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California Young Lawyers Get by with a Little Help from Their Friends

By Timothy R. White and Matthew Butler

One would think that the nation's largest young lawyer bar association would be immune to dissolution. One would think that this forty-three year old organization, which enlists countless new members every year at no cost, would be beyond a threatened existence. Right? Not so fast.



Timothy R. White is an assistant editor of *The Affiliate* and practices in Austin, Texas.

As members of the California Young Lawyers Association (CYLA) started planning their 2006–2007 bar year, they heard that California's State Bar Board of Governors intended to focus its January 2007 planning retreat on the state's young lawyers. Many, particularly members of CYLA, weren't sure what that meant exactly. Perhaps the retreat was intended to focus on how to attract more young lawyers to actively participate in CYLA, or to show appreciation for CYLA's hard work and persistence. Not exactly.



Matthew Butler is the ABA YLD Committee Director and a founding partner in the San Diego firm of Nicholas & Butler LLP.

The year kicked off with a well-attended reception in the young lawyer hospitality suite for young lawyers, bar leaders, and State Bar staff. The bar leadership solicited ideas about how to revitalize young lawyer involvement. Many young lawyers expressed a desire to see CYLA revitalized to the level of success it shared before the bar shut it down in 1997,

when the governor of California vetoed the bar's fee bill. The 1997 veto meant that cuts needed to be made and belts needed to be tightened. As a result, CYLA lost most, if not all, of its funding and has not been fully funded since 1997.

In preparation for the 2006–2007 bar year, the State Bar staff requested that CYLA conduct a survey of its membership to determine what young lawyers wanted from the State Bar. The State Bar staff also hired a consultant named Dede Perlov from Consensus Management Group to conduct a study and interpret results of a previous survey of the state's young lawyers. At the January 2007 planning session, Perlov moderated some brainstorming sessions that focused on bridging generational differences and determining what young lawyers want and need to succeed. Graciously, the Board of Governors invited leaders of CYLA's board of directors to attend. Many of CYLA's leaders contributed to the discussion—analyzing the needs of young lawyers as well as offering ideas for meeting those needs. The young lawyers left the session optimistic that the year would result in more support for the young lawyers from the State Bar, both from a leadership perspective and a funding perspective.

At the conclusion of the January planning session, the State Bar staff asked Dede Perlov to devise a report based on her research. Simultaneously, the State Bar staff submitted a proposal to the Board of Governors to hold a Spring Summit with the young lawyers to address these issues, with invitees to be determined later. CYLA proposed a friendly amendment that the entire CYLA board be invited to the summit. The Board of Governors passed the proposal.

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Second-Career Lawyers: An Added Perspective to the "Young" Lawyer Experience

By Mercedes Pino

The face of entering law students is changing. Since 2004, there has been a rise in the average age of law students, as well as in the number of students entering the legal profession after working in other careers. With this change in the average age of law school students comes the advent of older and second-career lawyers in the legal profession. Although these lawyers enter the profession with a certain level of maturity and unique backgrounds, they also face a number of challenges as they enter the practice of law—not the least of which is whether they will be able to connect with their younger, traditional counterparts. As a bar leader, you may be faced with the challenge of facilitating the interaction between your "young" and "new" lawyer members to ensure a comfortable and welcoming environment for both.



Mercedes Pino is an associate editor of *The Affiliate* and the Director of Career Services at the St. Thomas University School of Law in Miami Gardens, Florida.

The Affiliate had the opportunity to speak with a few bar leaders and find out some of the issues they face with older/second-career lawyers and how they are addressing those issues. Some bar associations have adopted a new name, going from "Young Lawyers" to "New Lawyers." Virginia "Jina" Koulchitzka, a third-year associate with Alpern Meyers

Stuart in New Mexico and Chair of the El Paso County New Lawyers Section (NLS), commented, "The name change took place some time ago. We used to be called the El Paso County Young Lawyers Division. The name, by itself, imposed some issues on membership by older attorneys [that is, second-career/older members] just coming into the practice of law." Koulchitzka added, "Therefore, the El Paso County Board of Directors took a vote to change the Section's name and made it more accessible and appealing to second-career/older members who needed the networking opportunities the Section offered."

Scott Chitoff, a partner with Brinkley, Morgan, Solomon, Tatum, Stanley, Lunny & Crosby and President-Elect of Florida's Broward County Bar Association Young Lawyers Section (BCBA YLS), said that, although the BCBA YLS has not changed its name, it ensures that everyone feels welcome in the section and at its events. Chitoff stated, "We have a slogan, 'You don't have to be young or be a lawyer to participate in our events.'" With programs that include wine tastings, a judicial reception, and a bowl-a-thon benefiting the Cystic Fibrosis Foundation, Chitoff indicated that the BCBA YLS has a well-balanced turnout at most events. "More often than not, half of our attendees are not traditional young lawyers," Chitoff commented.

When asked whether her association's older/second-career members perceived bar events as merely social gatherings,

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Upcoming in . . .

July/August

- Interview with Incoming ABA YLD Chair Elizabeth K. Acee
- Interview with Incoming ABA President H. Thomas Wells, Jr.
- Disaster Legal Services Update
- San Diego Fall Conference Preview

Is There a National Outstanding Young Lawyer in Your Organization?

By Jay E. Ray

Is there a young lawyer in your national, state, local, or specialty organization who displays professional excellence, pursues service to the bar and the community, and has a reputation for professional responsibility and ethics? If so, you can reward that volunteer's achievements by nominating him or her for the Second Annual ABA YLD National Outstanding Young Lawyer Award. This Award recognizes an ABA young lawyer member in good standing who demonstrates the exemplary qualities of an outstanding young lawyer.

The following entities may nominate one individual for the award: (1) a national, state, local, or specialty organization affiliated with the ABA YLD; (2) a state or local bar, if it does not have a young lawyer component and if no stand-alone young lawyer organization exists in its geographic area; (3) the ABA YLD Executive Board; (4) an ABA section, division, committee, commission, or forum; and (5) the Board of the Fellows of the ABA YLD.

Sean Reyes of Salt Lake City, Utah, accepted the inaugural award last year. He was nominated by the Utah State Bar Association Young Lawyers Division and had additional support from the Utah Supreme Court Chief Justice and the Governor of Utah. Mr. Reyes provides hundreds of pro bono legal service hours to his community each year, has been recognized professionally as one of Utah's Legal Elites, and has showcased his leadership abilities as an officer of the Utah Minority Bar and the Utah Young Lawyers Division.

The ABA YLD National Outstanding Young Lawyer Award provides affiliates with one more significant way to recognize the amazing accomplishments and service of their members. Although only one person will receive the ABA YLD's National Award each year, the highly competitive selection process ensures that nomination alone is a tremendous honor. All nominees, as well as their nominating organizations, are recognized on the Award's website, www.abanet.org/yld/awards/oyla/oyla.shtml.



Jay E. Ray is an ABA YLD representative to the ABA House of Delegates, a past Chair of the ABA YLD, and practices with the Dallas, Texas, office of Glast, Phillips & Murray.

The 2008 Award will be presented at the ABA's Midyear Meeting in *continued on page 8*

On the Road with Justin Goldstein

I am writing this just after the 2008 ABA YLD Spring Conference in Washington, D.C., and I am pleased to report a successful conference. The Spring Conference combined many different events including ABA Day, the Section of Litigation Annual Conference, an ABA YLD summit entitled "Diversity: The Next Generation," and our ABA YLD Spring Conference. Those who attended had an incredible opportunity to participate in all of these events and take advantage of all the ABA has to offer. Personally, the Diversity Summit experience allowed the most frank professional discussion I've participated in regarding race and other differences between people. I am excited to hear the results of the Summit and the beginning of young lawyers shaping the discussion about this important issue in our profession. Please turn to the ABA YLD website to post your comments and participate in the continued discussion on our webboard.



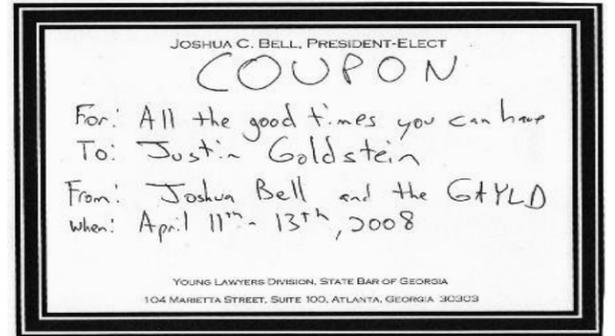
Justin Goldstein is Chair of the ABA YLD and practices with The Halpern Group in Springfield, New Jersey.

In addition to facilitating the convergence of state and local bar leaders, the Spring Conference brought together young lawyer leaders from around the world. Thank you to our international guests Pär Remnelid, President of the International Young Lawyers Association (AIJA); Annalisa Checci, President of the European Young Bar Association (EYBA); Julia

Beer (with Stephane Legendre), Bar Council of England and Wales; Sarah Klinger, Vice-Chair of the Canadian Bar Association Young Lawyers; Augustin D'Ollone, Martin Pradel, and Charlotte Plantin of la Conférence du Stage du Barreau de Paris; Kat Gibson, Kevin Poulter, and Peter Wright from the Junior Lawyers Division of the Law Society of England & Wales; Elizabeth Lee, Chair of the Australian Young Lawyers Committee; Jude Perkins and Edward Sanguinetti from the London Young Lawyers Group; and Claire Reid and Julie Reid from the Northern Ireland Young Solicitors Association.

