4.6%	4.6%	2.9%	5.1%	3	1	0	0	74
State & Local Government	N/A	4.7%	0.0%	0.0%	0.0%	7.9%	2	0	1	0	35
Taxation	N/A	1.4%	0.0%	0.0%	1.8%	1.8%	9	0	0	0	499
Tort & Insurance Practice	N/A	6.4%	9.1%	8.9%	6.3%	5.9%	8	21	11	0	640
Young Lawyers Division	N/A	8.8%	15.6%	15.6%	17.5%	10.0%	0	2	3	0	45
TOTAL			5.9%	5.4%	5.9%	5.6%	76	40	45	3	2767

Additional Committee Leadership Positions	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Air & Space Law	N/A	N/A	N/A	N/A	N/A	0.0%	0	0	0	0	1
Communications	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Construction Industry	N/A	N/A	N/A	N/A	N/A	0.0%	0	0	0	0	5
Entertainment & Sports	N/A	N/A	N/A	N/A	N/A	0.0%	0	0	0	0	1
Franchising	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			0.0%	0.0%	N/A	0.0%	0	0	0	0	7

Other Leadership

Other Leadership includes the various Section, Division, and Forum leadership positions that may not be consistent from one entity to another. This includes special appointed positions, ad hoc committees and task forces, and editorial board positions.

Only 7 Sections and Divisions report no diversity among their Other Leadership while 8 report an increase and 8 a decrease. Given the variety of the types of positions that fall into this category, it is difficult to make any meaningful comparisons among the various entities.

Other Leadership	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	N/A	N/A	N/A	0.0%	14.3%	20.0%	0	1	0	0	4
Antitrust Law	N/A	16.7%	14.3%	20.0%	40.0%	40.0%	2	0	0	0	3
Business Law	N/A	4.4%	11.1%	11.3%	11.3%	17.4%	22	6	3	2	157
Criminal Justice	N/A	0.0%	0.0%	11.1%	N/A	0.0%	0	0	0	0	1
Dispute Resolution	N/A	0.0%	0.0%	14.3%	0.0%	0.0%	0	0	0	0	2
Environment, Energy & Resources	N/A	0.0%	N/A	0.0%	21.4%	6.1%	3	3	0	1	108
Family Law	N/A	4.5%	0.0%	0.0%	0.0%	3.3%	1	0	0	0	29
General Practice	N/A	4.2%	14.3%	16.3%	9.4%	0.0%	0	0	0	0	1
Government & Public Sector	N/A	0.0%	33.3%	66.7%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A
Health Law	N/A	13.3%	20.0%	50.0%	30.8%	21.4%	3	0	0	0	11
Individual Rights & Responsibilities	N/A	34.1%	32.3%	0.0%	0.0%	0.0%	0	0	0	0	5
Intellectual Property	N/A	0.0%	0.0%	7.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
International Law	N/A	13.6%	7.5%	0.0%	0.0%	0.0%	0	0	0	0	10
Judicial Division	N/A	0.0%	12.5%	0.0%	21.4%	14.3%	6	2	1	0	54
Labor & Employment Law	N/A	10.0%	0.0%	0.0%	6.7%	6.4%	4	0	1	0	73
Law Practice Management	N/A	0.0%	0.0%	0.0%	0.0%	3.7%	1	0	0	0	26
Law Student Division	N/A	2.2%	N/A	62.5%	N/A	33.3%	1	0	0	1	4
Legal Education	N/A	40.0%	0.0%	55.6%	36.4%	44.4%	3	1	4	0	10
Litigation	N/A	17.5%	13.2%	11.3%	7.7%	13.9%	15	1	4	0	124
Public Contract Law	N/A	0.0%	2.3%	20.0%	18.2%	11.1%	1	0	0	0	8
Public Utility	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Real Property	N/A	0.0%	0.0%	0.0%	3.4%	12.1%	2	1	1	0	29
Science & Technology	N/A	9.5%	0.0%	8.7%	11.1%	0.0%	0	0	0	0	3
Senior Lawyers Division	N/A	3.3%	4.6%	0.0%	0.0%	0.0%	0	0	0	0	4
State & Local Government	N/A	12.5%	13.7%	12.1%	2.8%	N/A	N/A	N/A	N/A	N/A	N/A
Taxation	N/A	0.0%	0.0%	0.0%	22.2%	N/A	N/A	N/A	N/A	N/A	N/A
Tort & Insurance Practice	N/A	93.8%	5.4%	11.4%	7.2%	9.2%	19	20	15	0	533
Young Lawyers Division	N/A	N/A	19.0%	50.0%	36.4%	12.5%	2	0	0	0	14
TOTAL			7.2%	11.9%	9.8%	11.2%	85	35	29	4	1213

Other Leadership Positions	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	50.0%	25.0%	50.0%	33.3%	1	0	0	0	2
Air & Space Law	N/A	N/A	5.9%	0.0%	0.0%	0.0%	0	0	0	0	7
Communications	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	6
Construction Industry	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Entertainment & Sports	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Franchising	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0	0	0	3
TOTAL			7.9%	7.7%	7.1%	5.3%	1	0	0	0	18

Nominating Committee

Nominating Committees are important in identifying and recommending minority lawyers within a Section, Division, or Forum. Only 4 Sections and Divisions have never had a minority lawyer serve on their Nominating Committees. While Nominating Committees need not be diverse to promote diversity, we cannot help but notice that in a number of cases, Sections that have never had any diversity on their Nominating Committees also have serious problems with the numbers of minority lawyers involved in their leadership at other levels. Generally, we observe that those Sections and Divisions that have or have had some minority participation on their Nominating Committees are seeing greater diversity at other levels of their leadership.

