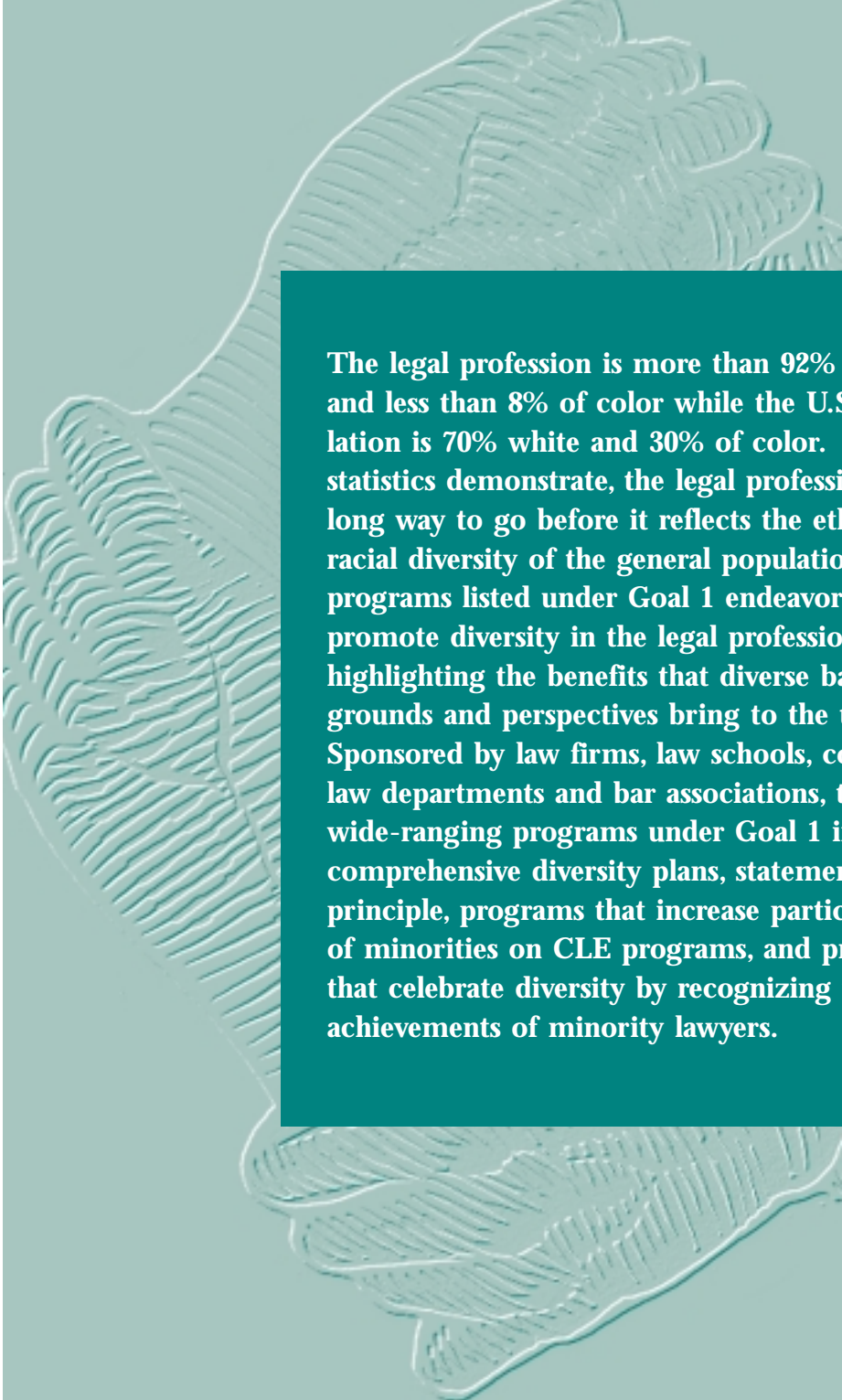


Goal I: Create Awareness in the legal profession about the value of diversity.