Although my travels slowed a bit during the winter while I learned how to snowboard and taught my daughters how to ski (thanks to Utah YLD President-Elect Karthik Nadesan for the inspiration), I did manage a trip out to Denver to visit with the Colorado Young Lawyers Division (thanks to all of the young lawyers for their hospitality, especially Melissa Ogburn, Leia Ursery, Erin Hickey, Becky Bye, Matt Ninneman, James Garts, Tiffany Warner, and staff liaison Dana Collier Smith).

I also visited (again) with the Georgia Young Lawyers Division. After receiving the pictured "coupon" from Chair-Elect Joshua Bell, I couldn't refuse. He and his fellow young lawyers did not disappoint—they wound up throwing me an unemployment party, as I had my last day at my prior job the day I left for the conference and started my new job at The Halpern Group the Monday after I returned from the conference. So, thank you to the Georgia State Bar Young Lawyers!



Coupon admitting Justin to the Georgia YLS Spring Conference.

I continue to receive invitations to attend affiliate meetings. Although my travel schedule will be affected by my new job, I will still try to attend when I can and I appreciate being included in your plans. Yes, to answer your question, it is difficult to be ABA YLD Chair and change jobs.

As we round third for home and the end of the 2007–2008 bar year in August, I want to take this opportunity to thank our ABA YLD staff and many of you, the volunteers, that make our wonderful projects and accomplishments possible. It continues to be a privilege to serve as Chair of the ABA YLD and I look forward to seeing you on the road or in New York City, August 7–10, at the ABA Annual Meeting.

Please note my new e-mail address justin@halpern.com—feel free to contact me with any comments.

Young Lawyers "Blawg" to Bridge the Digital Divide

By Jocelyn Gabrynowicz Hill and Alexander P. Ryan

As bar admittees in the age of the Internet, young lawyers are certainly no strangers to technology. In fact, by embracing one of the newest viral communication tools, the Philadelphia Bar Association Young Lawyers Division has reaped substantial benefits from using a "blog" to establish dialogue with area law students, communicate more regularly with its current members, and attract new members.

Typically, blogs are websites that contain strings of commentary or descriptions of events. Entries are often displayed in reverse chronological order and appear as a form of electronic discussion thread. A "blawg" (as the legal world commonly references it) is a "web log" or blog that relates to a particular aspect of the law. "Blawgs" have become an increasingly popular way for legal communities to share information and ideas.

Inspiration

PhiLAWdelpia, the blog of the Philadelphia Bar Association Young Lawyers Division, was one of the first blogs created by a bar association division. The initial idea for reaching out to existing and potential members via the Internet came from Daniel J.T. McKenna, ABA YLD Public Service Project Coordinator and member of the Philadelphia Bar Association YLD. "Dan felt that the Philly YLD should take it to the Internet," recalls Albertine DuFrayne, current Philadelphia YLD Treasurer and an avid blogger, who has also been involved with the blog project from the beginning. "Initially the idea was to create a dialogue between the YLD and area law students. At that time we didn't really have much of a connection with our law students and we wanted to find something to bridge the divide," DuFrayne comments.

"Lawyers graduating from law school these days operate in a law school environment that is almost entirely web based—they get assignments online, correspond with professors online, and blog about the things they are experiencing," explains DuFrayne. Therefore, to attract the law student population, the Philadelphia Bar Association decided to expand the blog's target audience during the planning phase. "While we thought that the blog might have the potential to increase membership, we saw it more as a way to reach out to our members that we don't see at our events—from the busy associate chained to a desk to those members with family obligations."

DuFrayne has taken the lead in writing content for the Philadelphia YLD's blog. "When we finally rolled out PhiLAWdelpia, we didn't know what to expect," DuFrayne remembers. "We weren't sure what to write about or what people wanted to read about. We started writing about substantive legal issues and current events." Then, as the blog developed, writers were able to monitor the comments and assess, based on the statistics compiled by the site, the number of hits received by each post. This monitoring enabled the site's administrators to tell which content was striking a chord with readers and which content

was falling on deaf ears. "When we wrote about more substantive issues, we didn't get as many hits or comments," DuFrayne recalls. "We found that people were more interested in reading about lawyer life, from studying for the bar exam to what to wear to work, to life as a contract attorney. Our bloggers have different backgrounds, so we have a variety of viewpoints," says DuFrayne. "We have also had two law student bloggers, and I think they have helped us address topics that we might not otherwise have had at the forefront of our minds. We have definitely added another dimension to our member participation."

According to Amy Muldoon, the Philadelphia Bar Association Public Relations Coordinator, "the blog is endorsed and supported by the Philadelphia Bar Association. We have links to the blog on our website, and we include links to the blog in our electronic newsletter that we send out to our membership." Although the Philadelphia YLD was one of the first to leap into the blogosphere, it certainly was not the last, Muldoon says. "The success of PhiLAWdelpia sparked interest in our other sections, and we now have a blog for the Women in the Profession Committee and Criminal Justice Section."

Creating Your Own "Blawg"

Should other state and local young lawyer organizations try blogging? Muldoon thinks so. "A blog is a great way to keep people connected who might otherwise be out of the loop," she says. "It is worth a shot—especially on a free hosting site. We didn't know the blog would be a hit, but now we have two other sections joining the blogosphere."

Although it may sound daunting at first, starting a blog may be easier than one would imagine. "It is so easy to set up a blog and it's easy to use," says Brett Schaeffer, Web Editor for the Philadelphia Bar Association. "The technical requirements for authoring a blog post are minimal. If you can compose an e-mail, you can be a blogger." Schaeffer is responsible for PhiLAWdelpia, as well as the Philadelphia Bar Association's Women in the Profession and Criminal Justice Section blogs.

Even if your young lawyer organization may not currently have the technological capabilities to generate a blog, there are resources at little, if any, cost to help you. For example, Schaeffer says, "Our existing website did not have blogging capabilities built in, so we would have had to add those at a substantial cost. Instead, we opted to use a free service: wordpress.com."

To have an effective blog, your organization also needs someone to monitor the blog's activity. As Schaeffer says, "I'm part traffic cop, part coach. I keep an eye out for spam comments, though those are rare, and remove them when necessary. And I try to encourage bloggers by offering topic suggestions or assisting with any technical question they might have—like how to upload an audio file, for instance."

Schaeffer also maintains control over the blog by limiting the number of bloggers. "To write a blog 'post' you must be registered as a wordpress blogger, and then I have to designate that user as an author for the blog," Schaeffer says. "We've designated a handful of bloggers for each of our blogs. These are the only people who can author posts to the blog," he explains. While who can "post" is limited, anyone in the public can comment on a post. Indeed, comments are the interactive element of PhiLAWdelpia. "In order to comment on one of our blogs, a visitor must simply provide a valid e-mail address and a username," says Schaeffer.

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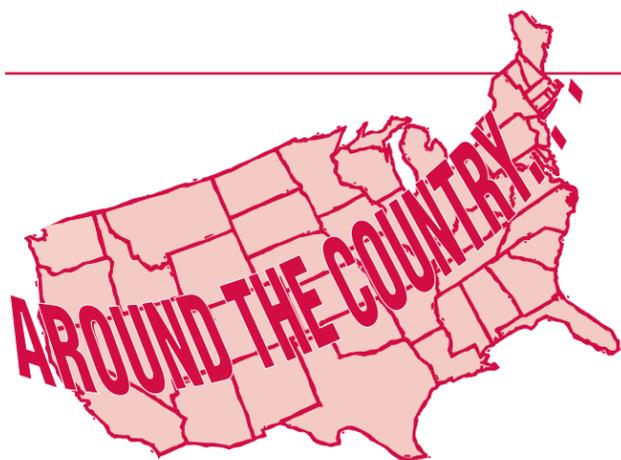
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In addition to conveying information to bar leaders around the country as to events, meetings, subgrants, and other resources offered through the Young Lawyers Division, *The Affiliate* seeks to inspire new projects through feature articles highlighting individual affiliate projects and persons involved in public service and membership support. Submit your questions, comments, and suggestions to the editors of *The Affiliate* at the.affiliate@yahoo.com.

For information about services and resources available to affiliates through the ABA Young Lawyers Division, contact Jill Eckert McCall, ABA YLD Director, at 312/988-5614 or mccallj@staff.abanet.org.

The views expressed herein are not necessarily those of the American Bar Association or its Young Lawyers Division.

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Compiled by Rachel E. Kopp

Even though the lazy days of summer are still only a promise for some parts of the country, ABA YLD affiliates have been enjoying springtime success in giving back to their communities, sponsoring membership support activities, and providing outreach to their members.

Giving Back

The *Dallas Association of Young Lawyers* (DAYL) 2007 Leadership Class recently hosted DAYlympics. The afternoon event matched sixteen teams competing against each other in events such as dodgeball, relay races, and tug-of-war, and raised over \$7,000 for the Dallas Independent School District. The DAYL also held a silent auction and happy hour to raise money for Operation Kindness in conjunction with Animal Cruelty Awareness Month (April). On April 29, 2008, DAYL hosted "Dinner & Dialogue," an evening event designed to facilitate open and rewarding discussion about current hot-topic headlines covering racial, religious, gender, and political divides, in an effort to streamline effective communication and understanding on these issues.