Nominating Committee	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Administrative Law	14.3%	0.0%	0.0%	0.0%	33.3%	33.3%	1	0	0	0	2
Antitrust Law	0.0%	N/A	N/A	N/A	25.0%	20.0%	1	0	0	0	4
Business Law	0.0%	0.0%	0.0%	14.3%	28.6%	12.5%	1	0	0	0	7
Criminal Justice	16.7%	22.2%	12.5%	33.3%	25.0%	11.1%	1	0	0	0	8
Dispute Resolution	11.1%	12.5%	N/A	N/A	25.0%	37.5%	2	0	1	0	5
Environment, Energy & Resources	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	1	0	0	0	4
Family Law	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	5
General Practice	0.0%	20.0%	20.0%	60.0%	40.0%	20.0%	1	0	0	0	4
Government & Public Sector	N/A	N/A	0.0%	N/A	N/A	N/A*	N/A	N/A	N/A	N/A	N/A
Health Law	N/A	0.0%	0.0%	33.3%	33.3%	33.3%	0	0	1	0	2
Individual Rights & Responsibilities	N/A	20.0%	N/A	N/A	N/A	60.0%	3	0	0	0	2
Intellectual Property	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	3
International Law	40.0%	0.0%	N/A	14.3%	14.3%	14.3%	0	0	1	0	6
Judicial Division	25.0%	14.6%	9.4%	31.0%	11.4%	0.0%	0	0	0	0	7
Labor & Employment Law	N/A	N/A	N/A	N/A	N/A	0.0%	0	0	0	0	3
Law Practice Management	0.0%	0.0%	0.0%	16.7%	14.3%	0.0%	0	0	0	0	7
Law Student Division	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	0.0%	50.0%	40.0%	22.2%	11.1%	20.0%	1	1	0	0	8
Litigation	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0	0	0	0	5
Public Contract Law	N/A	N/A	0.0%	N/A	0.0%	0.0%	0	0	0	0	3
Public Utility	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0	5
Real Property	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0	1	0	0	4
Science & Technology	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0	0	0	0	4
Senior Lawyers Division	N/A	14.3%	20.0%	14.3%	0.0%	16.7%	0	1	0	0	5
State & Local Government	20.0%	20.0%	0.0%	20.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Taxation	0.0%	3.6%	3.3%	6.3%	2.9%	4.7%	2	0	0	0	41
Tort & Insurance Practice	0.0%	8.0%	8.0%	5.3%	8.0%	4.0%	0	0	1	0	24
Young Lawyers Division	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			7.02%	14.8%	10.5%	11.1%	14	3	4	0	168

*The Nominating Committee has not yet been appointed.

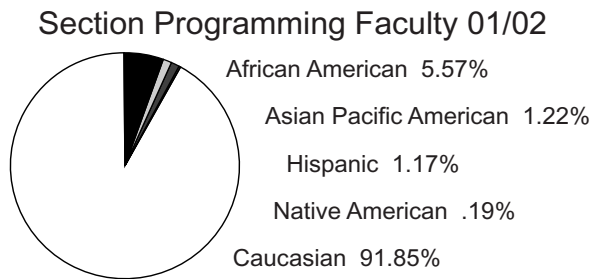
Nominating Committee	Minority Representation						African American	Asian Pacific American	Hispanic	Native American	Caucasian
	94/95	98/99	99/00	00/01	01/02	02/03					
Affordable Housing	N/A	N/A	25.0%	N/A	0.0%	0.0%	0	0	0	0	1
Air & Space Law	N/A	N/A	0.0%	0.0%	25.0%	0.0%	0	0	0	0	13
Communications	N/A	N/A	0.0%	N/A	0.0%	0.0%	0	0	0	0	1
Construction Industry	N/A	N/A	0.0%	N/A	N/A	20.0%	1	0	0	0	4
Entertainment & Sports	N/A	N/A	N/A	N/A	N/A	0.0%	0	0	0	0	4
Franchising	N/A	N/A	0.0%	16.7%	0.0%	0.0%	0	0	0	0	5
TOTAL			3.7%	10.0%	6.3%	3.4%	1	0	0	0	28

Programming Faculty

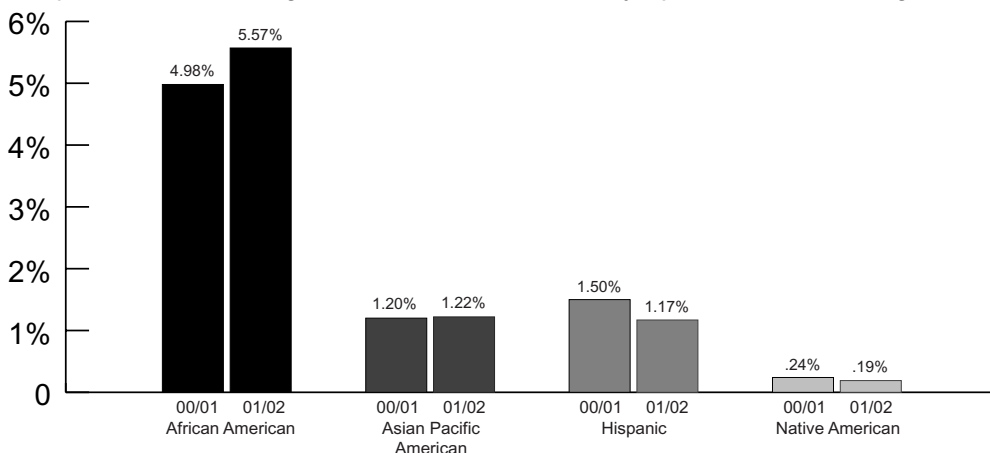
Continuing Legal Education programming is one of the most significant means of encouraging minority participation in Sections, Divisions, and Forums. 12 Sections and Divisions increased the percentage of their minority faculty while 11 saw their percentages drop. We note that both the Government and Public Sector Lawyers Division and the Labor and Employment Law Section have both been showing ever-increasing minority participation among their CLE faculty and commend them for it.

While the number of Section and Division CLE programs increased from 748 last year to 932 this year, the number of faculty decreased overall. With the exception of African Americans, the numbers of minority lawyers who served as CLE faculty decreased. Among African Americans, it increased from 315 last year to 324 this year. Among Asian Americans, it decreased from 76 last year to 71 this year. Among Hispanics, it decreased from 95 last year to 68 this year. And among Native Americans, it decreased from 15 last year to 11 this year.

Among the Forums, minority faculty numbers showed modest improvement. Five of the 6 Forums included minorities among their CLE faculty compared with only 4 of the Forums last year.