The legal profession is more than 92% white and less than 8% of color while the U.S. population is 70% white and 30% of color. As these statistics demonstrate, the legal profession has a long way to go before it reflects the ethnic and racial diversity of the general population. The programs listed under Goal 1 endeavor to promote diversity in the legal profession by highlighting the benefits that diverse backgrounds and perspectives bring to the table. Sponsored by law firms, law schools, corporate law departments and bar associations, the wide-ranging programs under Goal 1 include comprehensive diversity plans, statements of principle, programs that increase participation of minorities on CLE programs, and programs that celebrate diversity by recognizing the achievements of minority lawyers.

Goal 1

American Bar Association Section of Business Law Committee on Diversity

Contact: Sue Daly
American Bar Association
Section of Business Law
750 N. Lake Shore Drive
Chicago, IL 60611

Phone: (312) 988-6244
Fax: (312) 988-5578
E-mail: suedaly@staff.abanet.org

Mission:

To encourage section members and leaders to actively recruit lawyers of color, women lawyers and younger lawyers; foster an atmosphere of inclusion to assist in retaining lawyers of color and women lawyers once they have become section members; seek the participation of lawyers of color, women lawyers and younger lawyers on panels, task forces, and working groups; and provide lawyers of color, women lawyers and younger lawyers with opportunities and training to take on leadership roles at both the Committee and Section levels.

Program:

Business Law Section Diversity Plan (1999), a detailed set of initiatives designed to assist and encourage the members and leaders of the Section to ensure full and equal participation for lawyers of color, women lawyers, and younger lawyers.

“We are each other’s harvest; we are each other’s business; we are each other’s magnitude and bond.”

—Gwendolyn Brooks

American Bar Association Center for Continuing Legal Education

Contact: Percy Mitchell
MCLE & Database Manager
ABA Center for Continuing Legal Education
541 North Fairbanks Court, Suite 1600
Chicago, IL 60611-3314

Phone: (312) 988-6195
Fax: (312) 988-5368
E-mail: mitchelp@staff.abanet.org

Mission:

As part of its mission, the Center for CLE endeavors to achieve ABA Goal IX, “to promote full and equal participation in the legal profession by minorities, women and persons with disabilities.”

Program:

ABA Women and Minority Speaker Clearinghouse is a clearinghouse of minority and women instructors of continuing legal education programs. It contains personal references and detailed information on talented and knowledgeable minority and women lawyers who can serve as CLE speakers. Submissions for the ABA Minority and Women Clearinghouse may be sent electronically via the internet at:

<http://www.abanet.org/cle/clediversity.html>

Those interested in receiving an application and questionnaire to become a member of the clearinghouse may contact the MCLE and Database Manager (see above).

Goal 1

American Bar Association Law Student Division “Diversity Day”

Contact: Patty Brennan
American Bar Association
750 North Lake Shore Drive
Chicago, IL 60611
Phone: (312) 988-5623
Fax: (312) 988-6033
E-mail: pbrennan3@staff.abanet.org

Mission:

To encourage law school students, faculty and staff to set aside one day a year to recognize and to celebrate diversity.

Program:

Diversity Day is symbolically held on April 4th of each year - the anniversary of the death of Dr. Martin Luther King, Jr. The date was selected to remind participants of the ABA's Goal IX - to promote full and equal participation in the legal profession by minorities, women and persons with disabilities. Law students and law schools are encouraged to gather together on Diversity Day to engage in dialogue, education and activities that promote the understanding of a diverse nation and a diverse legal profession. Local student ABA members and Law Student Division leaders are encouraged to co-sponsor educational programs, cultural sensitivity programs and community outreach programs with other student groups, such as the National Black Law Students Association, the Hispanic Law Student Association, the National Association of Women Lawyers and the National Native American Law Students Association.

