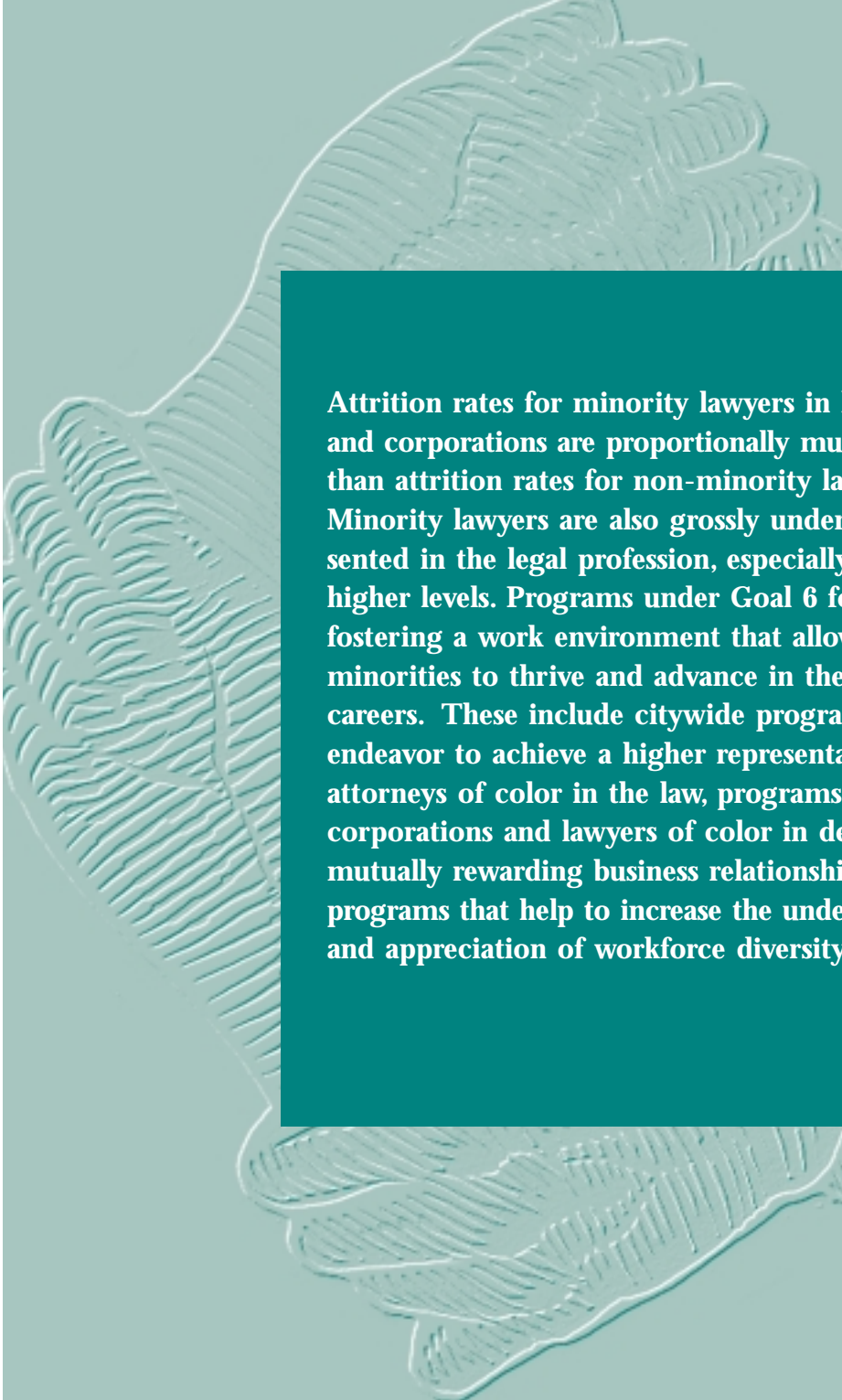


Goal 6: Increase the retention and advancement of minority lawyers.



Attrition rates for minority lawyers in law firms and corporations are proportionally much higher than attrition rates for non-minority lawyers. Minority lawyers are also grossly underrepresented in the legal profession, especially at the higher levels. Programs under Goal 6 focus on fostering a work environment that allows minorities to thrive and advance in their legal careers. These include citywide programs that endeavor to achieve a higher representation of attorneys of color in the law, programs to assist corporations and lawyers of color in developing mutually rewarding business relationships, and programs that help to increase the understanding and appreciation of workforce diversity.