Young lawyers from the *Oklahoma County Bar Association YLD* were striking to benefit the Big Brothers Big Sisters of Oklahoma County during the YLD's Bowl for Kids' Sake "Law Bowl" fundraiser event that raised a little over \$7,000 for the organization. The OCBA YLD is also currently working in conjunction with the Oklahoma Department of Human Services to form a nonprofit entity that will raise money to benefit kids in DHS custody in Oklahoma County.

Membership Support

The membership committee of the *Washington State Bar Association Young Lawyers Division* continues its efforts to reach young lawyers from all cities in Washington by organizing free CLE programs with social activities around the state. For example, a low-cost Ski/LE was held in Bellingham, Washington, which included three CLE speakers, a hot buffet lunch, and a day of skiing at nearby Mt. Baker. The membership committee also organized trips to a Seahawks football game in the fall and a Sonics game in January.

The *Kentucky Bar Association New Lawyers Section* has been working with the 2008 KBA Annual Convention planning committee to hold its two-day mandatory training program for all new lawyers in conjunction with the bar association's annual convention.

The *Oklahoma Bar Association Young Lawyers Division* participated in the Tulsa University College of Law's ChiliFest on April 4. This year's theme was "Building a Better Bar One Bowl of Beer Chili at a Time." While the OBA YLD team won the popular vote for best chili, they lost out in the overall race. The OBA YLD used the event to promote its activities and opportunities to young lawyers (and young lawyers to be).

The *Vermont Bar Association Young Lawyers Section* held its annual mid-winter thaw in Montreal, Quebec. Members enjoyed CLE sessions with representatives of the Vermont judiciary and mingled in the Omni Hotel's ballrooms for two evenings of great food, networking, and live jazz. The Vermont YLD also held its annual Spring Mixer in mid-May at the Main Street Grill in Montpelier.

As part of the *Chicago Bar Association Young Lawyers Section's* Life in the Balance Series, the months of February and March were designated "Career" and "Transition," respectively. YLS programming for these months consisted of a diverse range of subjects including "Meet the Firms Night," a "Government Service Career Fair," and numerous events bringing together young lawyers and more seasoned attorneys to share their advice about planning careers and transitions in roles, both within the profession and in personal matters.

Community Outreach

The *Alabama State Bar Young Lawyers Section* put on its "SanDestin CLE," which generated funds to support its special grants program, as well as its "Iron Bowl CLE" in November. In addition, the YLS conducted several other events for the community, including two Alabama State Bar Admissions Ceremonies in

2007, with plans to conduct two ceremonies in 2008, and a minority pre-law conference in 2007, with plans to hold a similar conference in 2008.

Over the past six months, the *State Bar of Georgia Young Lawyers Division* has been engaged in a number of activities, including:

- raising money and awareness for Hearts Everywhere Reaching Out (H.E.R.O.) for Children,
- volunteering with the Fulton County DFCS to sort holiday presents donated to thousands of children in foster care,
- supporting the Georgia YLD's third annual Leadership Academy class,
- planning for the twentieth anniversary of High School Mock Trial in Georgia,
- helping to organize the High School Mock Trial National Competition's 2009 national tournament in Atlanta,
- honoring clerks at Metro-Atlanta area courts during the Georgia YLD Litigation Committee's Holiday Luncheon, and
- drafting a Model Juvenile Code using grants from the Georgia Bar Foundation.



ABA YLD Chair Justin Goldstein attended recent meetings of the Georgia State Bar Young Lawyers in Atlanta (above), and the Colorado Bar Young Lawyers in Denver (right).

The *South Carolina Bar Association YLD* has continued to be active in its community as well. Brian Knowles, Co-Chair of the YLD Wills Clinic Committee, on behalf of the SC YLD, presented a check for \$1,400 to Battalion Chief Spencer Suggs of the City of Charleston Fire Department to honor the firefighters who lost their lives battling a fire at a furniture store in Charleston on the evening of June 18. The YLD also initiated "Courthouse Keys" to provide young lawyers the opportunity to meet members of the judiciary in an informal setting. So far, young lawyers met with the Honorable Gary Hill and the Honorable John C. Few of the Thirteenth Judicial District (Greenville), the Honorable Daniel Pieper of the South Carolina Court of Appeals (Charleston), Master-in-Equity Judge "Jimmy" Spence of the Eleventh Judicial Circuit (Lexington), Chief Justice Jean H. Toal of the South Carolina Supreme Court, and the Honorable Michael G. Nettles of the Twelfth Judicial Circuit (Florence). In addition, with assistance from the Family Law Section, the South Carolina Young Lawyers produced a DVD entitled "Why Me?" to help parents understand the effects of divorce on their children. The YLD's committees have also accomplished the following:

- The *Division* contributed funds to the EdVenture Children's Museum Early Childhood Professional Development Training program, which provides education and training to caregivers for children from at-risk homes. The Division also made a monetary donation to the EdVenture Summer Camp program to help offset registration fees for economically disadvantaged children in order for them to participate this summer.
- The YLD's *Professionalism Committee* hosted a joint luncheon in Charleston with the South Carolina CPA Young Members Group. At the luncheon, approximately sixty young lawyers and accountants listened to a presentation on estate planning by Charleston CPA and attorney Mike Branham of Young Clement Rivers. The goal of the luncheon was to strengthen the bonds between lawyers and accountants and to foster relationships that would help both better serve their clients in the future. The YLD Professionalism Committee is dedicated to fostering relationships between lawyers and all professionals across South Carolina.
- The *Cinderella Project Committee* of the YLD has scheduled several "Cinderella Projects" in Columbia, Aiken, and Charleston to provide prom dresses to socially and economically disadvantaged high school girls.
- The Division's *Done-in-a-Day Committee* completed a very successful Backpack Drive in concert with the Children's Law Center to benefit Department of Juvenile Justice probationers and parolees returning to school in their local communities. The Drive donated approximately seventy backpacks and several boxes of school supplies to students across the state. The Done-in-a-Day Committee also collected nonperishable items

for "Operation Christmas Stocking" in which volunteers filled over 5,400 stockings and care packages that were shipped to military men and women serving overseas.

Kudos . . .

to *Ginny Nissen Waller* who was recently named "South Carolina Young Lawyer of the Year" by the South Carolina Bar Young Lawyers Division. The Young Lawyer of the Year award recognizes an attorney for his or her excellent service and contributions to the legal profession and/or to his or her community. The award was presented on May 5 at the S.C. Bar House of Delegates Meeting. Ginny has served proudly as Chair for the YLD's Done-in-a-Day Committee, Community Law Week Committee, and Justice Jam Committee, and currently serves as the ABA YLD's District 10 Rep. Ginny is also involved in the Bar's Pro Bono and Law Related Education Committees, the Richland County Bar Association, and the South Carolina Women Lawyer's Association. For the 2008–2009 bar year, Ginny was appointed to the ABA YLD's Public Service Project Team on Domestic Violence and Sexual Assault. Congratulations, Ginny!

To highlight the achievements and successes of your affiliate, please send updates of member service or public service projects and related pictures to Affiliate_Newsletter@yahoo.com. We look forward to recognizing your projects in future editions of *The Affiliate* and may even use them to lay the foundation for national outreach! 



Don't Forget . . .

June 11

"Make Your Voice Heard" Teleconference with ABA YLD Affiliate leaders. Call 800/954-0628 at 1:00 p.m. Eastern Time to participate.
www.abanet.org/yld/assembly

June 13

Deadline for Awards of Achievement applications.
www.abanet.org/yld/aoa.html

June 15

Deadline for ABA YLD Scholarship Program Application.
www.abanet.org/yld/scholarships/home.html

June 20

Deadline for local affiliates to submit delegate nominations to the chair of their state young lawyer organization.
www.abanet.org/yld/assembly

June 27

Deadline for state young lawyer organization chairs to submit delegate names to ABA YLD.
www.abanet.org/yld/assembly

July 11

Deadline for ABA Annual Meeting registration.
www.abanet.org/yld/annual08

July 30

"ABA YLD Assembly Preview" Teleconference with delegates planning to attend Assembly. Call 800/936-4761 at 1:00 p.m. Eastern Time to participate.
www.abanet.org/yld/assembly

August 7–12

ABA YLD Annual Meeting 2008.
www.abanet.org/yld/annual08

August 28

Deadline to nominate an individual for ABA YLD Outstanding Young Lawyer Award.
www.abanet.org/yld/awards/oyla/oyla.shtml

October 2–4

Young Lawyers Division Fall Conference 2008, San Diego, California.
www.abanet.org/yld/fall08



Rachel E. Kopp is the Editor of *The Affiliate* and practices in Philadelphia, Pennsylvania at Spector, Roseman & Kodroff, P.C.

2008 Spring Conference

Diversity: The Next Generation Recap

By C. Erica White

On April 19, over 175 young lawyers from across the country came together in Washington, D.C., to discuss how, as bar leaders and as individuals, we are going to ensure that the profession reflects the society it serves and fosters an inclusive environment. During the five-hour Summit, entitled “Diversity: The Next Generation,” young lawyers shared experiences and knowledge and generated real solutions.

Some of you reading this article may ask the question, “Why did we need a Diversity Summit?” The answer to this question could yield many different responses from many different people, because the term “diversity” continues to expand to include women, people of color, those with disabilities, individuals of differing sexual orientations, and individuals of various gender identities.

Diversity celebrates our differences and allows us to be educated regarding the life experiences of others. In a world of over 6 billion people, we live in a society that is truly a “melting pot” of different races, colors, creeds, cultures, lifestyles, and experiences. The ABA YLD needed to have a forum on diversity because we are comprised of lawyers from this “melting pot.”