American Bar Association Standing Committee on Continuing Education of the Bar

Contact: Percy Mitchell
ABA Center for Continuing Legal Education
541 North Fairbanks Court, Suite 1600
Chicago, IL 60611-3314
Phone: (312) 988-6195
Fax: (312) 988-5368
E-mail: mitchelp@staff.abanet.org

Mission:

ABA Goal IX — “to promote full and equal participation in the legal profession by minorities, women and persons with disabilities.”

Program:

CLE Faculty “10/2000” Diversity Initiative. To ensure that programs reflect the diversity of the profession, this initiative strongly recommends and strives for 10% participation by minorities, women or persons with disabilities on ABA-sponsored CLE programs.

“Our coalition is like Gumbo. It’s got a little of this, and a little of that. You know how Gumbo is — it takes a variety of ingredients to make good Gumbo...”

— From a poster in the office of Marc H. Morial,
Mayor of New Orleans

Goal 1

American Bar Association Young Lawyers Division Minorities in the Profession Committee (MIPC)

Contact: Ann Fiegen
American Bar Association
Young Lawyers Division
750 N. Lake Shore Drive
Chicago, IL 60611

Phone: (312) 988-5614
Fax: (312) 988-6231
E-mail: FiegenA@staff.abanet.org

Mission:

To encourage minority lawyer participation in the Young Lawyers Division, study the special needs and issues affecting minority lawyer practice and clientele, and encourage minority lawyer participation in established state and local bar associations.

Program:

Diversity Scholarship Project. Up to six minority young lawyer scholarship recipients will receive funding to attend conferences, and will be introduced to the ABA/YLD through special programs and mentoring set up by the MIPC. The goal is to increase the diversity of the ABA/YLD membership at all levels.

“
This country will not be a good place for any of us to live
in unless we make it a good place for all of us to live in.”
— Theodore Roosevelt

BellSouth Corporation Legal Department

Contact: Charles Morgan
BellSouth Corporation
Legal Department
1155 Peachtree Street, NE
Atlanta, GA 30309-3610

Phone: (404) 249-2050
Fax: (404) 249-5948
E-mail: charles.morgan@bellsouth.com

Mission:

The BellSouth Corporation Legal Department communicates to law firms a strong commitment to the goal of diversity in the workplace, the expectation that those firms will work actively to promote diversity within their work place, and the promise that their decisions about outside counsel will give significant weight to a firm's commitment and progress in the area of diversity.

Program:

Diversity in the Workplace Statement of Principle.
The Statement of Principle is circulated to develop commitment through signatories from major companies and corporations.

“There can be no perfect democracy curtailed by color, race or poverty. But with all we accomplish all, even peace.”

— W.E.B. DuBois

Goal 1

Holland and Hart Diversity Committee

Contact: Susani N.H. Dixon
Holland & Hart LLP
555 Seventeenth Street
Suite 3200
Denver, CO 80201
Phone: (303) 295-8334
Fax: (303) 975-5371
E-mail: sdixon@hollandhart.com

Mission:

The Committee serves as both a guide and a voice on the diversity issues at Holland & Hart. The Committee has general responsibility to develop goals to achieve diversity at all levels; help create a culture to maximize the firm's ability to recruit, hire, retain and promote a diverse workforce; help increase the understanding and appreciation of workforce diversity through special emphasis programs that may serve to further educate the firm in pertinent areas of diversity; assist in the development of policies and procedures that support and encourage diverse attorneys to thrive at the firm; advise the Management Committee and the firm generally of pertinent legal and social issues relevant to efforts to create a supportive environment that values diversity; and guide and assist the Management Committee and the firm generally in their efforts to better serve clients through the ability to provide excellent legal service using the diversity of the firm's attorneys and staff as a positive benefit.

Program:

Colorado Pledge to Diversity Law Firm Group.
Initiated in 1992 by Holland & Hart, this is a group of large, medium and small law firms that have come together to share knowledge and to support each other's efforts to increase and retain diversity within the law firms. On April 4, 2000, twenty-three firms re-signed and re-committed to the goals of the Pledge.

