The diversity of the legal profession has been questioned in the past few decades, specifically surrounding racial and ethnic diversity. Compared with other diverse groups, indigenous people face media and social biases that are almost accepted in the wider population. Unlike other racial, ethnic, gender groups, indigenous people face a constant barrage of deprecation of their culture. The social disparity implicates sports, holidays, and traditions. Today, Americans consistently choose to ignore the discriminatory nature of each negative depiction of indigenous people, choosing instead, to don a fake Native American headdress at Halloween, buy and sell dream catchers, or to recite the lyrics to songs found in the Disney adaptation of Pocahontas.

How Misrepresentation and Policies Serve to Erase Native Americans

The invisibility of Native Americans is a major obstacle to their advancement in the legal profession. Representations of Native Americans in media and culture tend to be outdated, inaccurate, stereotypical, disparaging or, most often, simply nonexistent.¹ These misrepresentations are the only exposure that many people have to Native Americans. This makes the misrepresentations impact more damaging. For those who will never have a direct interaction with Native American culture, media representations are influential in shaping perceptions. Media portrayals effectively mask many of the harsh realities that exist within tribal communities including extreme poverty, health disparities, low high school graduation rates, and mental health issues.²

The United States Supreme Court has consistently sided with the federal gov-
From the Chair

Welcome to The Innovator, the newsletter of the ABA’s Commission on Racial and Ethnic Diversity in the Profession. I would like to thank immediate past chair, Will A. Gunn, for his hard work and dedication during the past three years. I am honored and privileged to succeed him as the new Chair of this Commission.

On behalf of the Commission, I invite you to join us for one of its signature events, the 2019 Spirit of Excellence Luncheon, which will be held on Saturday, January 26, 2019, at the Caesars Palace Hotel in Las Vegas, Nevada during the ABA’s Midyear Meeting. Since 1996, the Commission has presented the Spirit of Excellence Award to individuals who have distinguished themselves in the legal profession and who have promoted the cause of increasing diversity and inclusion in our profession. This year, the Commission will honor Willie E. Gary, a legal powerhouse who has been recognized by Forbes one of the “Top 50 attorneys in the U.S.”; Pamela Jones Harbour, Senior Vice President and Legal Officer at Herbalife Nutrition; John Lim, the Managing Partner of LimNexus LLP, a minority-owned corporate boutique; and the Honorable Peter M. Reyes, Jr. of the Minnesota Court of Appeals. The luncheon is always one of the highlights of the ABA Midyear Meeting. Please join and support us.

I also invite you to read and enjoy the articles in this issue. This issue includes an article highlighting the ABA Section of Dispute Resolution’s efforts through ABA Resolution 105 to encourage dispute resolution providers to expand their rosters to include people from diverse backgrounds, to encourage the selection of diverse neutrals, and to encourage users of dispute resolution services to select diverse neutrals. This issue also includes an article on media perspectives and bias affecting Native Americans, and an article featuring the National Association of Minority and Women-Owned Law Firms a/k/a NAMWOLF.

We hope to use this newsletter to keep you informed of the Commission’s efforts to achieve ABA’s Goal III by increasing awareness and advocating for policies to eliminate bias and enhance diversity. Please help us to transform the ABA’s Goal III from a goal into reality.

Helen B. Kim
Chair
ABA Commission on Racial and Ethnic Diversity in the Profession
WILLIE E. GARY parlayed a passionate work ethic learned from his humble beginnings in Southern migrant farming communities into a legal powerhouse career that earned him a Forbes listing as one of the “Top 50 attorneys in the U.S.” Willie was admitted to the Florida Bar in 1974 and opened his hometown’s first African American law firm. He has tried cases in 45 states and is in great demand as a motivational speaker, delivering speeches at law schools, universities, churches, and to various groups throughout the country. He has received honorary doctorates from dozens of colleges and universities. Willie is also committed to enhancing the lives of young people. In 1994, he and his wife, Gloria, founded The Gary Foundation which provides scholarships to youth, so they can realize their dreams of achieving a higher education.