Goal 6

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

Contact: Sharon Tindall
Commission on Racial and Ethnic Diversity in
the Profession
American Bar Association
750 North Lake Shore Drive
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Mission:

To facilitate contacts between corporate in-house counsel and minority attorneys for the specific purpose of developing mutually beneficial business relationships; to provide opportunities for minority firms and lawyers to establish and increase their legal work for corporations and governmental entities; to encourage majority firms to hire minority lawyers and assign minority lawyers to significant projects; to encourage and enhance co-counsel arrangements and joint ventures between majority and minority firms; to increase visibility of minority counsel in public and private litigation; and to facilitate business opportunities for future generations of minority attorneys.

Programs:

Minority Counsel Program (MCP 2000). Twelve years ago, the American Bar Association's Commission on Opportunities for Racial and Ethnic Diversity in the Profession sponsored development and implementation of a program designed to encourage corporations to retain lawyers of color for legal services. Originally called the Minority Counsel Demonstration Program and later renamed the Minority Counsel Program (MCP), it achieved a measure of success and then experienced a decline. In October 1998, the MCP leadership redefined the course of the program and revised its objectives. The result is MCP 2000 with a revised program to assist corporations and lawyers of color to develop

mutually rewarding business relationships through structured networking. Its directives include:
1) Limiting the number of law firm participants to five times the number of corporate participants (*in other words, if twenty corporations join MCP, only one hundred law firms will be allowed to participate*); and 2) Establishing a balance between majority and minority-owned law firms.

American Bar Association Commission on Racial and Ethnic Diversity in the Profession's Minority In-House Counsel (MIC) Group

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Mission:

The MIC Group, a national organization of minority corporate attorneys operating under the auspices of the American Bar Association's Commission on Racial and Ethnic Diversity in the Profession, focuses on matters that are unique to the minority in-house bar. The MIC Group is led by a Steering Committee comprised of senior attorneys from major corporations across the nation.

Programs:

MIC Job Bank website. Linked directly to the American Corporate Counsel Association (ACCA), the MIC Job Bank is a jobline for recruiters and employers posting to the ACCA site who are interested in a larger minority candidate pool.

The Minority In-House Counsel Group Directory. This is a comprehensive directory of minority in-house counsel. It has nearly 500 listings of Minority In-House Counsel nationwide, and includes Company Affiliation; Practice Areas; Education and Bar Memberships; and Professional Affiliations. The directory is indexed by state and corporation.

Goal 6

American Bar Association Section of Business Law, Section of Litigation, and Commission on Racial and Ethnic Diversity in the Profession

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Commission on Racial and Ethnic Diversity in
the Profession
American Bar Association
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Mission:

These groups are jointly attempting to give real world advice on improving practice techniques and to foster personal interaction among minority attorneys through practical training sessions, networking receptions, and cutting-edge CLE programs designed specifically for minority business lawyers and litigators.

Program:

National Conference for the Minority Lawyer.

“
If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place.
”
— Margaret Mead

The Bar Association of San Francisco

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Mission:

As part of its mission, the Bar Association of San Francisco attempts to create and broaden opportunities for the advancement of minority attorneys through programming and by setting aspirational goals to guide affirmative efforts of employers to recruit, hire and, especially, retain and advance minority attorneys. BASF's ultimate goal is to achieve a racially and ethnically diverse profession at all levels and within all walks of legal life.

training programs, etc. The BASF has plans to adopt new Year 2000-2010 Goals.

The California Minority Counsel Program. This program includes a Minority Corporate Counsel Conference, an annual awards dinner, an online ethnic diversity forum, and a directory of participants.

Programs:

Diversity Goals and Timetables. The BASF Goals and Timetables were devised in response to a survey showing disparate treatment of minorities in the San Francisco legal community. The project was predicated not only on projections of the likely pool of graduates from the feeder schools but also on the kind of aggressive recruitment, hiring and retention efforts the Bar Association of San Francisco was trying to catalyze. Adopted in 1989 by BASF and then in writing by over 100 San Francisco firms and corporate law departments, the Goals were the basis for the BASF's ability to monitor progress by obtaining statistics from the signatory firms and by interviewing managing partners and other firm/law department representatives every three years. The information was used for all the "technical assistance" tools BASF subsequently developed and implemented, including their retention video and dozens of seminars, diversity

Goal 6

The Boston Law Firm Group

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Mission:

The Boston Law Firm Group was formed in 1986 for the purpose of consolidating resources toward a joint commitment of achieving a higher representation of attorneys of color in the ranks of practicing attorneys within the major law firms in the City of Boston. The member firms reaffirm their commitment to the principle of nondiscrimination in employment and the principle that there should be voluntary action to correct the effects of any past discrimination and to prevent future discrimination. Member firms undertake actions necessary to maintain and increase the representation of attorneys of color within the legal profession, with particular emphasis on the major law firms and the legal structure within the City of Boston.