The idea for the Summit came from ABA YLD Chair Justin Goldstein, and its goal was to focus on the importance of diversity within the legal profession, in addition to providing tools on how the ABA YLD can help create a more inclusive environment in the personal and professional lives of its members. The Summit experience allowed participants to join with young lawyers and other ABA diversity entities to engage in critical discussions regarding diversity issues.



C. Erica White is a partner in the law firm of Collins & White, Attorneys at Law, located in Tallahassee, Florida.

Marianna Dyson, shareholder of Miller & Chevalier, a primary Diversity Summit sponsor, delivered the opening remarks. Maureen A. McGinnity, former President of the Milwaukee Young Lawyers Association and current Chief Diversity Partner at Foley & Lardner in Milwaukee, Wis-

consin, then kicked off the Summit with a keynote address about the importance of celebrating and respecting our differences. She stressed that the issue is not how we as a profession can bring a diverse group together, but that instead the real issue is what we do when we have this diverse group together. What are we doing to help make attorneys from all backgrounds feel welcome? Are all attorneys being given challenging cases

“Personally, the Diversity Summit experience allowed the most frank professional discussion I’ve had regarding race and other differences between people.”

—ABA YLD Chair Justin Goldstein

and working for the top partners? How are diverse attorneys advancing through the ranks?

Following the opening remarks and keynote address, Summit attendees broke out into eight-to-ten person groups to discuss twenty real-life scenarios that were submitted online by ABA YLD colleagues. The real-life scenarios covered stories regarding ethnic background, gender, disability, and sexual orientation. A few samples include being mistaken as an interpreter or parole officer because of ethnic background, how a disability was inappropriately handled in an interview, and how to feel comfortable asking benefit questions as a GLBT lawyer.

After the real-life scenario discussions, the small group discussions continued. Participants discussed the following topics and developed a series of Action Sheets for each topic:

- What can law firms and legal departments do to create an environment of inclusiveness within their firms and the profession?
- How can we encourage individuals from underrepresented groups to become lawyers and succeed in the profession?
- How can young lawyer bar organizations create an inclusive environment in their organizations and the profession?

- How can ABA entities create an inclusive environment and promote diversity within their leaderships?

According to Goldstein, the Summit exceeded his expectations. “Personally,” Goldstein said, “the Diversity Summit experience allowed the most frank professional discussion I’ve had regarding race and other differences between people. I am excited to hear the results of the Summit and the beginning of young lawyers shaping the discussion about this important issue in our profession.” While the Summit provided a starting point for discussions, there is still much more to be done regarding diversity, from increasing the number of diverse lawyers entering and remaining in the profession to creating an inclusive environment.

I believe that everyone who attended the Summit left with a new awareness and positive outlook on how we can continue to work together to celebrate our differences. I appreciate the opportunity to be involved in the Diversity Summit and encourage you to stay tuned to the ABA YLD website at www.abanet.org/yld for Summit updates and future diversity initiatives planned by the Division. [a](#)

DIVERSITY DIALOGUE CONTINUES

The ABA YLD’s Diversity Summit sparked conversations that we hope will allow people to become more comfortable dealing with diversity in the workplace and will provide them with solutions for related issues. Our dialogue on diversity did not end at the Summit. As an outcome of the event, watch for the following next steps:

- addition of resources to the Summit’s online toolbox,
- review of Action Sheets with the expectation that we will take action,
- development of a summary paper that captures the issues, ideas, and solutions voiced by Summit attendees, and
- creation of a vignette-driven training manual that explores solutions discussed at the Summit.

Visit the ABA YLD website for updates as they become available at www.abanet.org/yld/summits/diversitysummit.shtml.

More Than Cherry Blossoms Blooming in D.C.

By Rachel E. Kopp

While the presidential candidates were drumming up votes around the country, more than 300 young lawyers from across the United States and abroad invaded the candidates’ turf when they descended on our Nation’s Capitol for the 2008 ABA YLD Spring Conference, April 16–19. This year’s Conference was held in conjunction with ABA Day and the ABA Section of Litigation Annual Conference.

Young lawyers were treated to four days of expanding their networks, sharpening their legal skills, discussing how the profession can become more inclusive, educating Congress on issues of importance to lawyers, and helping local first responders. The Conference offered something for everyone with a writers’ workshop, an implementation of the ABA YLD’s 2007–2008 Public Service Project “Wills for Heroes,” networking receptions, and the ABA YLD’s last Summit of the bar year entitled “Diversity: The Next Generation.”

ABA Day

The Conference kicked off with a dramatic “Day on the Hill” as lawyers from the fifty states joined ABA, state, local, and specialty bar leaders to discuss legislation that directly affects the legal community. Young lawyers met with their congressional representatives to educate them on issues of importance to lawyers. ABA Day 2009 will be held in Washington, D.C., on April 21–23. Participation in ABA Day requires advance preparation—for the most current information, continue to check the ABA YLD Calendar of Events at www.abanet.org/yld/meetings.html.



Rachel E. Kopp is the Editor of *The Affiliate* and practices in Philadelphia, Pennsylvania at Spector, Roseman & Kodroff, P.C.

The Writers’ Workshop

Over fifty young lawyers participated in the ABA YLD’s first-ever Writers’ Workshop, which was co-sponsored

by the *ABA Journal*. During this special writing workshop, attendees learned the exciting basics of news and feature writing from two exceptional and experienced *ABA Journal* experts—Allen Pusey, previously a writer with *The Dallas Morning News*, who serves as the *ABA Journal* Managing Editor, and Terry Carter, who has written for many publications including the *American Law Journal*, and serves as an *ABA Journal* Senior Writer. If you would like to get tips from these experts, visit www.abanet.org/yld/spring08/materials.html.



ABA YLD Public Service Coordinator Daniel J.T. McKenna and a member of the Washington, D.C., Park Police.

Wills for Heroes

At the “Wills for Heroes” implementation in Washington, D.C., young lawyers helped create more than fifty wills for local first responders who work for the U.S. Park Police. The event was such a success that the Park Police has expressed interest in holding another im-

plementation of the program at the Statue of Liberty and Ellis Island during the ABA YLD’s Annual Meeting in New York,



Spring Meeting International Guests: Seated — Sarah Klinger, Vice-Chair, Canadian Bar Association; Charlotte Plantin, Conference de Stage–Paris; Michael Vercher, ABA YLD Senior Committee/Liaison Director; Jude Perkins, Chair, London Young Lawyers Group. Standing — Augustin D’Ollone, Conference de Stage–Paris; Martin Pradel, Conference de Stage–Paris; Justin Goldstein, ABA YLD Chair; and Annalisa Checchi, EYBA President.

August 7–12, 2008. To learn how you or your affiliate can volunteer, visit www.abanet.org/yld/wills/home.html.

Diversity: The Next Generation

The ABA YLD Diversity Summit, “Diversity: The Next Generation,” attracted approximately 175 attendees from all racial, ethnic, gender, sexual orientation and gender identity, and disability backgrounds. The event was co-sponsored by relevant outside groups and all ABA diversity entities. For more information visit www.abanet.org/yld/summits/diversitysummit.shtml. [a](#)

Spring Conference Stars

Stars of the Quarter were presented at the ABA YLD 2008 Spring Conference in Washington, D.C., to recognize the hard work and dedication of several outstanding young lawyers:

- **Tom Bundy**, as chair of the host committee for the ABA YLD Spring Conference Washington, D.C.
- **Chris Fortier, Vienna, Virginia**, for obtaining sponsorship from LexisNexis for the ABA YLD Spring Conference in Washington, D.C.
- **Alan Fowler, Everett, Washington**, for his work on the ABA YLD’s Young Lawyer Summit (Midyear Meeting).
- **Kevin Hull, Chicago, Illinois**, for his work on the ABA YLD’s Young Lawyer Summit (Midyear Meeting).
- **Danny Van Horn, Memphis, Tennessee**, for his work on the membership report and as SCOM (ABA Standing Committee on Membership) liaison.
- **C. Erica White, Tallahassee, Florida**, for her work in organizing the ABA YLD’s Diversity Summit (Spring Conference).

CONGRATULATIONS!

Washington, D.C., Young Attorneys Help Battle Community Drug Problems

By Alexander P. Ryan

No matter where we live, each of us knows that drug use can cause problems in our communities. Rampant drug abuse can lead to the formation of crack houses, open-air drug markets, and neighborhood drug hubs. These, in turn, generate associated crimes, such as robberies, gang violence, homicides, and others. Although most of us are generally aware of these problems, we often feel powerless to do anything about them.

The Bar Association of the District of Columbia Young Lawyers Section (BADC YLS) has taken a serious look at these issues. In response, the BADC YLS has created "Operation Crackdown," a program designed to help community groups battle drug problems and end neighborhood drug trafficking. Using young attorney volunteers, Operation Crackdown is a cooperative program between the YLS and groups of residents of the District of Columbia.

Operation Crackdown started in 1994 and provides free legal representation to community groups, such as neighborhood civic organizations and tenants' rights groups, in an effort to counter drug-related issues. The success of the program depends in large part on the efforts of YLS attorneys, who agree to volunteer a portion of their time to the program. The Operation Crackdown attorneys then use the civil courts, and various city agencies, to force owners of the drug-saddled properties to put an end to drug use, drug sales, and drug manufacturing occurring on those properties.