PAMELA JONES HARBOUR, SVP and Legal Officer at Herbalife Nutrition, leads a compliance team across 94 markets, developing and enhancing policies and infrastructure to ensure effective education, training and mentoring programs for independent Herbalife Members worldwide. She also leads the company’s global privacy and data security efforts. Pamela was a litigation partner in three American law firms, with a specialty area in antitrust, consumer protection and data security law. She also served as a Commissioner on the United States Federal Trade Commission from 2003 until April 2010 and in the 1990’s as a Deputy Attorney General of the New York State Attorney General’s Office. Despite a demanding workload, Pamela is a frequent speaker and author and has shared her knowledge in Congressional testimony. Pamela is recognized internationally for her leadership in the field of data privacy.

JOHN LIM is the Managing Partner of LimNexus LLP, a minority-owned corporate boutique firm with offices in Los Angeles, San Francisco and Washington DC. An attorney since 1982, John represents Fortune 500 and Global 1000 companies, financial institutions, governmental entities, private equity funds, commercial developers and institutional investors in corporate, real estate, and financing transactions. He regularly advises emerging high tech ventures as outside general counsel and speaks at seminars on topics ranging from corporate governance to anti-deficiency rules in real property secured transactions. John has served on the boards of several nonprofit organizations. To further equal opportunity and equal access to justice, John actively supports public interest law groups that serve the disadvantaged and marginalized. Additionally, he and his law partners provide scholarships to diverse law students through the LimNexus Foundation.

HONORABLE PETER M. REYES, JR. is a judge on the Minnesota Court of Appeals. Judge Reyes formerly worked as a senior IP lawyer at Cargill, Incorporated and as a partner at Barnes & Thornburg LLP. He is active in the American Bar Association (ABA) as a member of the House of Delegates, the ABA Judicial Division, Section of IP Law, and TIPS. Judge Reyes also served on the ABA Commission on Hispanic Legal Rights and Responsibilities and the ABA Council for Diversity in the Educational Pipeline. In addition, he served as national president of the Hispanic National Bar Association (HNBA) from 2012-2013, and president of the Minnesota Hispanic Bar Association from 2000-2003. In 2012 and 2013, Poder Magazine named him as one of the 100 Most Influential Hispanics in America. Judge Reyes received the Ohtli Award in 2016, the highest award the Mexican government presents to a non-Mexican citizen.
PLEASE JOIN THE COMMISSION ON RACIAL AND ETHNIC DIVERSITY IN THE PROFESSION AT THE

2019 SPIRIT OF EXCELLENCE AWARDS

CELEBRATE THE EFFORTS AND ACCOMPLISHMENTS OF LAWYERS WHO WORK TO PROMOTE A MORE RACIALLY AND ETHNICALLY DIVERSE LEGAL PROFESSION.

HONOREES

Willie E. Gary
Pamela Jones Harbour

John Lim
Honorable Peter M. Reyes, Jr.

SATURDAY, JANUARY 26, 2019
12:00 P.M. – 2:00 P.M.
ABA MIDYEAR MEETING
CAESARS PALACE
LAS VEGAS, NEVADA

For sponsorship opportunities, please contact Staff Director Keevin Woods at keevin.woods@americanbar.org.
W hile every effort to promote diversity and inclusion in the legal profession is laudable, NAMWOLF (National Association of Minority and Women Owned Law Firms) believes its unique approach represents the best chance for long-term progress in increasing the roles of women, minorities, and LGBTQ attorneys in the legal world.

The traditional approach to this problem involves outreach from corporations to minority and female attorneys working at majority-owned firms. NAMWOLF’s approach focuses instead on law firms owned by minority and women lawyers. We have a network of highly vetted minority-and-women-owned law firms that acts as an excellent resource to our corporate partners.

Most companies have formal programs centered around supplier diversity, but the legal profession remains dead last in terms of diversity. This means there is a huge opportunity for companies to increase their supplier diversity by utilizing NAMWOLF to find diverse law firms.