Lucent Technologies Law Division

Contact: Richard Rawson/Gloria Howard
Lucent Technologies
600 Mountain Avenue
Murray Hill, NJ 07974

Phone: (908) 582-8503
Fax: (908) 582-6130
E-mail: rawson@lucent.com

Mission:

To help create a more diverse legal profession, Lucent Technologies developed a Diversity Plan for Lucent Law to build an operating environment where the talent, contributions and ideas of all Lucent Law colleagues can flourish while helping to create a more diverse legal department.

Program:

Diversity Plan for Lucent Law. The Diversity Plan is intended to provide a strong statement embracing the diversity policy of Lucent Technologies. It has laid the foundation for how the company's diversity policy is being and will continue to be implemented within Lucent Law. The Law Leadership Team continues to review Lucent's progress in meeting the objectives of this plan as they work to create and sustain a high-performance operating environment.

“As long as we are all here, it's pretty clear that the struggle is to share the planet, rather than divide it.”

— Alice Walker

Goal 1

Maricopa County Bar Association and State Bar of Arizona

Contact: James Martinez
Maricopa County Bar Association
303 East Palm Lane
Phoenix, AZ 85004
Phone: (602) 257-4200, ext. 136
Fax: (602) 257-9727
E-mail: jmartinez@mcba.bar.org

Mission:

These two bar associations jointly sponsor the 100 Women and Minorities Dinner to create awareness in the legal profession about the value of diversity by highlighting the achievements of outstanding minority and women lawyers.

Program:

100 Women and Minorities Dinner: The purpose of the dinner is to recognize 100 Arizona minority and women lawyers, living or deceased, whose careers represent milestones on the path to equal opportunity for women and minorities or whose efforts helped to pave the way for future generations of women and minorities in the profession or the community at large. The dinner features a prominent woman or minority lawyer keynote speaker.

“
There never was in the world two opinions
alike, no more than two hairs or two grains.
The most universal quality is diversity.”
— Michel de Montaigne

Nashville Bar Association Minority Opportunities Committee

Contact: Annette Field, Programs Coordinator
Nashville Bar Association
315 Union Street, Suite 800
Nashville, TN 37201

Phone: (615) 242-9272
Fax: (615) 255-3026
E-mail: annette.field@nashbar.org

Mission:

The Nashville Bar Association Minority Opportunities Committee oversees a comprehensive set of projects designed to enhance opportunities for professional success by minority lawyers in Nashville.

Because efforts to enhance the number of minority lawyers in majority firms will be useless if minority lawyers do not stay, the Minority Opportunities Committee plans an effort to sensitize law firms to diversity issues. No satisfactory plan for assisting firms in retaining minority associates has yet been developed, but a law firm training session is anticipated in the near future.

Program:

Minority Counsel Corporate Project. This project creates an awareness in the legal community that the business community values diversity. Businesses and institutions are recruited to adopt a corporate policy supporting enhanced minority opportunities in the legal community, and are given various implementation techniques. [A Minority Counsel Corporate Directory](#) is published to provide corporate law departments with resources when placing work.

Goal 1

Northwestern University School of Law Diversity Coalition

Contact: Theresa Cropper
Northwestern University School of Law
357 E. Chicago Avenue
Chicago, IL 60611
Phone: (312) 503-9713
Fax: (312) 503-2518
E-mail: tcropper@law.northwestern.edu

Mission:

In keeping with the First Amendment tradition of maintaining a free marketplace of ideas, the Diversity Coalition promotes tolerance and diversity within Northwestern University School of Law and within the field of law in general.

Program:

Diversity Week. Attended by members of the law school community, this is a weeklong series of programs on topics related to diversity in the profession, such as “Reconciling Diversity in the Workplace,” “Hate Crime Laws: Symbolic Gesture or Effective Solution;” and keynote speeches by distinguished members of the profession. Area law firms provide financial support for the programming.