Alexander P. Ryan is an assistant editor of *The Affiliate* and practices with the Groom Law Group in Washington, D.C.

With the help of Operation Crackdown, community groups receive assistance in obtaining court orders that require negligent property owners to evict problem tenants, install outdoor lighting in dark alleys and vacant lots, reduce criminal activity, hire security, and take other steps to eliminate the use, sale, or manufacture of illegal drugs on their properties. "The volunteer lawyers use the District's nuisance laws, including the Drug Related Nuisance Abatement Emergency Act of 1998, to address the problems created by drug properties," says Randall Warden, the new Chair of the Operation Crackdown Steering Committee and an attorney with Vinson & Elkins in Washington, D.C. In addition, Operation Crackdown attorneys can seek the assistance of the Alcoholic Beverage Control Board to review and revoke the business licenses of restaurants, bars, lounges, and liquor stores where drugs are sold.

The Operation Crackdown process begins with training for attorneys who have agreed to volunteer their time. The program solicits referrals from neighborhood residents about drug-related problems in their areas. Generally, the program requires that an existing community group be willing to serve as the point of contact for the target matter. Members of Operation Crackdown then review the referrals and, if accepted, pair the sponsoring community groups with a program attorney, who provides the legal representation necessary to pursue the matter.

Typically, the Operation Crackdown attorney begins his or her representation by speaking with the residents of the community in which the problem is occurring. Initially, the attorney will try to get a sense of the extent of the problem, what evidence, if any, is available concerning the problem, and whether the community group wishes to avail itself of legal remedies in an attempt to counter the problem.

After an Operation Crackdown attorney makes an initial assessment of a particular case file, he or she may determine that there is more than one way to proceed. Depending on the particulars of the situation, the Operation Crackdown attorney may simply recommend that community members monitor the property to see if the problems improve. Or, the attorney may recommend that a warning letter be sent to the owner of the subject property that requests the owner to take steps to end the problem.

Sometimes, these preliminary measures are not enough to alleviate the problem, however. In those circumstances, the Operation Crackdown attorney may recommend that the community group pursue resolution through litigation or, when appropriate, through an Alcoholic Beverage Control Board proceeding. In these instances, the attorney assists neighborhood residents to maintain records of observed drug activity at the property sites and coordinate with police and other agencies to gather evidence, prepare and file appropriate court or agency paperwork, and pursue necessary hearings or trial.

According to Randall Warden, the goal of Operation Crackdown has not changed since the program was started fourteen years ago—"to assist community residents in eliminating drug activity on properties in their neighborhoods." Looking ahead this year, Warden says, "the program will focus . . . on expanding its network of volunteer lawyers and increasing educational efforts and outreach in the community."

If you would like to become a part of Operation Crackdown's network or to find out more about the program, visit www.badc.org/html/ylocd.htm. 

Finding Volunteers for Your Affiliate: Dallas' Formula for Success

By Melissa Dewey Brumback

Recruiting volunteers is necessary for every young lawyer organization. Unfortunately, it is not the easiest thing to do. Young lawyers are busy learning their practices, billing hours, building their client bases, earning their reputations, and starting families. So, it is often a tough sell to ask them to volunteer their free time, which is short to begin with. One ABA YLD affiliate has found a formula for success: the Dallas Association of Young Lawyers (DAYL) has created a recruiting fair.

According to Cherie Harris, Executive Director of the DAYL, the idea for a recruiting fair started two or three years ago. The DAYL is a large organization that offers young lawyers four categories of committees to get involved, according to their interests, including committees for Service to Children, Service to the Community, Service to the Bar—Professional, and Service to the Bar—Personal.



Melissa Dewey Brumback is an associate editor of *The Affiliate* and practices with the Raleigh, North Carolina, firm of Ragsdale Liggett PLLC.

Traditionally, the DAYL held midyear meetings with the chairs of each of its twenty-eight committees to network and report on committee activities, which include over 150 service projects each year. Harris suggested, and the DAYL adopted, the idea of making the meetings open to the entire bar association as a marketing tool to attract new members.

The DAYL Fair "is a great marketing tool to members, to get excitement [for the committees] building among new lawyers," Harris says. For

the Fair, which was held this year on June 5, each committee planned for and staffed one table. The tables displayed photographs, videos, and publications. The committees even competed for the honor of the "Best Display," entitling the winning committee to additional funding from the DAYL for the year.

All DAYL members (and even age-appropriate nonmembers) are invited to attend on a drop-in basis. Drinks and hors d'oeuvres are served, compliments of local vendor sponsors. A DJ spins some tunes, and the young lawyers are free to mingle with committee representatives, look at the displays, and ask questions.

Each year, the Fair attracts approximately 150 attendees on top of the 75 to 100 committee representatives, which makes for good networking and socializing. Some young lawyers join the DAYL and/or sign up for a committee on the spot. Others take the information away with them and end up joining a committee later on. Still others may not join a committee but will come to the various committee events planned later in the year after first hearing about them at the Fair.

Holland Sullivan, a lawyer working as a broker at Merrill Lynch in Dallas, is a prime example of the success of the DAYL Fair. Sullivan was active in the Dallas Bar but was not a member of the Young Lawyers. He was encouraged to attend the DAYL Fair and did so in the summer of 2006. "I was overwhelmed and amazed. . . . There is a committee for every passion," Sullivan says. Two months later, as a result of attending the Fair, Sullivan learned about and participated in the



During the Recruiting Fair, each of DAYL's twenty-eight committees planned for and staffed one table and competed for the honor of "Best Display."

DAYL Leadership Class. He helped co-chair the class project, which involved beautification projects at five local public schools. Sullivan also signed up for several other committees and now enjoys helping the community while networking with his former law school classmates. In 2007, Sullivan ran for the Board of Directors of the DAYL, where he is currently serving his second term. At the end of the year, Sullivan plans to run for an officer position within the organization.

Sullivan now has become a vocal proponent of the DAYL and recruits new members to the events himself.

"[Attending the Fair] was easily the best decision I've made since law school," Sullivan declares. 

Tips for a Successful Recruiting Fair

Interested in planning your own recruiting fair? According to Cherie Harris, DAYL Executive Director, the DAYL Fair owes its success to:

- **Advance Notice to the Committees**—This is key to allowing the committees enough time to make up impressive displays. Because the DAYL operates on a calendar-year system, committees are given several months to host some programs, take some good photographs, and create displays.
- **Attention-Getting Displays**—Because all DAYL's committees are represented at the Fair, each is motivated to create eye-catching displays to call attention to its project. In essence, the committees "compete" for new volunteer members.
- **Open Invitations**—The event is open not only to DAYL members, but also to all new attorneys and even law students, to encourage early participation with the young lawyer organization. The entire Dallas bar is invited through e-mail, and law school contacts are advised to publicize the event to law students.
- **Publicity**—The event is advertised at least two months in advance in the DAYL monthly newsletter. Dallas' "big" bar also e-mails its membership, the DAYL ensures that fliers are available at major bar events before the Fair, and the DAYL relies on board and committee contacts to get the word out at their firms.

If You Can Make It There, You'll Make It Anywhere (Why You Should Attend the 2008 Annual Meeting)

By Melissa Dewey Brumback

Come join your friends and colleagues this August in New York City, the city that never sleeps! The 2008 ABA YLD Annual Meeting will be held in New York, New York, August 7–10, 2008. It promises to be a fun time filled with interesting CLE, networking, and socializing.

Extraordinary CLE

Spend one weekend and obtain your whole year's worth of CLE and then some, while expanding your legal knowledge no matter what your area of practice.

The ABA YLD is sponsoring the following CLE programs this August:

- Forensic Accounting 101: How It Can Help You in Litigation, Bankruptcy, Family Law and More (co-sponsored by the ABA Section of Tax Law and the ABA Business Law Section), Marriott Marquis.
- What Every Real Estate Attorney Needs to Know about Environmental Law (co-sponsored by the Section of Real Property, Trust and Estate Law and the ABA Section of Environment, Energy and Resources), Marriott Marquis.
- Understanding Domestic Violence in Family Court Proceedings (co-sponsored by the ABA Commission on Domestic Violence), Marriott Marquis.

In addition to the fabulous ABA YLD programs, you can also attend over 200 CLEs from twenty-eight ABA divisions/sections that will be represented during the Annual Meeting. The ABA YLD is a co-sponsor of the following CLEs:

- How Judges Think, *co-sponsored by the Judicial Division Conference of Federal Trial Judges*, Hilton New York.
- The Corporate Counsel Chronicles, *co-sponsored by the GP Solo & Small Firm Division*, Marriott Marquis.
- E-Discovery from the War Room, *co-sponsored by the Tort, Trial and Insurance Practice Section*, Hilton New York.
- What the Presidential Candidates Should Be Saying About Judicial Selection, *co-sponsored by the Judicial Division*, Marriott Marquis.
- Judicial Clerkships: Snagging, Surviving and Excelling in Federal Clerkships, *co-sponsored by the GP Solo & Small Firm Division*, Hilton New York.
- Bankruptcy Appeals: Which Court, How to Get There and What to Do When You Are There, *co-sponsored by the GP Solo & Small Firm Division*, Hilton New York.
- The Immigration Crisis, the Courts, and Rule of Law, *co-sponsored by the Commission on Immigration and the Standing Committee for Federal Judicial Improvements*, Hilton New York.

- Climate Change—The Growing Legal Storm, *co-sponsored by the Environment, Energy, and Resources Section*, Hilton New York.