The lack of diversity in “big law” firms is a huge problem for many reasons, but one of the most serious problems is that it causes women and minority attorneys at big law firms to leave, either to start new law firms, to go in house, or to quit the legal profession entirely. If and when minority and women lawyers start their own firms, NAMWOLF is there to provide an avenue for them to connect with some of America's top companies.

NAMWOLF’s criteria for law firm membership is very strict. In addition to demonstrating a commitment to the organization’s core values, firms must have an AV® Preeminent (4.5–5.0) Peer Review rating from Martindale-Hubbell, three Fortune 500 client references, sufficient liability insurance of at least $2 million, and certification from the National Minority Supplier Development Council (NMSDC), the Women’s Business Enterprise National Council (WBENC), or the National LGBT Chamber of Commerce (NGLCC). NAMWOLF researches every applicant in a process that can take anywhere from six months to a year. It is the extent to which our organization vets its members that sets us apart—our corporate partners know they are getting the best of the best when they work with a NAMWOLF member firm.

Corporations and public entities that retain NAMWOLF member firms find they are not only doing the right moral thing but are making the right business decision, as minority-and-women-owned firms offer great value and unique approaches to the world’s most challenging legal problems. Our firms not only have expertise in most practice areas and can be found throughout the United States, but their partners are often former partners in large, majority-owned firms, giving them the experience and skill to represent major corporations.

In-house counsel interested in doing more at their companies to support the cause of diversity and inclusion can help in a number of ways. One of the most important early steps is securing buy-in from a corporation’s legal leadership—get assurance that your legal department is committed to diversity and inclusion, and determine what steps you can all take together to advance a plan of action. This may involve designating someone within the legal department as a relationship manager with NAMWOLF, which will help your company take full advantage of the benefits a partnership with NAMWOLF can offer.

“Big Law” can do its part as well by looking to NAMWOLF firms when the need to partner with other law firms arises. Major law firms can see tremendous benefits in partnership with NAMWOLF firms, many of which are detailed in “The Power of Partnering,” an article authored by NAMWOLF members and in-house counsel involved with NAMWOLF and available at the American Bar Association’s website.

NAMWOLF holds two big events every year: Its Annual Meeting in September and its Driving Diversity & Leadership Conference (formerly known as the Business Meeting) in February. Both of these events offer law firm members and in-house counsel the chance to network and obtain CLE credits by attending fascinating and unique panels and sessions. The goal of both events is to spread ideas and foster prosperous relationships in service of the goal of diversity and inclusion in the legal profession.

The upcoming Driving Diversity & Leadership Conference will be held in New Orleans, Louisiana from February 16-19, 2019. Meeting attendees find
ernment when it comes to issues of tribal lands, jurisdiction for government actions, and limits to tribal sovereignty. The Court has generally affirmed tribal sovereignty over tribal members and lands held in trust, but has limited that sovereignty in a number of other significant ways. The result of such jurisprudence is a semblance of sovereignty that leaves recognized tribes with very little recourse for wrongdoings committed by and on behalf of federal or state governments.

Few recognize the implicit biases held against Native Americans. Stereotypes that Native Americans are historical fierce warriors may subconsciously influence hiring decisions, jury verdicts, and criminal sentencing. Stereotypes that all Native Americans are impoverished, muted, exceptionally wise, or live on reservations subconsciously influence interactions with Native Americans in social or professional settings and result in prejudicial behavior.

Impact of Sports Media Bias Through Negative Depictions of Mascots
The American media has misrepresented Native Americans. Unfortunately, the misrepresentation in mass media has had a harmful impact on how Native Americans view themselves and what is possible in terms of their future. Native Americans are rarely featured in commercials, movies, or as brand ambassadors and when they are depicted, it is usually in a stereotypical manner. These depictions cut across political, social, and athletic lines, as sports networks have featured Native Americans for decades along these stereotypical lines.