Programs:

Mock Interview Program, Hiring Forums, Mentor Program, Retention Sub-Committee Programs.

Chicago Committee on Minorities in Large Law Firms

Contact: Deborah H. Telman, Chairperson
The Chicago Committee on Minorities in Large Law Firms
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Chicago, Illinois 60601

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Mission:

To develop strategies to assist law firms in identifying, recruiting, hiring, retaining and promoting to partnership minority lawyers; to provide minority lawyers with a mechanism for support, feedback and networking; to assist minority law students in obtaining summer associate positions and permanent employment in large law firms; to educate lawyers, law firms and the legal profession about the importance of diversity within the legal profession; and to encourage the development of similar committees throughout the country.

Programs:

Recruitment Road Shows; Tips Seminars for minority law students and for minority partners and associates; circulation of informational and strategy pamphlets to law firms; luncheons; ongoing research about minority experiences in law firms.

Goal 6

Dallas Bar Association Task Force on Opportunities for Minorities in the Profession

Contact: Catharine M. Maher
Executive Director
Dallas Bar Association
2101 Ross Avenue
Dallas, Texas 75201

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Mission:

The Task Force was designed to help increase racial and ethnic minority lawyer and women lawyer participation in the Dallas Bar Association; to enhance the relationship between the Dallas Bar Association and minority bar associations; to increase economic opportunities for minority and women lawyers; to increase the presence of minority lawyers in majority law firms; and to increase minority and women judicial clerkships, judgeships, and law school professorships.

Program:

Long Range Plan for Inclusion.

“
When you get in a tight place and everything goes against you till it seems as though you could not hold on a minute longer, never give up then. For that is just the time and place the tide will turn.”
—Harriet Beecher Stowe

Greater Cincinnati Minority Counsel Program (GCMCP)

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Wetherington Office
7442 Great Waters, LN
West Chester, OH 45069

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E-mail: jkeys@lawyer.com

Mission:

The mission of the Greater Cincinnati Minority Counsel Program (GCMCP) is to increase opportunities for minority attorneys in the assignment of corporate legal work by implementing a partnership among corporate counsel, majority-owned law firms, minority-owned law firms and public sector organizations.

Modeled after the American Bar Association's Minority Counsel Demonstration Program and the California Minority Counsel Program, the GCMCP is founded upon a shared commitment among corporations, majority-owned law firms, minority-owned law firms, and public sector organizations. It measures its success not only by the amount, value and significance of corporate legal work assigned to minority attorneys participating in the Program, but also by the new career opportunities created for and by minority attorneys.

By participating in the GCMCP, participants formally acknowledge their commitment to the objective of diversity in the workplace and commit to undertake specific, tangible and measurable steps on an ongoing basis to promote opportunities for minority attorneys at all levels in their organizations, and to actively encourage those with whom they do business to do likewise.

Programs:

Annual Conference. Provides opportunities for interaction between in-house counsel and law firm attorneys through panel discussions, breakout and plenary sessions, and an annual corporate awards dinner and receptions.

Minority Corporate Counsel Conference. Focuses on issues of relevance to in-house attorneys and provides opportunities for corporate counsel to network with one another. This conference closes with a reception open to all GCMCP members.

Roundtable Series. Provides practice-area interaction between minority attorneys and in-house counsel with a focus on Public Agency, Business and Technology, and Marketing.

Directory of Participants. Compiled by GCMCP and sorted by practice area information. Corporations are featured by their practice area needs, desired methods of contact, corporate legal department description and law firms currently retained. Law firm listings contain descriptions of practice areas, current clients and specifics regarding minority attorneys at the firm. The public sector listings contain practice area designations, law firms retained, and legal department descriptions.

Annual Evaluation of the Program.

Annual Report.

Goal 6

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.

Position:

Director of Diversity & Professional Development. The Director has responsibility to work closely with the Holland & Hart Diversity Committee to guide the firm in its efforts to make greater strides in increasing, retaining and promoting to partnership diverse attorneys. This position also manages the firm's "Workshop Diversity Coaching," which allows the Director to coach other law firms and businesses on how to identify and address their workplace diversity issues.