You might also consider attending some of the other unique programming at the ABA Annual Meeting:

- Healthcare Access for America: Political and Practical Realities
- The Future of Music: The Collision of Law, Technology and Rock n' Roll
- Individual Rights, Terrorism and the Rule of Law
- The American Press in Times of War: From the Pentagon Papers to Iraq
- Avoiding the First Date Jitters: Tips for Your First Meeting with Your Expert
- In-House Chief Litigation Counsel—What Keeps Them Up at Night?
- Text and Mobile Marketing in a Wired World
- It's Not Just About Email: What the Family Trial Lawyer Needs to Know about Electronic Evidence Prior to and During a Trial
- Women in the Judiciary: How to Become a Judge and What It's Like When You Get There

A complete listing of CLE programming is available for download at www.abanet.org/annual/2008/docs/cle_programs.pdf.

Networking Events

On Thursday, YLD attendees interested in the judicial system and the administration of justice are invited to a networking reception by the Lawyers Conference of the Judicial Division.

All ABA YLD attendees are invited to attend the free Welcome Reception at Providence (311 W. 57th Street, www.providencenyc.com) on Thursday evening.

On Friday evening, the ABA YLD will hold its Annual Fellows of the Young Lawyers Division Dinner Dance and Award Presentation, honoring the YLD Fellows Award winner, Helaine M. Barnett, current president of the Legal Services Corporation (Cipriani, 110 E. 42nd Street, www.cipriani.com/cipriani/Locs/42main.htm).

On Saturday evening, following the ABA Opening Assembly at the Waldorf-Astoria, the President's Reception will be held at the Museum of Modern Art (11 W. 53rd Street, www.moma.org).

Contributing to the Profession

The Annual Meeting is also one of the few times during the year when the ABA YLD Assembly gathers to debate issues af-

fecting young lawyers and potential resolutions for adoption. The ABA YLD Assembly gives young lawyers the chance to voice their opinions on these important resolutions. It is also the time when officer elections for the upcoming bar year are held. For more information about the ABA YLD Assembly, how to become a Delegate, and past resolutions that have been debated, visit the ABA YLD Assembly page at www.abanet.org/yld/assembly.

The ABA YLD also sends several representatives to the ABA House of Delegates to debate issues affecting the ABA and the justice system as a whole, thereby contributing to the ABA's goals for the legal profession.

Finally, the ABA YLD will hold an implementation of the 2007–2008 Public Service Project, "Wills for Heroes," which will guide young lawyers on how to create basic estate planning documents free of charge for first responders and their families. If you are licensed in New York and would like to help, please contact Kristine Gregorik at gregorik@staff.abanet.org. For more information, visit www.abanet.org/yld/wills.

The Details

Up to the minute information about the Annual Meeting as well as how to register and reserve housing can be found at www.abanet.org/annual/2008. You must purchase social event tickets on that site as well. Act fast, because the registration deadline is July 8.

The YLD's host hotel is the Marriott Marquis in the heart of Times Square and the Theater District (1535 Broadway, www.marriott.com/hotels/travel/nycmq-new-york-marriott-marquis). Reserve rooms online through the ABA YLD website.

For specific ABA YLD Annual Meeting information, bookmark www.abanet.org/yld/annual08 and check back often.

The Wiki Travel Guide of NYC (www.wikitravel.org/en/New_York_City) provides geographical information for navigating New York City and its various areas.

For information relating to the costs and travel methods to/from area airports (LaGuardia, JFK, Newark), visit www.nysubway.com/airport/index.html.

Find a map of NYC subways at www.nysubway.com/map/index.html. 



Melissa Dewey Brumback is an associate editor of *The Affiliate* and practices with the Raleigh, North Carolina, firm of Ragsdale Liggett PLLC.

Clerk's Comments: Gear Up for ABA YLD Assembly in New York City

By Chauntis T. Jenkins

Are you ready to trade the bittersweet long office hours for a taste of the Big Apple? Are you prepared to run from your claustrophobic office to the colossal Time Square? If so, don't miss the ABA YLD Annual Meeting in New York City, August 7–10, 2008. Your important role as an Assembly delegate during the Annual Meeting also lies ahead of you. Prepare to participate in several informative teleconferences by noting these important deadlines coming up in the next few weeks:

- **June 11, 2008:** "Make Your Voice Heard

Teleconference" with ABA YLD affiliate leaders to discuss why affiliates should send delegates to the ABA YLD Assembly and how to submit delegate information to the ABA YLD for the 2008 Annual Meeting. Call 800/954-0628 at 1:00 p.m. Eastern Time to participate.

- **June 20, 2008:** Affiliates must submit delegate nominations

to their state bar association chairs.

- **June 27, 2008:** State chairs must submit delegate names to the ABA YLD.
- **July 30, 2008:** "ABA YLD Assembly Preview Teleconference" with delegates planning to attend Assembly. The call will cover the Assembly agenda, including resolutions, awards, guest speakers, etc. It will also cover the delegate certification process at the Annual Meeting. Call 800/936-4761 at 1:00 p.m. Eastern Time to participate.

If you will be serving as a delegate to the ABA YLD Assembly at the Annual Meeting in New York, don't forget to register. Delegate registration will be open during the following hours:

- Thursday, August 7
2:30 p.m.–5:30 p.m.
Delegate Certification
- Friday, August 8
8:30 a.m.–12:00 p.m.
Delegate Certification
- Saturday, August 9
7:00 a.m.–8:00 a.m.
Delegate Certification

More information and Delegate Certification forms and instructions are available at www.abanet.org/yld/assembly. I look forward to working with you to make the ABA YLD Assembly at the Annual Meeting a great experience. 



Chauntis T. Jenkins is the YLD Assembly Clerk and a partner at Porteous, Hainkel & Johnson in New Orleans, Louisiana. Please share your comments or concerns with her at cjenkins@phjlw.com.

2008 SUBGRANT WINNERS

We are very pleased to announce the winners for 2008!

MEMBER SERVICE

AFFILIATE	PROJECT TITLE
Arkansas Bar Association	Reaching Young Lawyers Where They Are
Arkansas Bar Association	Law Practice 101
Indianapolis Bar Association	Go Green Initiative
New Orleans Bar Association YLS	The Do's and Don'ts of Summer Clerkships Seminar
Multnomah Bar Association	Young Lawyers Summit
Clark County YLS	3rd Annual Family BBQ and Sr. vs. Young Lawyers Softball Game

PUBLIC SERVICE

AFFILIATE	PROJECT TITLE
Arkansas Bar Association	Give and It Shall Be Given Unto You: Lending a Hand to End Hunger
Iowa State Bar Association YLD	Know Your Constitution Program
Indianapolis Bar Association	Navigating the Legal System DVD
Kansas Bar Association	KBA YLS Mock Trial Project
Detroit Metropolitan Bar Association	School Partnership Program
Kansas City Metropolitan Bar Association	Gold E. Locks Trials
Kansas City Metropolitan Bar Association	Rule of Law and Civil Liberties Poster Contest
Tennessee Bar Association and Nashville Bar Association	YLD Field Day
Dallas Association of Young Lawyers	Environmental Awareness for Kids
Dallas Association of Young Lawyers	Young Voters
Washington State Bar Association YLD	Washington Wills for Heroes

To all ABA YLD affiliate organizations: Start thinking about member service and public service project nominees for 2009.

Reflections on the ABA's Bar Leadership Institute: Making It *Their* Year, Too

By Ryan C. Blazure

"Capture it." "Own it." "Make it yours." You have, no doubt, heard these phrases in the buildup to your year as a bar leader. Think about what these phrases mean. In the context of bar membership, *your* bar membership, these phrases are simply worded attempts to personalize your year leading the bar. These phrases, however, need not be reserved for leadership only. As an active leader in the bar—on the local, state, national, or even international level—you have a responsibility to make the year of your leadership the best it can be for yourself and those surrounding you.

I recently attended the American Bar Association's Bar Leadership Institute (BLI) held in Chicago this past March. While at BLI, I learned ways, as a bar leader, to make the year "mine"—how to develop ideas, how to deal with (endless) meetings, how to get projects off the ground—you get the idea. BLI was indispensable, and it got me thinking about an important question: why shouldn't *my* bar year be *their* year too? The "they" that I refer to are not a nameless entity; rather, "they" are those you will come to rely on at supervisory, lateral, and subordinate levels.



Ryan C. Blazure is Chair-Elect of the Pennsylvania Bar Association Young Lawyers Division and an associate with the regional Northeastern Pennsylvania general law firm of Cardoni and Associates, LLC.

Indeed, as a bar leader, you might have two solid years to carry out your leadership term. Sure, you will have pet projects and plans to accomplish while in office—so, why not build up those around you so they can assist during your term and facilitate those goals after you have left?

This article is intended to give you several tools to make the most out of your years of bar leadership while at the same time securing the willing participation (and assistance) of those who will assist you in your bar activities.

Encourage Attendance at Meetings

Although there are certainly other ways to become active in your bar association, there really is no substitute for simply showing up and lending a hand. Once members realize this, it will be very simple for you to make sure that meeting attendees hear things they may agree with, things they may strongly disagree with, but, most importantly, that they hear and see things that will make them think. This thinking is what leads to positive change.