Native American warriors have become commonplace for sports teams to look to when developing mascots. The argument in support for mascots is that they honor the Native American heritage. Some sports enthusiasts further

4 https://dc.law.utah.edu/cgi/viewcontent.cgi?article=1060&context=scholarship
8 For example, the Florida State Seminoles, Washington Redskins, Kansas City Chiefs, Cleveland Indians, Atlanta Braves, and the Chicago Blackhawks, all feature a stereotypical Native American warrior as their mascot. These teams span various sports, football, baseball, and hockey, as well as professional and amateur (college) sports. These “mascots” are often depicted with a red face, chief-style headdress, or other indigenous peoples marker.
argue that this warrior figure is a symbol of strength paying homage to Native American warriors and as a result Native Americans should feel proud. United States Army Colonel, John Orendorff, shared that he does not feel honored by these depictions, but instead believes that these types of portrayals send a message that the masses will define how a Native American’s heritage will be honored.¹⁰ Orendorff continued that Native Americans are owned by rest of the world.¹¹

Compared to other non-indigenous Americans, Native Americans have been underrepresented in data collection and there is a lack of overall Native American awareness in our society. Although Federal agencies are responsible for collecting important data on all of its US citizens, the Native American population has been poorly represented. This absence of vital data becomes responsible for the inability to identify what resources are needed for this indigenous group or what issues they may be facing.¹² These facts paired with the misrepresentations in the sports media have created a cloak of invisibility that Native Americans are forced to hide under. This has negatively impacted social development in young Native Americans because they feel stifled by the televised portrayal and that opportunities will not be equally available to them.¹³ This may be to blame for the astounding low number of Native American individuals in the legal industry.¹⁴

Creating Opportunities and Programming to Better Serve and Develop Native American Law Students and Young Lawyers

Native Americans are largely underrepresented in the legal community. The National Native American Bar Association (NNABA) works to raise the visibility of Native American attorneys in the legal profession at large, to effectuate lasting reforms in the legal community, and to help build a better pipeline to law school, by conducting the first-of-its-kind study of Native American attorneys. This study is entitled “The Pursuit of Inclusion: An In-Depth Exploration of the Experiences and Perspectives of Native American Attorneys in the Legal Profession.”

Some words that were used to describe the experience of Native American lawyers included invisible and excluded. The issue of visibility of Native Americans in the legal profession starts as early as law school. In communities with larger Native American populations the number of Native American students entering law school is not representative of the population as a whole. Here, affinity groups can play a role in encouraging the application of potential law students and the future enrollment of Native Americans in law school. These efforts are known as “pipeline efforts.” Bar associations can reach out to this community to assist students with understanding that law school is a positive choice for them and then to assist with the education and scholarship application process.

In NNABA’s study Native American lawyer respondents shared their thoughts on promotion and retention of Native American lawyers. Some felt that to increase the number of Native Americans in the legal profession efforts should be geared toward creating inclusion in the workplace while others felt that attention was needed on getting Native Americans into law school. This, in sum, was not only a call for visibility of Native American lawyers but also a look at how legal education can be made affordable for students. To support students even before they enter law school some affinity groups and bar associations have offered summer boot camps geared towards exposing students to the expectations faced during law school. These activities include programs that teach students the basics of being a law school student. The Pre-Law Summer Institute (PLSI) of the American Indian Law Center held at the University of New Mexico School of Law is an example of a successful boot camp program. This is a two-month summer boot camp for students entering law school in the fall; the program is credited for the success of many Native American lawyers and leaders. These inclusive programs help develop the legal profession with great minds, excited for a new opportunity in a law school classroom.

Conclusion

Within the legal profession, there is work to be done to encourage Native American recognition and acknowledgement. Native Americans comprise approximately 1.6% of the United States

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10 Id.
13 Eilene Spear, National Native American Bar Association Releases Groundbreaking Study: The Pursuit of Inclusion (Tuesday, April 14, 2015), https://www.natlawreview.com/article/national-native-american-bar-association-releases-groundbreaking-study-pursuit-inclu. A study conducted by the NNABA in an effort to continue their mission to achieve full inclusion of Native American lawyers in the legal profession. In an effort to identify additional factors contributing to the invisibility of the Native American population in the legal industry and to foster inclusion, the National Native American Bar Association (“NNABA”) initiated a study called “The Pursuit of Inclusion.” Utilizing different methods of fact gathering, such as phone interviews and surveys, NNABA was able to identify new ways in which Native Americans were being excluded, such as inadequate recruitment efforts and low retention rates of lawyers in the profession.⁷
population but only make up .3% of attorneys in the United States. This disparity demonstrates that there is much work to be done in the area of building an effective pipeline for Native Americans into the legal profession. NNABA’s report highlights the ineffectiveness of traditional diversity and inclusion efforts when it comes to getting Native Americans into the pipeline and advancing Native Americans in the profession. The report also explored the personal experiences of Native Americans in the legal profession. Respondents consistently reported feelings of exclusion and marginalization and 40.65% of respondents reported receiving demeaning comments based on race or ethnicity.