Comparison of Percentage of Section/Division Minority Speakers 00/01 through 01/02



Minority Representation						Total	African American	Asian Pacific American	Hispanic	Native American	Caucasian
Sections & Divisions	98/99	99/00	00/01	01/02	CLEs						
Administrative Law	19.5%	21.6%	8.5%	14.6%	89	41	5	1	0	0	35
Antitrust Law	7.9%	5.7%	5.7%	4.7%	8	485	13	3	5	2	462
Business Law	7.4%	4.6%	7.6%	6.7%	93	358	18	5	1	0	334
Criminal Justice	5.0%	6.7%	12.3%	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A
Dispute Resolution	4.6%	2.5%	5.5%	9.5%	10	42	1	0	0	3	38
Environment, Energy & Resources	7.7%	5.4%	11.2%	6.3%	11	224	3	4	6	1	210
Family Law		3.4%	5.2%	6.5%	70	168	1	2	8	0	157
General Practice	6.3%	8.2%	10.2%	0.0%	6	26	0	0	0	0	26
Government & Public Sector	6.7%	16.4%	16.7%	31.3%	5	48	7	1	5	2	33
Health Law	2.5%	7.2%	6.3%	10.8%	5	120	6	5	2	0	107
Individual Rights & Responsibilities	34.2%	16.2%	31.1%	40.0%	6	10	2	2	0	0	6
Intellectual Property	0.9%	3.5%	5.6%	14.9%	23	94	7	4	3	0	80
International Law	41.3%	7.5%	6.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Division	5.7%	12.7%	9.0%	10.5%	17	191	16	3	1	0	171
Labor & Employment Law	5.8%	6.6%	9.0%	11.1%	39	947	66	16	23	0	842
Law Practice Management	2.0%	2.0%	6.9%	6.1%	77	82	4	0	1	0	77
Law Student Division	N/A	N/A	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A
Legal Education	N/A	10.0%	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A
Litigation	20.8%	7.4%	13.0%	10.3%	91	455	39	6	2	0	408
Public Contract Law	5.0%	4.2%	11.7%	5.3%	7	114	5	0	0	1	108
Public Utility	3.8%	0.0%	10.3%	11.1%	3	18	0	2	0	0	16
Real Property	1.5%	5.2%	3.8%	5.8%	173	173	4	2	4	0	163
Science & Technology	11.4%	20.0%	4.3%	1.9%	9	53	0	0	1	0	52
Senior Lawyers Division	0.0%	26.7%	20.0%	N/A	0	0	N/A	N/A	N/A	N/A	N/A
State & Local Government	7.0%	16.7%	48.0%	0.0%	9	1	0	0	0	0	1
Taxation	0.7%	0.0%	6.3%	5.3%	135	1642	87	0	0	0	1555
Tort & Insurance Practice	2.6%	13.5%	15.8%	9.6%	25	459	32	10	2	0	415
Young Lawyers Division	12.0%	23.4%	15.9%	28.8%	21	66	8	5	4	2	47
TOTAL	5.5%	6.6%	7.0%	8.1%	932	5817	324	71	68	11	5343

Minority Representation						Total	African American	Asian Pacific American	Hispanic	Native American	Caucasian
Forums	98/99	99/00	00/01	01/02	CLEs						
Affordable Housing	N/A	3.0%	6.3%	11.3%	2	124	13	1	0	0	110
Air & Space Law	N/A	1.6%	0.0%	0.0%	2	106	0	0	0	0	106
Communications	20	3.2%	0.0%	9.9%	2		7	1	0	0	73
Construction Industry	N/A	4.6%	3.2%	10.9%	3	64	5	2	0	0	57
Entertainment & Sports	N/A	12.7%	24.0%	14.3%	1	14	2	0	0	0	12
Franchising	N/A	1.3%	2.8%	1.6%	3	64	0	0	1	0	63
TOTAL		4.0%	5.0%	7.1%	13	453	27	4	1	0	421

Walking the Walk: Business Law Ambassadors

Patricia Tsubokawa Reeves is a name partner in a small firm in Sacramento. Although she had been an ABA member for quite some time, her personal interactions with the ABA were minimal. She received and read the ABA Journal, but she never attended ABA meetings or programs and knew little about how the ABA worked. The attorneys she knew who were active in the ABA tended to be older, White males, many of whom were partners in large law firms. Patricia felt she had little in common with them or the ABA.

Deborah Telman was a partner with a corporate practice in a large law firm in Chicago. A busy wife and mother to twins not yet in school, Deborah had a full schedule. Still, she managed to make time to be very active in local minority bar activities, especially the Black Women Lawyers Association and the Chicago Committee on Minorities in Large Law Firms, which she Chaired. The ABA was not one of the organizations fortunate enough to benefit from Deborah's involvement.

But, that was then and this is now. And now, both Patricia and Deborah are two up-and-coming leaders of the bar -- and the ABA. It's all thanks to a model program called the Business Law Ambassadors.

The Section of Business Law, for quite some time, has been committed to promoting and increasing the participation of minority attorneys in various Section activities. Despite several outreach efforts in the past, however, the Section felt that it continued to experience a lack of meaningful participation by minority lawyers for a number of reasons. Those include negative perceptions based on past exclusionary practices, the cost of attending Section meetings, and the perception that opportunities for minority lawyers to actively partake in substantive work for the Section were very limited.

Through the Section's Committee on Diversity, the Ambassadors Program was created to counter



Patricia Tsubokawa Reeves and Deborah Telman

and challenge these perceptions. By investing personal outreach and financial support in a designated Ambassador, the number of substantive and meaningful opportunities for participation for minority attorneys increases and long-term benefits are realized for both the Section and the individual.

Patricia had never heard of the Business Law Ambassadors. She was busy, in the midst of her term serving as a Regional Governor on the Board of Governors for the National Asian Pacific American Bar Association (“NAPABA”). But when NAPABA was invited to recommend applicants, as a business litigator, Patricia, although hesitant at first, decided to apply. She liked the idea of using her professional interests to facilitate interaction between Asian Pacific American lawyers and the ABA.

Deborah, on the other hand, learned about the program from her good friend and mentor, W. Muzette Hill, herself a Business Law Ambassador. Muzette, who has mentored many, if not all, minority lawyers who work in Chicago’s largest law firms, is held in extremely high regard by Chicago’s minority legal community, even though she now makes her home in Michigan. So, when Deborah heard that Muzette was part of a new program called the Business Law Ambassadors, she knew it was something that merited further attention and submitted an application.