Promote Opportunities to Serve on Continuing Legal Education Panels

Remind your colleagues that they have unique insights—they truly know things, sometimes very specific things, about the areas of law in which they practice. Although it is beneficial for members to share these insights on panels sponsored by your young lawyer organization, it is equally important for young lawyers to be present on panels/presentations organized by the "big bar." Because of a young lawyer's unique perspective, he or she will look at an issue in ways that others on the panel might not have imagined. Therefore, it is important to encourage your members to volunteer as "the" young lawyer on the panel. This status will inevitably open doors for the young lawyer individually and for your organization as a whole by presenting your bar association's young lawyers in a positive light.

Support Writing Prospects

As lawyers, we often write all day long. But how often do you get to write what you want? Encourage members and fellow leaders to submit their writing to different publications, whether it is a case analysis for your legal journal or an article for your legal newsletter. Trust me—I once wrote an article on workout tips, and it turned into a three-part series. Writing is a wonderful way to flex the creativity muscles, and in fact, legal writing flows more easily after strong bouts of creative, leisure, or even journalistic writing.

Advocate Committee and Section Membership

All bar associations are different, and typically, denoting a subsection of the bar is simply a means to designate its size. Many bar associations maintain committees and sections that gather members with common interests in particular areas of the law together in a more intimate setting. Committees and sections often have their own meetings and conferences and function as the lifeblood of our profession. In truth, committees and sections are where the action often takes place, as each committee or section has individual members with varied ideas. These ideas are what drive the bar association's resolutions and even proposed legislation. Then, through committee or section meetings, your bar association's leadership learns about different resolutions and the viewpoints that their members endorse.

Publicize Accessibility

You can't help if you can't be found. Suggest that members bring ten business cards to every bar association meeting and get rid of all of them. I have collected enough business cards to paper any wall in my house (twice), but I'm thankful for each one. Many times they've come in handy when I need local counsel in another state or have a referral. Along the lines of being available, it is important to make yourself accessible to members and fellow leaders as well. While attending meetings or bar association events, accompany your colleagues to receptions, dinners, and cocktail hours. These social events allow you to talk candidly with one another, as well as with members of the judiciary and legislature. We, as young lawyers, face many issues that others in the bar are not familiar with—therefore, we should take advantage of our position and remember that the other "big bar" leaders want to hear from us.

These are just a handful of tips to assist you in making the bar year *yours* and *theirs*. Best of luck! 

Spotlight on the National Asian Pacific American Bar Association

By Josiah J. Puder

The National Asian Pacific American Bar Association (NAPABA) is a national legal organization comprised of attorneys, judges, law professors, and law students. With a membership of over 40,000 attorneys and in conjunction with approximately fifty-five local Asian Pacific American (APA) bar associations, NAPABA has become the leading voice for the APA community since its founding in the 1980s. The ABA has played a significant role in helping NAPABA grow as a result of its goal to increase minority lawyer membership and as an outgrowth of the ABA's Commission on Opportunities for Minorities in the Legal Profession.

Not unlike the ABA YLD's affiliate structure, NAPABA has a diverse membership, which encompasses a unique roster of state and local representative organizations. From the Federation of Asian Canadian Lawyers and the Korean American Bar Association of San Diego to the Asian Pacific American Bar Association of Tampa Bay, NAPABA reaches a wide and important audience across the country.

NAPABA also has a vibrant and active Young Lawyer's Committee (YLC), which consists of young lawyers under the age of thirty-five or who have been practicing law for less than five years. The YLC meets annually at the NAPABA Convention where the focus is on networking and education. The last NAPABA Convention was in Las Vegas, where ABA YLD Chair Justin Goldstein offered NAPABA the ABA's continuing support and emphasized the need for cooperation between NAPABA and the ABA YLD.

Eileen Sullivan, NAPABA's National Representative to the ABA YLD and co-chair of its YLC has been involved with NAPABA since 2001. In addition to her national bar involvement, she has been a member of Arizona's delegation to the ABA YLD. After working as a government lawyer for several years, Sullivan moved to the private sector and currently practices criminal law in central Phoenix. Sullivan's involvement with NAPABA has led her to meeting "great attorneys from all over the country." She also emphasizes the importance of bringing back ideas from bar association conferences and annual meetings into the legal communities in which lawyers are a part. "Young lawyers are basically looking for the same things: relief from

law school debts, career guidance and networking opportunities, in addition to the fun factor," says Sullivan.

NAPABA is always looking for fresh and exciting programs that will motivate young attorneys to get involved in bar activities. For example, NAPABA has found its speed networking programs and award structure for the "Best Lawyers Under Forty" to be particularly useful and effective. "Best Lawyers" was created to recognize talented individuals in the APA legal community under forty who have achieved prominence and distinction in their fields of endeavor and have demonstrated a commitment to civic or community affairs. Speed Networking, which is face-to-face networking, is a quick and efficient way for young lawyers to make business contacts. NAPABA also has a Law Student Association, which focuses on recruiting APA attorneys into NAPABA at an early stage in their careers.

As the APA community in the United States continues to grow, NAPABA continues to advance the goals and aspirations of the APA community. Notably, on December 13, 2007, attorney Amul R. Thapar was confirmed as a district court judge for the Eastern District of Kentucky. Thapar, a former Judge of the Thomas Tang Moot Court competition at the 2007 NAPABA Convention, will be the first South Asian American Article III judge in the history of the United States and only the seventh Asian Pacific American Article III judge currently active. In addition, he will be only the second Asian Pacific American Article III judge outside of California and Hawaii. In addition, attorney James C. Ho was recently appointed as the next Solicitor General of Texas, which constitutes the highest appointment of an Asian Pacific American in Texas government to date. Ho, the current co-chair of NAPABA's Judiciary Committee, was named a "Best Lawyer Under Forty" in 2006.

NAPABA is committed to working with the ABA YLD to promote and strengthen its new diversity initiatives by encouraging APA attorneys to become involved with the ABA. NAPABA's YLC Community Service Project, the 2006 ABA Katrina Legal Clinic in conjunction with Boat People SOS, exemplifies such cooperation.

NAPABA also maintains a user-friendly website that provides a snapshot of NAPABA along with updated news stories, press releases, and calendars. NAPABA will hold its next Annual Meeting in Seattle, Washington, in November 2008. Visit www.napaba.org for more information, or contact Eileen Sullivan at eileen.sullivan@azbar.org with questions, input, or requests to become involved with the ABA YLD or NAPABA. 

Second-Career Lawyers: An Added Perspective to the "Young" Lawyer Experience

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Heather Rosing, President of the San Diego County Bar Association (SDCBA) and a shareholder at Klinedinst PC, responded, "While our Young New Lawyers Division (YNLD) is open to all attorneys who have been practicing seven years or less, we've found that it is the younger, first career members who are most active." Rosing further commented, "Our YNLD does offer a wide range of activities, however, that are designed to appeal to attorneys of every age. In fact, the YNLD invites the general SDCBA membership to many of its events, so that there is a mix of age groups, as well as practice areas." Rosing highlighted the efforts of the YNLD to dispel the "social" myth by adding, "Our YNLD does a tremendous amount of outreach to all its members, including a monthly e-newsletter. Those who read it understand that activities are geared to all age groups and that the YNLD is definitely not just a social group."

Asked the same question about whether second-career members perceive her organization's events as purely "social," Koulchitzka had a different take. She stated, "Yes and no. I think it comes down to personalities and how comfortable you are to step outside of the box." Illustrating that new lawyers—whether traditional or second-career—face challenges, Koulchitzka continued, "Some of the NLS members have raised concerns about how 'older,' 'well-established' local attorneys have treated them because they are 'young' and not as experienced yet."

According to Koulchitzka, the NLS hosts, plans, and organizes several events including the annual fall El Paso County Wine and Beer Tasting event to benefit legal aid and pro bono work, an Ask-A-Lawyer program, and a variety of CLE and practical skills training programs to help both new and young lawyers' develop their networking skills and gain a professional advantage in their law practices. Koulchitzka highlighted a specific CLE that is in the works and stated, "The NLS has proposed to put together and hold a CLE on this subject—the clash between the 'young' and the 'older' professionals in the legal system. We hope to be able to bring this topic to reality and discussion."

With the economy in flux, it is likely that the legal profession will see an increase in second-career and older lawyers. If so, open and honest dialogue and diversified events may be the best step toward a unified and active organization. 



Josiah J. Puder is an assistant editor of *The Affiliate* and Vice-President and General Counsel of Melt, Inc., a public company headquartered in Southern California.

Don't Let Elections Run You: Tips to Manage Your Affiliate's Elections

By *Dustin K. Hunter*

One of the most important events for volunteer leaders to manage during their terms of office is often given little advance thought—running elections for available positions in the next year's leadership. Although the election process for each affiliate organization is necessarily as different as the organizations themselves, several common principles can help those in charge of managing their affiliate's elections, as well as those running in the election.

Make Sure That Everyone Is Playing by the Same Rules

Whether you are running a local, regional, or statewide affiliate organization, your election process will likely be governed, in large part, by your organization's bylaws and administrative procedures. Consequently, the number one job in running the election is to make sure that the rules, regulations, and requirements are expressly set out and adequately communicated to everyone who might be interested in running for a position. It is the job of those running the election to disseminate the information in a clear manner and make it easily obtainable by all those interested.