The legal profession must tailor its diversity and inclusion efforts to account for the unique experiences of Native Americans. There must be more opportunities to expose Native American youth and young adults to careers in the legal profession. Programs that prepare individuals to succeed in law school must actively seek out and recruit Native American students. Law firms and other law practice settings should ensure that Native American attorneys are being included in both formal and informal networks, and ensure that diversity and inclusion policies and programs specifically include Native Americans.

Josephine M. Bahn is an Honors Attorney with the Federal Deposit Insurance Corporation (FDIC) and a Co-Chair of the ABA YLD’s No Limits!!! campaign. Previously, she clerked for Hon. Joel H. Slomsky in the Eastern District of Pennsylvania.

Eufemia Cabrera-D’Amour serves proudly as a criminal defense attorney in Atlanta, GA. She currently serves as Co-chair for both the Criminal Justice Committee of the ABA YLD as well as the Criminal Law Committee of the State Bar of GA YLD. She is also active in the law school community providing guidance to law school students with bar preparation.

Christina Schafer is a former ABA Young Lawyers Division Scholar.

Victoria Walker is Associate Counsel at the Board of Veterans’ Appeals in Washington, DC. She is a 2017-2018 Scholar of the Young Lawyers Division (YLD) and currently chairs the Division’s Government, Military & Public Sector Lawyers Committee. She also is a member of editorial board for the award-winning TYL--the flagship publication of the YLD.


15 Id.

The Collaborative Bar Leadership Academy (CBLA) is a collaborative effort among the American Bar Association, Hispanic National Bar Association, National Bar Association, National Asian Pacific American Bar Association, National LGBT Bar Association, and the National Native American Bar Association. The CBLA will strengthen the pipeline of diverse bar association leaders through leadership training and professional development programs. The CBLA benefits current and future bar leaders, the bar association community, and the legal profession overall and lays the foundation for further collaborative efforts by the sponsoring bar associations to foster diversity and inclusion in the legal profession.

The 2019 CBLA will be June 23–25, 2019 in Denver, CO.
For over 25 years, the ABA Section of Dispute Resolution has worked successfully to increase and improve use of dispute resolution. An integral element of that history has been working to advance diversity in dispute resolution, with the understanding that, by advancing opportunities for diverse neutrals within the profession, we would enhance perceptions of fairness in the diverse communities we serve. The Section is committed to changing the current environment in which diverse neutrals lack the opportunities to develop successful practices on a par with their non-diverse colleagues. This was the genesis of our work on Resolution 105, which was adopted by the ABA in August 2018. The resolution urges dispute resolution providers to expand their rosters with people from all diverse backgrounds and to encourage selection of diverse neutrals. It also urges users of dispute resolution services to select diverse neutrals.

Making the objectives of Resolution 105 a reality is and will remain a critical focus of the Section’s work. Who knew that Jay-Z would take up the task as well, and that the issue of the appalling lack of diverse neutrals in high-stakes commercial dispute resolution would go (legally) viral on Above The Law with the headline Jay-Z Declares War Against The Lack of Diversity In The Arbitration World? Of course, we couldn’t know that this story would hit the headlines as the Section of Dispute Resolution is launching the rollout of Resolution 105. When Mr. Carter began reviewing arbitrators on the AAA’s Search Platform, he was confronted with a stark reality: he could not identify a single African-American arbitrator on the “Large and Complex Cases” roster, composed of hundreds of arbitrators, that had the background and experience to preside over the Arbitration. After repeated requests to the AAA for diverse arbitrators with expertise in complex commercial law, the AAA was able to provide only three neutrals it identified as African-American: two men—one of whom was a partner at the law firm representing Iconix in this arbitration and thus had a glaringly obvious conflict of interest—and one woman.