Neither Patricia nor Deborah knew exactly what to expect when they were selected to be Business Law Ambassadors. The sheer size of the Section was overwhelming, not to mention that of the ABA overall. Section politics, personalities, and protocols were all a new and foreign territory. But Business Law had anticipated that and was ready. Both Patricia and Deborah observed that they were pleasantly surprised and well guided by the members of the Section’s Diversity Committee, more experienced Ambassadors, and, above all, by the Section’s staff.

What was most surprising to Patricia as she began participating in the Ambassadors Program was that she did, in fact, have so much in common with the members of the Section. Upon approaching the registration desk at one of her first Section conferences, she saw that many who were there seemed to be “old white men” with whom she assumed she would have very little in common. To her surprise, they had much in common, not the least of which was an abiding interest for improving their legal skills by attending an ABA meeting. She was delighted to discover that she could converse with others at the conference about substantive practice points as well as learn about their areas of practice in different parts of the country.

To Deborah, what struck her was the chance to observe first hand the cutting edge nature of the work of the Section. Although she'd proven to be a very successful practitioner in one of the largest law firms in the country, she was excited to see how her work in the Section lended itself to enhancing her skills and knowledge as a lawyer. For Deborah, the Section of Business Law quickly became one of the greatest and most valued tools in her practice.

For both Patricia and Deborah, the Business Law Ambassadors provided their first personal contacts with the ABA. Both tell us that if it had not been for the Business Law Ambassadors, they might never have become active ABA members. Patricia credits the program with helping her to appreciate the important benefits that can be gained by making the effort to attend ABA and Section meetings. Deborah says that the committee work that she is doing in the Section is proving to be a true pleasure, both professionally and personally. And both women are reaping the benefits of mentoring by Muzette Hill.

The benefits and advantages of ABA and Section participation are things they don't teach in law school. That's why programs like the Business Law Ambassadors Program are important to lawyers like Patricia and Deborah. The program is an investment by Business Law that will reap benefits far into the future, especially if Patricia and Deborah are any indication. Minority attorneys have so many choices on which to spend their limited time and resources that a focused and committed program like the Business Law Ambassadors Program can be tremendously effective in increasing meaningful involvement by minority lawyers and can provide them with significant opportunities to advance in ABA leadership.

The Business Law Ambassadors not only extended an invitation and welcomed these two women to join in on the substantive operations of the Section, but it provided them with committed mentors among both Section members and staff, as well as the financial support that helped them take advantage of all the benefits the ABA had to offer. As Patricia told us, "Business Law Ambassadors made all the difference."



W. Muzette Hill

Honor Roll

The Commission has been pleased to observe that each year, the increasing number of contenders for inclusion on the Goal IX Honor Roll makes our selection of the recipients more challenging. We believe that in large part this is due to the increased focus on diversity within the profession and within the ABA. Each year we receive more and more requests for guidance and assistance from the various ABA Sections, Divisions, and Forums that are seeking ways to enhance their racial and ethnic diversity. We commend these groups for their leadership and commitment to the principles of Goal IX. Whether starting or renewing their commitment to promote diversity within their own leadership and the legal profession, the efforts of all these entities inspire us and deserve to be a source of pride within the ABA and the profession.

Numbers alone tell only part of the story. Therefore, this year, as part of the Goal IX Survey through which the Commission collects the data regarding diversity, each ABA Section, Division, or Forum was invited to submit a narrative report that detailed its particular plans, initiatives, accomplishments, and other activities from the past year with regard to its diversity efforts. We are pleased to be able to share the best with you.

Our special thanks to those Sections, Divisions, and Forums that appointed liaisons to facilitate communication with us. The role of liaison is a very important one. Our liaisons play a significant role in keeping us apprised of their entities' diversity activities, supplementing the information we compile within this and other reports, and supporting the work of the Commission. A sincere thanks to our liaisons for their excellent work.

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

Business Law

Business Law continues to demonstrate an exceptional commitment to diversity. In the past, we've applauded their development of a diversity plan and their trend-setting Ambassadors Program, as well as their financial support of other diversity efforts such as the CLEO Scholarship Program. The Section not only talks the talk, but also walks the walk.

How? During the past year, for example, the Section evaluated all the programs presented by each of its committees during the past several years. It identified those committees that had not used any minority lawyers as speakers over the course of those years and is now working with each committee to see that minority lawyers are included as participants and speakers.

We all know that the practice of inviting members of local minority bar associations to attend receptions has been employed by many other Sections. Business Law, however, took the idea a step further by incorporating a theme of multiculturalism into its reception while simultaneously offering its Committee Roundup, held in conjunction with the reception so that these minority lawyers could get a taste of what the Section had to offer them in the way of their substantive practices. Business Law, however, didn't stop there. A very strong partnership between the staff and members of the Section was created prior to the event to ensure that minority lawyers felt at home. What was this plan? Staff greeted minority lawyers as they arrived at the reception and then facilitated the introduction of minority lawyers to Section leaders and the members of the Section Diversity Committee. The result? The Commission later heard from quite a few of these minority lawyers who expressed their pleasant surprise at how quickly they decided that they would enjoy joining this Section. Interestingly, it was reported that at the end of the night, when the reception was over, a sizeable contingent of minority lawyers remained. They'd had a good time with Business Law.

Clearly Business Law's efforts are showing some tangible results. The Section's Primary Leadership has matched its previous record of 30.0% and other leadership categories show relatively stable or gradually increasing numbers.

And although we've praised the Business Law Ambassadors Program in the past, we feel it bears mentioning again. Recently, one Ambassador confided to us that as a result of participating in the program, he feels just

as strong an affinity to the Section and the ABA as to his national minority bar association!

Each year some Sections ask why it is that Business Law continues to earn a place on the Goal IX Honor Roll. Our answer remains the same: Business Law acts upon its commitment to diversity. Not only does it rigorously maintain its diversity efforts, each year it expands upon them. We commend the Section of Business Law for its leadership in pursuing Goal IX.