For example, the New Mexico Young Lawyers specifically identifies for its members the seats that are up for election and summarizes the requirements for each position, along with the requirements that must be met in order to run in the election. This information is then sent to each young lawyer capable of holding the position. "Often, some of the most important work we do in the election process is on the front end. By making sure that the available positions are well-advertised and the criteria clearly set forth, we are doing a serv-



Dustin K. Hunter is an assistant editor of *The Affiliate* and is a name partner of the law firm of Kraft & Hunter, LLP in Roswell, New Mexico.

ice to ourselves and the bar by helping to ensure qualified individuals choose to run," says Brent Moore, Chair of the New Mexico Young Lawyers. "Many young lawyers may not think about running for a seat until they see the notification provided by the New Mexico Young Lawyers," Moore notes.

Use Elections as a Recruiting Opportunity

In many affiliate elections, not every post will be contested or even initially sought. Thus, as the head of your affiliate organization, this presents an excellent opportunity to try to identify those who might be a fit for leadership positions in your organization as a whole. Elections are great opportunities to recruit future leaders and elevate those who have shown a strong history of bar service. According to Bill Miller, President of the Texas Young Lawyers, "Helping to identify capable people to fill available positions is something that should be taken seriously. It is an awesome opportunity to help advance the bar by encouraging well-qualified individuals to step into the arena." By working with members of other affiliate organizations or simply with those who have been previously active in your own, you can identify and recruit ideal members who will serve the organization for many years to come.

When recruiting potential candidates, you might encounter some initial resistance, but this can be overcome by explaining the advantages of running in the election. "There is really no downside to running in an affiliate election," says Miller. "You get to meet a lot of interesting people and get your name out in the public for future career advancement."

Ensure That Advertising Is Fair and Unbiased

Once the process of getting on the ballot has closed, the election itself should be adequately advertised. Two types of advertising should be considered: (1) advertising by the affiliate organization about the election day as well as the candidates who are running and (2) advertising by the individual candidates.

Advertising by the affiliate organization is important because you can make sure that the information is accurate, complete, fair, and timely. Common methods of distributing information regarding the election include advertisements and announcements in your affiliate's journal or newsletter, e-mail communications, and announcements in the senior bar journal. "The Texas Young Lawyers go to great lengths to ensure that upcoming positions are adequately advertised in an effort to encourage as many people as are interested to run in the election," Miller notes. "We advertise in the *Texas Bar Journal*, e-mail all

members, and specifically correspond with the chairs of other affiliate organizations in the state to ensure that everyone interested in running has the information needed."

Just as important in some affiliate elections, however, is advertising by the candidates themselves. Most affiliates do not have formal rules regarding advertising by individual candidates. In these situations individual advertising should be reviewed by the governing board of the affiliate to ensure that it is accurate and does not violate the spirit of the election. Some affiliate organizations go further and specifically regulate the types and amount of campaigning that is allowed. "In Texas," explains Miller, "campaign materials, web pages, and e-mail communications are strictly regulated to ensure that each candidate is on an equal footing and that the focus of the election is on the candidate's credentials, where it belongs." The key to both types of oversight, however, is good communication between the candidates and the governing board regarding what is expected in the election and how it is to be run.

Ensure That the Highest Standards Are Observed

The candidates running in the election need advice and supervision from the leaders of the affiliate organization to ensure that they run their elections properly and with the dignity that the positions deserve. It is important to make sure the candidates know that they should not run negative campaigns and, in fact, probably should not run advertisements that are against their opponent. "Elections are nonpartisan and the candidates tend to run on their history of bar, community, and civic service. It is our policy to specifically talk to candidates and ask them to run positive campaigns that focus on their positives and not try to run negatively against the other party or parties," Miller observes.

Affiliate leaders should remind candidates that they are just starting their legal careers and that they want to continue to develop favorable reputations. Moore, Chair of the New Mexico Young Lawyers, advises that "candidates should be mindful that as a young lawyer your career is just starting out, and you do not want to damage your professional reputation by being overly aggressive in your election. Ambition sometimes drives one to do things that one would not otherwise do."

If you take these suggestions to heart before the next election cycle, you can avoid some challenges that your affiliate might face throughout the election process and possibly recruit a few new motivated leaders for your organization. Additional resources for your affiliate organization can be found at the ABA YLD website at www.abanet.org/yld/affiliate.shtml.

California Young Lawyers

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A short time before the Spring Summit, Perlov released a report analyzing generational differences and recommending several ways to get young lawyers committed to the State Bar. One recommendation was to disband CYLA, place young lawyers directly into sections of the State Bar, and create a Council of Young Lawyers to assist in managing the appointment of young lawyers into the sections. The California Young Lawyers were surprised at the recommendation and realized that the Spring Summit in June 2007 would be quite possibly one of CYLA's last opportunities to prove its value to the big bar.

CYLA summoned the help of other young lawyer leaders from across the nation. And, young lawyer leaders were quick to offer their assistance—joining the CYLA Board of Governors and numerous California young lawyers at the Summit were ABA YLD Affiliate Assistance Director Ryan Reed; Texas Young Lawyers Association President Karin Crump; ABA YLD Staff Director Jill Eckert McCall; members of the Council of State Bar Sections; Executive Directors of several state bars, including Arizona and Oregon; young lawyers from specialty bars; young lawyers from other states such as Kentucky; Executive Staff of the State Bar of California; and several members of the State Bar Board of Governors. The young lawyers presented a united voice in favor of maintaining a state association committed to young lawyers and providing more support to the organization.

All who attended on behalf of CYLA contributed sound ideas on how to revitalize the young lawyers. Karin Crump from Texas presented an insightful presentation on the structure of the Texas Young Lawyers Association (TYLA). She detailed the staff support and financial assistance provided by the Texas Bar and emphasized the success of TYLA's many projects, including the "Ten Minute Mentoring Project," all of which would have been impossible without the support of the Texas Bar. The voices and ideas of supporters like Crump impressed the State Bar Board of Governors.

At the conclusion of the Spring Summit, the State Bar staff asked Perlov to compile a final report and recommendation, incorporating the ideas of the Spring Summit and the planning session. The final report was released in December 2007 and reviewed by the State Bar Board of Governors at its January 2008 Planning Retreat. Perlov's final report varied significantly from the one released before the Summit and included a recommendation to retain a state young lawyers group in California, with minor structural changes such as creating a president-elect. Most

important, Perlov also recommended that a full-time staff person be dedicated to the organization and that the funding be increased from its current level (approximately \$45,000 excluding staff salaries) to \$150,000 (presumably excluding staff salaries). In a proposal to the State Bar Board of Governors set to be considered in May 2008, CYLA will be charged with amending its bylaws to incorporate some of Perlov's recommendations. CYLA will also formally request increased funding and staff support.

Regardless of the outcome, CYLA knows that its existence may have been saved by the support of the ABA YLD and its affiliates. What once was a bleak outlook for the CYLA is now more likely a recommendation for an improved structure and additional financial support from the California State Bar.

If other affiliate leaders are faced with similar situations, tremendous support is available to you through the ABA YLD. We hope that CYLA's story will have a happy ending. The lesson we can all learn, however, is that no young lawyer association is immune to hard times—not even the largest association of young lawyers in the nation. CYLA is pleased with the State Bar's commitment to maintaining a young lawyers division and looks forward to continuing its contributions as an affiliate of the ABA YLD.

THANKS FOR YOUR SUPPORT

The CYLA would like to thank all those who supported it through this process, in particular Maralee MacDonald and Matthew Butler for innumerable contributions to CYLA; Danny Van Horn from Tennessee, who wrote a letter in support of CYLA; Ryan Reed, who was undeterred in expressing his opinions at the Spring Summit; Karin Crump, who portrayed the impact on a young lawyers division of adequate support from the State Bar; Jill McCall, who bravely expressed her opinions on young lawyer divisions from a staff perspective; and, of course, Justin Goldstein, for putting this issue at the forefront of the ABA YLD 2007–2008 bar year. Finally, thanks to the many members of the ABA YLD Council who supported CYLA during this time and provided invaluable research on nationwide structures for young lawyers.

Outstanding Young Lawyer

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Boston, Massachusetts, in February 2009. Nominations must be received no later than August 28, 2008, in electronic form (preferably as one document in either PDF or Microsoft Word format) via e-mail at yld@staff.abanet.org. If e-mail is not available, an electronic version can be mailed to Renee Lugo at ABA YLD, 321 North Clark Street, Suite 1800, Chicago, IL 60610 (fax nominations will not be considered). For more information on nomination requirements and to obtain a nomination form, please visit the ABA YLD's website at www.abanet.org/yld/awards/oyla/oyla.shtml. If you have any questions regarding the Award, completing a nomination packet, or the selection process, please contact Jay E. Ray at 972/419-8315 or at jray@gpm-law.com.

Young Lawyers "Blawg"

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Audience Participation

Who are the readers of PhiLAWdelphia? "That is a good question," answers DuFrayne. "We have 3,000 to 4,000 page views per month, but it is a mystery who is really reading these posts. We do know that we have people considering going to law school reading the blog. We also have law student readers," DuFrayne says. "We have even had law firm partners add their two cents about whether advice to associates is sound or not."

Muldoon adds, "We can see where people linked from but we don't know who the individuals are. If you don't know who your audience is—the age range or the practice area—it can be a little bit more difficult to tailor your blog to your readers. You want to please the audience."

No matter who the audience or who the bloggers, one thing is clear—by spending only a small amount of time to figure out how your young lawyer organization can take advantage of all that technology has to offer, you can help derive enormous benefits for your volunteer organization, its members, and the legal community.

For more information, visit www.philawdelphia.wordpress.com or www.philabar.org.