The AAA’s lack of African-American arbitrators with the expertise necessary to arbitrate “Large and Complex Cases” came as a surprise to Petitioners, in part because of the AAA’s advertising touting its diversity. This blatant failure of the AAA to ensure a diverse slate of arbitrators for complex commercial cases is particularly shocking given the prevalence of mandatory arbitration provisions in commercial contracts across nearly all industries, which undoubtedly include minority owned and operated businesses. The AAA’s arbitration procedures, and specifically its roster of neutrals for large and complex cases in New York, deprive black litigants like Mr. Carter and his companies of the equal protection of the laws, equal access to public accommodations, and mislead consumers into believing that they will receive a fair and impartial adjudication.

Jay-Z makes strong points, but arguments alone will not make the aspirations of Resolution 105 real. As key initiative of the Section has been to develop concrete approaches each of us can take. Here are a few of those suggestions.
What Clients/Inside Counsel Can Do:

(a) Initiate discussions within your business regarding the value of diversity in arbitration and mediation.

(b) Commit to consciously focusing on selecting diverse neutrals whenever possible.

(c) Insert language in contract dispute resolution clauses that directly encourages selection of diverse neutrals. For example, the JAMS diversity inclusion language provides: “The parties agree that, wherever practicable, they will seek to appoint a fair representation of diverse arbitrators (considering gender, ethnicity and sexual orientation), and will request administering institutions to include a fair representation of diverse candidates on their rosters and list of potential arbitrator appointees.”

What Outside Counsel Can Do:

(a) Initiate discussion regarding Resolution 105, the Report, and diversity in dispute resolution in internal firm meetings and with Women’s and other Diversity Initiatives.

(b) Include JAMS diversity inclusion rider or similar language in contracts (see above).

(c) Require providers to develop diversity policies that, in fact, increase diversity on their rosters and to encourage selection of diverse neutrals by users; and use success in achieving greater diversity as a factor in the selection of providers.

What Providers of Dispute Resolution Services Can Do:

(a) Invite diverse neutrals who are not on their rosters to speak with the organization.

(b) Promote Resolution 105 and the Report to management and case managers and encourage or require case managers to include qualified diverse neutrals on lists.

(c) Track annual progress regarding increased roster diversity and selection of those neutrals, and publicize the results of those efforts.

What Neutrals Can Do:

(a) Select or appoint diverse neutrals as chairs of arbitration panels.

(b) Introduce, nominate and/or sponsor diverse neutrals for dispute resolution organizations.

(c) Mentor diverse neutrals in their practice development.

Additional Section Initiatives

The Section’s Diversity Committee has launched two new initiatives:

- Updating and Expanding the Diversity in Dispute Resolution Directory (DI-DR), to promote and reflect the diversity of dispute resolution professionals in the ABA.

- Developing a Webinar on Integrating Diversity into our Dispute Resolution Practices for February 2019. Speakers will highlight ways to incorporate cultural, gender, and disability perspectives to ensure DR practitioners operate successfully with greater awareness and inclusion.

Model Diversity Survey

The ABA House of Delegates passed Resolution 113 that urges all providers of legal services, particularly law firms, to expand and create opportunities at all levels of responsibility for diverse attorneys. It further urges the purchasers of those legal services, particularly corporate and governmental legal departments, to assist in facilitating the creation of opportunities for diverse attorneys and direct a greater percentage of the legal services they purchase, both currently and in the future, to diverse attorneys.

The Model Diversity Survey moves the Profession closer to the ideal we all share- a legal profession that reflects the full panorama of the public it serves. Currently, over 90+ General Counsels of Fortune 500 companies have agreed to ask their law firms to submit.