General Practice, Solo & Small Firm

“I think I can, I think I can, I know I can.” Like the little engine that could, the General Practice, Solo & Small Firm Section must surely be “The Section That Could.” In the Introduction to its diversity plan, the Section observes that it “enthusiastically embraces the concept of diversity” but notes that despite employing certain initiatives, “[u]nfortunately, these initiatives have produced only nominal results” Many Sections would give up at that point, but it is a testament to the leadership of the General Practice, Solo & Small Firm Section that this Section did not. Just as the little engine moved up what may have seemed an insurmountable hill only to roll down again, the Section did not view their diversity efforts as unconquerable. Clearly the General Practice, Solo and Small Firm Section understands that mountains are to be climbed and their efforts did not abate even when the results were less than they may have hoped. Indeed, recognizing that “diversification is not a temporary goal” the Section kept trying. Its most recent endeavor has been its Diversity Fellows Program.

Launched several years ago, the Diversity Fellows Program is designed to promote racial and ethnic diversity within the Section, recruit members of color and provide leadership development opportunities for members of color. Three Fellows are selected each year and given fully funded positions within the Section. Upon completion of successful active participation, the Fellows are then appointed to regularly funded positions within the Section. What merits the Section’s inclusion on this year’s Honor Roll, however, is not simply the Diversity Fellows Program but the way the Section has worked with the Program to create an additional means for lawyers of color to rise to leadership levels. This year, the Section’s Council boasts two members who started their careers within the Section as Diversity Fellows. The advancement within some Sections can be a lengthy process. These lengthy timelines are often justified as necessary to secure committed and knowledgeable leaders and the result is that they

also may make any current evaluation of the diversity of their leadership a less than fair indicator of their commitment to diversity. The General Practice, Solo & Small Firm Section dispels the myth that such timelines are necessary. By all accounts, although those Council members who were former Diversity Fellows are still relatively new to the Section, the reports we hear tell us that there has been no indication that any Section members feel that these lawyers have not “paid their dues,” but rather that the inclusion of new faces, who are bringing new ideas, and new energies and enthusiasms, has served to reinvigorate the Section overall.

Time will tell if this will last. But if it doesn't, it won't be for a lack of trying. And if it does, then the General Practice, Solo & Small Firm Section will not only be the “Section that Could” but the “Section that Does.”

Health Law

The Health Law Section is the youngest Section in the ABA. It is a relatively small Section and unlike larger Sections that may cover much broader practice areas, Health Law focuses upon a much more narrowly defined area of law. That means it has a much smaller pool of minority lawyers from which it can recruit members and leaders. It is a situation a number of other ABA Sections face. Nevertheless, anyone who says that diversity efforts are too hard for such Sections and can't be done needs to take a look at the Health Law Section's leadership percentages and see the double digits in every category! Among Council Members and Committee Chairs, the Section is showing steady growth.

So, just how are they doing it? It's through the very real commitment to diversity from the officers and council. The Section leadership works very hard to ensure diversity in all aspects of the Section's activities. Health Law adopted its Diversity Plan last January and, rather than filing it away, decided to actually follow the plan and implement it. The Section began to hold Program Chairs and Interest Group Chairs accountable for including diverse members in planning, speaking, writing and vice chair opportunities and to enforce that accountability.

For the Health Law Section, diversity extends to ensuring that all practice areas, organization size and geographical representation are included as much as possible. This holistic approach to diversity means that at the Section's mid-year meeting in February, when all Section leaders are assigned registrants to meet, minority attendees don't feel singled out but rather embraced as part of the Section's overall efforts to be inclusive.

Thus, although programs like these are not specifically geared to minority attendees, when all promising future leaders, including those of color, are identified and contacted at a later date and given an assignment, the minority lawyers feel welcomed and comfortable among colleagues who truly desire their involvement and participation.

Health Law merits a place on the Honor Roll because it is showing that diversity can be accomplished and one more way it can be done.

Individual Rights and Responsibilities

When it comes to promoting racial and ethnic diversity within the legal profession, the Section of Individual Rights and Responsibilities has an impressive track record but it doesn't often toot its own horn, so it will be our pleasure to do it for them. This year, for example, 40% of the Section's Council are minorities, a Section record, and possibly an all-time high for the ABA. In addition, the Section has continued to confer the Thurgood Marshall Awards, which recognize long-term contributions to the advancement of civil rights, civil liberties, and human rights in the United States, a genuine celebration of diversity. The awards dinner is one of the highlights of the ABA Annual Meeting. Indeed, for several years, the Commission has invited some of our minority colleagues from the United Kingdom to accompany us to the dinner and each time our guests tell us that they leave with a deeper appreciation of civil rights efforts in the United States.

We would be terribly remiss if we did not also acknowledge the Section's leadership in the area of affirmative action. Individual Rights and Responsibilities was the primary sponsor of the ABA amicus curiae brief in *Grutter v. Bollinger*, the U.S. Court of Appeals for the Sixth Circuit case that challenged the use of race as a factor in law school admissions processes. The Section is organizing and coordinating the efforts to file a proposed amicus curiae brief in the U.S. Supreme Court appeal of the same case.

Some might say that this Section has an advantage in diversity efforts given the practice area upon which it focuses. That is a misperception grounded in the stereotype that minority lawyers, as opposed to their non-minority colleagues are primarily interested in civil rights issues. The Section of Individual Rights and Responsibilities embodies the belief that civil rights should be an interest and a concern of all lawyers and it is to be commended for its hard work in making sure that lawyers of color are an integral part of its mission.

Law Student Division

If the Law Student Division is any indication, the future is bright for diversity efforts. The Division offers initiatives that not only promote diversity, but also educate law students—both minority and non-minority—about the importance of diversity to the legal profession. They do this in a variety of ways.

The Division Grant Program was created in recognition of the importance of having law schools produce and develop special interest programs locally. This program provides seed money and other support to law schools to assist them in developing public service projects and diversity and professionalism programming. Once the program provides assistance for a successful program's first year costs, the law school is encouraged to incorporate the programming costs into their next year's budget. As a result of the Division's program, the diversity programs that took place at law schools across the country as a result of this program have included a Martin Luther King, Jr., Celebration; Volunteer Income Tax Assistance for the Spanish-Speaking Community; Diversity Week; Diversity Poster Project for the National Black Law Students Association; Students of Color Recognition Banquet; Asian American Law Journal Project; Minority Women in the Law Seminar; Black History Month Program; and a Conference on Professional Empowerment for Minority Women.

The Dean Henry J. Ramsey, Jr., Diversity Award Program continues to be supported by the Division. This award recognizes achievements in promoting diversity in legal education and the elimination of bias in law schools, as well as the profession and the justice system.