“We must keep addressing these issues. Sometimes it seems like water dripping on a stone...But if the water drips long enough, it makes an impression... Long enough, and it can cut through granite.”
— Judge Bernice B. Donald

State Bar of Arizona Committee on Minorities and Women in the Law

Contact: Sharon Frye
State Bar of Arizona
111 West Monroe, Suit 1800
Phoenix, AZ 85003-1742
Phone: (602) 340-7302
Fax: (602) 271-4930
E-mail: sharon.frye@staff.azbar.org

Mission:

To educate the legal community and general public on issues relating to minorities and women in the practice of law; to support and serve minority and women practicing attorneys and students by advocating the retention and advancement of minority and women lawyers; to develop strategies to broaden the legal opportunities for minority and women attorneys; and to promote the “Statement of Goals for Increasing Minority and Woman Representation and Retention.” The Goals set the tone for the promotion of cultural diversity in the Arizona legal profession by suggesting ways in which law firms and corporate, government or public agency law departments can increase the representation and retention of minorities and women in the legal profession.

Program:

Judge Thomas Tang Writing Competition. The essay contest is named for the late Honorable Thomas Tang of the U.S. Court of Appeals for the Ninth Circuit in recognition and honor of his special achievements and interest in diversifying the legal profession. The contest is designed to foster a heightened awareness of the importance of a fully representative legal profession among law students, and help assure that future members of the bar will strive to support diversity in the legal system. Students attending Arizona State University College of Law and the University of Arizona College of Law are eligible to enter. Two cash prizes are awarded for first and second place essays (\$1,000 and \$500).

Goal 1

State Bar of Arizona Young Lawyers Division Minority Outreach Committee

Contact: Sharon Frye
State Bar of Arizona
111 West Monroe, Suit 1800
Phoenix, AZ 85003-1742

Phone: (602) 340-7302
Fax: (602) 271-4930
E-mail: sharon.frye@staff.azbar.org

Mission:

To increase participation of minority lawyers in state, local and minority bars and to highlight issues of interest to minority lawyers and minority communities.

Program:

Minority Outreach Luncheon. Minority lawyers from the surrounding area are invited to the luncheon. Names are compiled from the State Bar of Arizona's list of minority attorneys, which is gleaned from member dues statements and Specialty Bar Directories. Members of the State Bar's Board of Governors are also invited.

“
I speak to the black experience, but I am always talking about the human condition — about what we can endure, dream, fail at, and still survive.”
— Maya Angelou

The State Bar of Texas Office of Minority Affairs

Contact: Vanessa Davila
State Bar of Texas Association
P.O. Box 12487
Austin, TX 78711
Phone: (800) 204-2222, Ext. 2035
Fax: (512) 936-2271
E-mail: vdavila@texasbar.com

Mission:

The Office of Minority Affairs acts as a liaison to minority and women bar associations in Texas to develop programs to enhance employment and economic opportunities for minorities in the profession, and to increase the participation of minorities and women in the Bar.

6) an *Annual Report on the Status of Racial/Ethnic Minorities in the State Bar of Texas*; and

7) an *Annual Report on the Status of Women in the State Bar of Texas*.

Programs:

1) *The Texas Minority Counsel Program*, the goal of which is to expand and increase opportunities for minority and women attorneys who provide legal services for corporate and government clients, and to expose organizations seeking outside counsel to the virtually untapped legal talent found in the minority and woman lawyer community;

2) the *Committee and Speaker Access Program*, designed to educate and involve minority and women lawyers in the State Bar committee process;

3) a *Directory of Minority and Women's Bar Associations*;

4) *Texas Spectrum*, a bi-annual newsletter on minority lawyer issues;

5) the *Minority Leadership Meeting*, an annual meeting of the minority leadership of the State Bar;

***The problem of the twentieth century
is the problem of the colorline.***

— W.E.B. Du Bois

***Underrepresentation of lawyers of color
in our ranks is an institutional weakness
and diminishes our capacity to serve.***

— William G. Paul