For more information, please visit: [https://www.americanbar.org/groups/diversity/DiversityCommission/model-diversity-survey/](https://www.americanbar.org/groups/diversity/DiversityCommission/model-diversity-survey/).
Commissioner Spotlight

Meet the Commissioners! Be sure to check out the “Commissioner Spotlight” section in each issue of The Innovator and read about the ABA members who service as Commissioners on the ABA Commission on Racial and Ethnic Diversity in the Profession.

Pedro Torres-Diaz

IN WHAT OTHER ABA ENTITIES ARE YOU INVOLVED?
I am a Fellow of the American Bar Foundation, and a member of the Labor and Employment Law Section.

WHAT IS ONE OF YOUR FAVORITE THINGS ABOUT SERVING ON THE COMMISSION?
The opportunity to exchange ideas and implement initiatives to advance diversity in the legal profession with an extraordinary group of dedicated professionals from across the country.

WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS Attorneys?
So many things I can say!!! But, as an initial step, I would recommend to any firm to actively participate and sponsor the local or national minority bar association of your choice. You will have the opportunity to meet extraordinary diverse talent looking for a chance to show their mettle, and you will be surrounded by individuals who have a million ideas to increase diversity.

WHAT IS YOUR FAVORITE MIDNIGHT SNACK?
That certainly depends on the day…but I must confess that cheese and crackers usually wins!

WHAT WAS YOUR LEAST FAVORITE LAW SCHOOL SUBJECT AND WHY?
Trusts and Estates…I just couldn’t get a handle on it!

WHAT IS YOUR DREAM VACATION?
Multiple weeks on a chartered sailboat around world…or at least the Caribbean.

WHAT IS ONE OF YOUR HIDDEN TALENTS?
The gift of touch/healing hands as an aspiring Spa/Zen Den proprietor.

Juanita Harris

IN WHAT OTHER ABA ENTITIES ARE YOU INVOLVED?
ABA Foundation Fellow - Member
National Bar Association - Member

WHAT IS ONE OF YOUR FAVORITE THINGS ABOUT SERVING ON THE COMMISSION?
I am new to the Commission and have been inspired by the work of the Commission. My favorite thing about serving on the Commission is collaborating with fellow Commissioners that are passionate and actively engaged.

WHAT ADVICE WOULD YOU GIVE TO A FIRM/ORGANIZATION LOOKING TO INCREASE DIVERSITY AND INCLUSION AMONG ITS Attorneys?
Do not delegate the diversity and inclusion responsibility. Top leadership must be actively engaged and accountability must flow from the top to the lowest level of management. Be intentional and strategic in recruitment, hiring, and retention efforts. Tap into the diverse pipeline by including HBCU and Tier 3 law schools in the recruitment line-up. For retention, be intentional about assigning senior managers and officers to lead Sponsor Circles (as opposed to Mentoring Circles) comprised of ethnic minorities and other diverse talent.

WHAT IS YOUR FAVORITE MIDNIGHT SNACK?
Cheese, apples, and grapes.

WHAT WAS YOUR LEAST FAVORITE LAW SCHOOL SUBJECT AND WHY?
Contracts. The professor was monotone and boring so I had to teach myself. However, my “forever learner” mentality served me well, because I mastered the subject and have closed over $1B in sales transaction deals and drafted the associated contracts.

WHAT IS YOUR DREAM VACATION?
River Nile cruise.

WHAT IS ONE OF YOUR HIDDEN TALENTS?
The gift of touch/healing hands as an aspiring Spa/Zen Den proprietor.
Racial & Ethnic Diversity
Calendar of Events

JANUARY 16 – 20, 2019
NBA Young Lawyers Retreat
Hard Rock Panama
Panama City, Panama

JANUARY 23-28, 2019
ABA Midyear Meeting
Las Vegas, NV

FEBRUARY 5–7, 2019
National Indian Child Welfare Association Training Institute
Palm Springs, California

MARCH 7 – 10, 2019
NBA Midyear Conference
Hilton Anatole Hotel
Dallas, Texas

MARCH 20-23, 2019
HNBA 10th Annual Corporate Counsel Conference
Albuquerque Convention Center
Albuquerque, New Mexico