The Law Student Division has also launched a campaign to recognize April 4 as Diversity Day. Each ABA-approved law school is encouraged to sponsor programming addressing various issues related to diversity on that day.

Judicial Division

The Judicial Division merits inclusion on this year's Honor Roll not so much for doing anything new but for doing it better. The Division's collaboration with the Section of Antitrust Law's Judicial Externship Program and the Commission on Racial and Ethnic Diversity in the Profession's Judicial Clerkship Program, two programs that promote greater racial and ethnic diversity among judicial law clerks, has been integral to the success

of these award-winning programs. The Division is not a mere participant in these programs but provides real leadership and member involvement in making these programs work well and serve as models for efforts across the country.

The Commission expresses its gratitude to the Judicial Division for continuing and expanding its leadership in diversity efforts that impact the entire legal profession.

Real Property, Probate and Trust

The Minority Outreach Program of the Real Property, Probate and Trust Law Section could well serve as a model for outreach programs. Working with the local minority bar associations in New York City, the Section has developed a 12-week program on commercial real estate law that it offers to the members of these minority bar groups. There is no charge to participate and the minority lawyers receive CLE credit as well. Section members volunteer their time as lecturers as well as samples of forms and other documents that are used by commercial real estate lawyers. The program is not a remedial law school class but rather provides practical training in a specialized area of law in which few lawyers, especially minority lawyers, receive any mentoring or guidance. In return, the minority lawyers are asked to use the knowledge and skills that they gain through the program to provide pro bono legal services to others. The result has been the development of an expanding pool of potential and new members for the Section, a pool of lawyers who appreciate the Section members' use of their skills and knowledge to open doors for them. The program has proven to be an excellent means by which the Section has fostered strong ties with the leaders of the local minority bar associations in New York City and stronger ties with the minority lawyers who otherwise might never have found the Section of relevance to them. Indeed, a number of the "graduates" of the program will be working with the Section to present a CLE program on commercial real estate law at the Section's upcoming Spring Meeting. We are delighted that the Section is expanding the program to Chicago and possibly Los Angeles, as well as seeking to offer similar programs in Estate Planning and Residential Real Estate Transactions.

The Section has also been expanding its Diversity Networking Reception and Luncheon, which is held each year at the ABA Annual Meeting. Each year, this event seems to draw larger numbers of minority bar leaders. We applaud Real Property, Probate and Trust Law's achievements in building relationships with minority bar associations.

Tort Trial and Insurance Practice

Diversity through education was the resounding theme of the Tort Trial and Insurance Practice Section's ("TTIPS") diversity initiatives during the past year. Throughout the year, the Section made a concerted effort to integrate issues of diversity into its programs.

At the Section's Fall Leadership Meeting, there was a mandatory session called "Diversity Training for the New America." There, Section leaders explored some of the particular obstacles and challenges facing minority lawyers. Later, TTIPS also presented an exciting program, "Bioethics, Minorities and the Law: Rights and Remedies" at Tuskegee University. The program explored ways to assist in eliminating racial disparities in medical health care delivery. The Section recognized the particularly relevant history of the location to this topic and included participation by the National Bar Association. At the Section's Spring Meeting, TTIPS presented a program on "Native American Heritage, the Law and Common Misconceptions." The program focused upon the impact of the U.S. government on American Indians. And lest the educational process stop at the doors of the meeting room, in the lobby outside the room where the program was held was a display of Indian artifacts, treasures and archeological pieces.

This year, the Section is being lead by its first Chair who is a minority, Alexander Gonzales. We commend the Tort Trial and Insurance Practice Section for its innovative and educational programming in support of diversity.

Honorable Mentions

Antitrust Law: Three years ago the Section launched the very innovative Judicial Externship Program. The Commission has watched with great pleasure as the program has grown each year. We note that the success of the program can be seen in the tremendous increase in the number of applications the Section receives each year. For the 2002 summer program, there was an increase of almost 300% from the previous year. The Section is continuing its "Why Antitrust?" program for minority law students and its Women and Minority Leadership Committee is in the process of developing a platform for discussion about expectations for advancement and leadership training. As the Section transfers its Externship Program to the Litigation Section, we look forward to new initiatives and programs from the Antitrust Section.

Forum on Communications Law: The Forum has adopted a multi-faceted diversity initiative. This includes plans to incorporate workshops on diversity initiatives into its annual conference in February, 2003. The program features an impressive list of facilitators and speakers, making it a program that we are eagerly anticipating. Further, the Forum has developed a moderated, role-playing program for minority lawyers in which they have an opportunity to learn firsthand about communications law. The Commission is anxiously awaiting the Forum's future endeavors. They are full of promise.

Dispute Resolution: The Section of Dispute Resolution is making some impressive strides in its diversity efforts. Its leadership numbers include increases from 12.5% to 33.3% among primary leadership, 5.1% to 7.5% in Committee Chair appointments, 9.7% to 15.1% in Additional Committee Leadership Positions, 25% to 37.5% on its Nominating Committee and 5.5% to 9.5% among its Programming Faculty. Numbers alone, however, do not tell the story. The Section is also increasing its programmatic efforts to promote diversity. It will be presenting a mini-conference on expanding opportunities for minorities in dispute resolution as part of its Spring Meeting in 2003. Given the numerous institutional and other barriers that often work to prevent minorities from finding success in dispute resolution, we commend the Section's willingness to tackle this difficult issue and look forward to seeing whether these efforts prove effective at opening more doors for lawyers of color who wish to develop or build upon a dispute resolution practice.

Environment, Energy and Resources: Recognizing that environmental, energy and resources law are areas in which minority lawyers are underrepresented, two years ago the Section developed a Minority Fellowship Program to introduce law students to environmental law as a practice area. The Section works with state bar associations to provide matching funds to pay stipends to each fellowship intern. The state bar associations solicit applicants, conduct the interviews and select the students who will be fellows. This year, the Section will also host a luncheon at the 35th Anniversary Convention of the National Black Law Students Association in Los Angeles. We look forward to learning the results of these efforts.