Lucent Technologies Law Division

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

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E-mail: rawson@lucent.com

Mission:

Lucent Technologies Law Division seeks to promote awareness that the company and the legal profession benefit directly from increased diversity.

Program:

Partnerships with Outside Counsel. Launched in 1999, this involves a series of meetings with senior representatives from the eight firms with which Lucent currently does the most business. The purpose is to establish and maintain an on-going dialogue that confirms Lucent's commitment to diversity; to determine the level of commitment of the firms visited; and to determine and establish ways that all can work together to enhance diversity in the legal profession.

“I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed. Out of the hard and unusual struggle through which he is compelled to pass, he gets a strength, a confidence, that one misses whose pathway is comparatively smooth by reason of birth and race.”

— Booker T. Washington

Goal 6

Massachusetts Bar Association Minorities in the Profession Committee

Contact: Kristen Quinn, Manager of Professional Programs
Massachusetts Bar Association
Minorities in the Profession
20 West Street
Boston, MA 02111
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Mission:

The mission of the MBA Minorities in the Profession Committee is to seek ways to increase minority representation in the Massachusetts Bar and to provide support for the lawyers and law students of color in the Commonwealth.

Program:

The MBA Minorities in the Profession Committee, which includes in its membership the presidents of minority bar associations, holds an educational program each year that is focused on practice development, career planning, or professionalism for the attorneys of color in the state. This is the only conference that is targeted to all attorneys of color and it has been enthusiastically received. Past programs have focused on the process of applying for judgeships; on government service; and on practice marketing and development.

Nashville Bar Association Minority Opportunities Committee

Contact: Annette Field, Programs Coordinator
Nashville Bar Association
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Nashville, TN 37201
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Mission:

The Nashville Bar Association Minority Opportunities Committee has 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 lawyer do not stay, the Minority Opportunities Committee also 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 Opportunity Recognition Awards. This program recognizes law firms in the Nashville legal community that demonstrate a strong commitment to enhancing diversity and providing minorities with access to professional success. Awards are presented to these law firms each year during Law Week. In addition, law firms and organizations may be recognized if they make an annual financial contribution in the amount of \$25.00 per lawyer. The program imposes three levels of recognition: 1) Leadership Award; 2) Sponsorship Award; 3) Participant Award.

Goal 6

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

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E-mail: sharon.frye@staff.azbar.org

Mission:

The Committee aims 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:

Minority Bar Convention. This annual two-day conference for minority lawyers provides continuing legal education programs and workshops featuring prominent attorneys and judges. Topics for the 2000 conference included “Equal Justice for All Using Civil Rights Laws to Prevent Employment and Electoral Discrimination,” “Flying Solo... Running a Successful Practice,” and “The Benefits and Detriments of Affirmative Action.” In addition, a Judicial Appointment Workshop was also presented at the 2000 convention to assist qualified minority applicants by providing information about the judicial appointment process.

The State Bar of Texas Office of Minority Affairs

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The State Bar of Texas Association
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Austin, TX 78711
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Phone: (512) 463-1463
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Mission:

The Office of Minority Affairs oversees the Texas Minority Counsel Program, whose goal is to expand and increase the opportunities for minority and women attorneys, whether practicing in minority or majority-owned law firms, and to provide legal services for corporate and government clients.

Program:

Texas Minority Counsel Program. The program is designed to encourage corporations and government agencies to retain minority and women-owned law firms for legal services; to encourage majority law firms to assign significant work projects to minority and women lawyers; and to encourage and enhance joint ventures or other formal associations between majority and minority and women-owned law firms.

“Our nettlesome task is to discover how to organize our strength into compelling power.”

— Martin Luther King, Jr.

Goal 6

United States District Court for the Northern District of Illinois

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Chicago, IL 60604

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Mission:

As part of its mission, the U.S. District Court for the Northern District of Illinois endeavors to increase minority participation before the bench, both in the near and long term.

Program:

The Art of Argument. This is a seminar geared for, but not limited to, young minority lawyers who might want to practice in the federal court.

“One of the best things Dr. King ever said was that ‘the arc of the moral universe is long, but it bends toward justice.’ Our nation’s lawyers have bent that arc toward justice.... So I ask you again to lead us along that arc — from the America we know to the one America we all long to live in.”
— President Clinton