Family Law: Numerically, the Section of Family Law has been making modest but steady gains in its diversity efforts. The Commission commends the leadership of the Section for their individual interest in promoting Goal IX and is impressed by the commitment that the Section is voicing about its plans to more actively pursue diversity goals, such as funding for minority scholarships. We recently had the opportunity to meet with the Section officers and staff to discuss the Section's diversity goals. We were gratified to observe that the Section appreciates the long-term nature of any commitment to diversity as well as the need to tailor its efforts to the resources the Section can make available if they hope to have any success with their diversity efforts. The Section's plans for the next several years, including the launching of an outreach effort to minority family law practitioners, sound both promising and realistic. We look forward to following Family Law's progress in its diversity endeavors.

Government and Public Sector Lawyers: It looks like last year was certainly no fluke. With the exception of Committee Chair appointments that declined modestly from 15.4% to 13.3%, diversity among the Division's leadership showed increases all around. The Division maintained an impressive 28.6% level of diversity among its primary leadership. The number of minorities on the Division's Council jumped to a record 36.8% and 31.3% of the programming faculty for the Division's CLE programs were minorities. As we noted last year, in terms of actual numbers, we are not talking about large numbers. Given that the Division's leadership bodies are comprised of relatively small groups, however, the inclusion of diverse members, even in small numbers, can have significant impact.

We applaud the continued efforts of the Government and Public Sector Lawyers Division to diversify its leadership and look forward to seeing future programming and other activities of the Division that will build upon this foundation.

Real Property, Probate and Trust: Paying It Forward

It happens to all of us. After four years of college, three more years of law school, studying for the bar exam, and finally (!) a license to practice law, we find out. Although we know the underlying theories and philosophies, and we've learned how to brief a case, do basic legal research, and even survive (if not quite thrive) under the Socratic Method, we quickly learn that we often know little about how to actually practice law.

If we're lucky, our first legal employer trains us. We have mentors to guide us. But mentors, especially for minority lawyers, are rare. And sometimes minority lawyers find their employers care more about assuring a young lawyer learns the requisite skills to perform the specific legal work for which they were hired, and cares less about developing the lawyer's long-term career potential and legal expertise in unrelated practice areas.

And equally quickly, we discover that unlike the lawyers on television and in movies, we may not be able to handle every legal problem from complex corporate transactions to felony defense, domestic relations and product liability law. Sometimes that means we disappoint family or friends who have stood by us and who would like to be among our first clients.

It almost happened to Leslie Lyken.

Leslie is an attorney with the Port Authority of New York. A beloved, elderly cousin had owned a gas station in New York for many years when a leak and other environmental problems were discovered on his property. Explains Leslie, "Since I am the 'attorney' in the family, my cousin turned to me for assistance. We determined that the best course of action would be to sell the property. But despite having practiced with the Port Authority for a number of years, Leslie had virtually no experience with real estate law. She might have had to disappoint her cousin by recommending that he retain a real estate lawyer to help him or she might have tried to bluff her way



Leslie Lyken

through the transaction. Fortunately, she didn't have to do either because of a man named Manny Halper and the Minority Outreach Program of the Section of Real Property, Probate and Trust Law.

When Emanuel "Manny" Halper began practicing law in New York in the 1950s, he had a hard time finding work. Despite a resume with impressive educational credentials, Manny says, "I had a hard time getting started as a lawyer. I was barred from many of the big New York firms because of my (Jewish) religion." Snubbed and considered an outsider, it took him two years to get a job. He credits a kindly gentleman with offering him the support and guidance he needed to get started. Since then, Manny has thrived and he has become one of the most respected real estate lawyers in New York. "But," says Manny, "my early experiences have always weighed heavily on my mind." He wants and needs to give something back. He wants to help today's lawyers who are facing the same types of difficulties he once encountered. Thus was born the Minority Outreach Program of the Section of Real Property, Probate and Trust Law.

The Minority Outreach Program, which Manny developed and runs, is a twelve-week program that teaches minority lawyers the practical aspects of commercial real estate law. Paul Nguyen, another Section member and a former president of the local Asian American Bar Association of New York, suggested to his friend Manny that it would be mutually beneficial to collaborate with local minority bars in New York. Accordingly, the Section operates the program in partnership with the City University of New York ("CUNY") Law School and several local minority bar associations, such as the Asian American Bar Association of New York, the Metropolitan Black Lawyers Association, and the Puerto Rican Bar Association. Due to the generosity of the friends and colleagues Manny has recruited to help him with the program, the program is completely free to attendees. Each of the fourteen lecturers, including Manny himself, volunteers their time and expertise, and expects no monetary compensation. The local minority bar associations who partner with the Section publicize the program to their members and developed a "contract" with those of their members who wish to take part: Make a commitment to attend class every week, and then use the knowledge you gain to undertake some type of pro bono work in your community.

The Minority Outreach Program attracts both new and more experienced lawyers. Its "graduates" include lawyers from some of the largest law firms in the world, solo and small firm practitioners, government lawyers,

and in-house counsel. Having completed its third year, the graduates sing the program’s (and Manny’s) praises. “This is no remedial law school class,” they tell us. “It’s the sort of practical, hands-on, war-story, real-world training and mentoring that minority lawyers often don’t get. And when you’re talking about a specialized area of practice like commercial real estate, there’s no better way to learn.”

Michael Thomas, a solo practitioner who specializes in health law and government contracts, is one such graduate. Before the Minority Outreach Program, Michael had no experience in real estate law. He signed up for the program and never missed a class, despite having to travel into Manhattan each week from his practice in Queens. Thanks to the training and mentoring he received through the Minority Outreach Program, Michael says that he is “seriously considering expanding his practice into the commercial real estate sector.” As his pro bono project, Michael is working with a group of tenants in a small apartment building in Harlem. He is helping them purchase the building in which they live and turn it into a cooperative or condominium, making them property owners with an investment in their own homes.

And Leslie Lyken’s cousin? Through the Minority Outreach Program, Leslie had learned about property valuation, buyer potential, and real property contract negotiations. She was able to use her new skills to disclose the potential environmental problems related to the land in her negotiations with the buyer of her cousin’s property. Consequently, she was able to follow the relevant disclosure laws while still negotiating a sale price for the property that was twice the amount they had originally anticipated receiving!

The Minority Outreach Program is proving to be a real and tangible benefit to minority lawyers who, in turn, are making it a benefit to minority communities. Talk about changing the image of the legal profession? Manny Halper and his friends are doing just that.



Michael Thomas and Emanuel “Manny” Halper

ABA Department Initiatives 2001-2002

If the ABA is to achieve the full and equal participation in the legal profession by minority lawyers as part of its Goal IX, the Commission believes that the ABA must address diversity issues both systemically and institutionally. While diversity among membership and leadership is a crucial component of any measurement or evaluation of progress in this area, it is only the most visible facet of the ABA's diversity efforts. Numerous ABA departments and entities, some of which have significant and frequent interaction with our membership and others that have little or no interaction, nevertheless impact upon the ABA's ability to diversify its membership and leadership, and ultimately the profession as a whole. These departments and entities play important roles in attracting racially and ethnically diverse members, in providing support and service to minority lawyers, and in implementing programs and activities that contribute to the ABA's diversity efforts. Consequently, the Commission also surveys ABA departments and other entities so as to report upon and recognize these departments and entities' endeavors and other contributions to support greater racial and ethnic diversity in the legal profession and, in particular, the ABA.

All major ABA departments (excluding Sections, Divisions, and Forums that are covered elsewhere in Goal IX) were invited to submit information on their diversity activities. This included programming, vendor solicitation and usage, staffing, and other activities that clearly reflect recognition of the importance of diversity. Featured below, in alphabetical order, are the recent diversity activities of the ABA's departments and other entities:

Division for Bar Services

The Division for Bar Services serves as the primary link between the ABA and state, local and specialty bar associations. The Division's annual Bar Leadership Institute (BLI) offers fellowships to the leadership of the national minority bar associations and may make fellowships available to a limited number of local minority bar leaders if funds are available. Representatives of the National Bar Association, Hispanic National Bar Association, National Native American Bar Association and National Asian Pacific American Bar Association participated in the 2002 BLI. The institute also offered state and local bar association leaders an opportunity to consult with staff experts on developing and strengthening bar association diversity programs.

Division staff provides administrative and programmatic support to the National Conference of Bar Presidents (NCBP). The NCBP has expanded

its outreach to minority bar associations to include forums for minority bar leaders at the ABA Midyear and Annual meetings, minority bar leader participation in educational programming, and a meeting scholarship program for specialty bar associations. Six meeting scholarships were awarded during 2002 to one national and five statewide minority bar leaders.

The Standing Committee for the Division for Bar Services held its spring 2002 meeting in Washington DC in order to attend the Coalition of Bar Associations of Color meeting. The standing committee and coalition members discussed future partnership opportunities.

The Division introduced its new consulting services to minority bar associations in the fall of 2001. These services include assistance with strategic planning, mission statement development and bar association operational evaluations. The Division conducted its first strategic planning session with a national minority bar association in the fall of 2002. Through its publications and communications to minority bar associations, the Division encourages bar leaders to utilize the services of the division's information clearinghouse and library. The clearinghouse maintains and disseminates information on association management and programmatic issues as well as issues of interest to the organized bar. To enhance communication and the exchange of information between the Division for Bar Services and the minority bar community, the division's Field Service Program routinely includes visits with minority bar association leaders in their schedule of on-site visits with bar associations.

Human Resources

The Human Resources Department is dedicated to maintaining and improving the level of diversity currently existing within the Association. Consistent efforts and a true belief in the value of diversity contribute to their somewhat extraordinary level of diversity. Department staff members are devoted to actively seeking diversified candidates for all position levels within the Association. This effort has been successful and is indicated in a report to the Equal Employment Opportunity Commission, which reflects the ABA's workforce being approximately a 40% minority population and 70% female population. Human Resources is cognizant of the value brought to the workplace by those who are different. In addition, minority vendors are actively sought when engaging in a project using outside sources and minority job fairs are one of many methods used in recruiting a diverse workgroup. This entire department takes pride in maintaining a diverse workforce.

Meetings and Travel Department

The Meetings and Travel Department continues to use the services of minority owned caterers who provide food and beverage service to more than 2,000 In-House meetings held at the ABA Chicago offices each year.

Membership and Marketing

The Division increased the coverage for Lawyers of Color in the ABA "Source Guide"; including detailed information and websites for additional information on programs of the ABA President's Advisory Council on Diversity, the Commission on Racial and Ethnic Diversity in the Profession, the Council on Racial and Ethnic Justice, the Commission on Women, and the Commission on Mental and Physical Disability Law. This booklet is distributed to all current ABA members; all new lawyer members, associates, and students; at bar ceremonies throughout the U.S.; and posted on the ABA Membership Website. In addition, the Membership and Marketing Division advises Sections and other ABA entities on recruiting and retaining a diverse membership.

Publishing

The ABA Publishing Division focuses on the importance of diversity by encouraging entities to use women and minority authors and to cover topics of inclusiveness for women, racial and ethnic minorities, people with disabilities, and gays and lesbians. Artwork and images used in the many periodicals reflect all of these groups, and language used in periodicals and books is deliberately gender-neutral, race-neutral, and sensitive to issues of disability, aging, and sexual preference. Several periodicals published issues and/or features on diversity issues during the year. ABA Publishing is committed to filling staff positions with people of diverse racial and ethnic backgrounds and as a matter of course requires that minorities be included in job candidate searches.

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:

1. That the ABA continue and expand its efforts to collect and maintain minority membership statistics for the Association as a whole and for each of its various Sections, Division, Forums and other entities;
2. That the ABA explore and experiment with ways beyond the annual census to collect data on its minority membership;
3. That each ABA entity continue to report annually on its efforts toward Goal IX advancement, and include both numerical and statistical references;
4. That the ABA continue to monitor minority participation in 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 some of the underlying reasons for this, and thereafter, to develop and implement strategies to address and resolve those reasons;
6. That the leaders of those Sections, Divisions, and Forums who report little or no minority participation in their leadership and programming consider using their appointive powers to cultivate future minority leadership;
7. That Sections, 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 increased minority representation in the highest levels of the ABA, such as the Governing Committee and Nominating Committee, as well as in ABA governance generally;
10. That the two Minority-at-Large seats on the ABA Board of Governors be made a permanent part of the Board;
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 follow the example of William G. Paul by educating themselves about issues of racial and ethnic diversity in the profession; actively advocating for increased diversity within the Association and its entities; and making a personal commitment to the objectives of Goal IX.

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

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