

# **Attachment 1**

**State Bar of Arizona  
Task Force on Diversity in the Legal Profession**

**Pipeline Subcommittee of the  
Best Practices Committee**

**1. Existing Programs in Arizona**

a. Programs Supporting Entering First Year Law School Students

i. NBA Pilot Diversity Pipeline Program

This is a “Bridge” retention and success program. There are currently nine participants in this program. The participants will have summer jobs in a judicial setting after their first year of law school and in a corporate counsel setting following their second year of law school.

See also the National Bar Association President’s Report on Law School Diversity (May 2006)

<http://www.nationalbar.org/about/turnersreport.shtml>.

Contact: Jo Ana St. George  
(602) 257-7665

ii. Gonzales-Villarreal BRIDGE Program at University of Arizona

BRIDGE is an optional eight day pre-entry support program founded by Tucson attorneys Richard J. Gonzales and Susan C. Villarreal and Judge Stephen C. Villarreal and supported by the Arizona Minority Bar Association.

BRIDGE was originally designed for students traditionally under-represented in the law: students returning to school after a long absence, students with a disability, ethnic minority students, and other nontraditional students. BRIDGE today is an experience for all incoming first year students who feel they might benefit from the opportunity to meet in a relatively small group to develop a familiarity with university and law school facilities, some of their fellow students, and some of the faculty, administrators, and staff. Students in the following categories have found BRIDGE particularly helpful: students who are the first generation in their family to attend college, students with a big split between LSAT score and GPA, and students whose primary language is not English. **The BRIDGE program, is optional and designed to ease the transition to law school for**

**those who might want this preliminary peek. We emphasize, though, that everyone will receive at Orientation, the academic introduction and information necessary to begin law studies on a solid footing.**

BRIDGE will provide an overview of law school survival skills, including such topics as legal analysis, legal writing, study skills, exam writing, stress and time management, judicial observation, etc. BRIDGE will require a considerable time commitment from students. Roughly speaking, BRIDGE is from 8:30 until 5:00 each day, and will include significant homework on some evenings and on the weekend. It is an intense program that will require both attendance and a significant effort. However, past participants have found that BRIDGE helped prepare them for the next step - law school itself.

Contact:

Willie Jordan-Curtis, Ph.D., J.D.  
Assistant Dean for Student Affairs, and Associate Clinical  
Professor of Law  
James E. Rogers College of Law  
1201 E. Speedway Boulevard  
Tucson, Arizona 85721

iii. CLEO and PLSI Programs

ASU and U of A Colleges of Law actively support and encourage participation in CLEO, the Council on Legal Education Opportunity [www.abanet.org/cleo](http://www.abanet.org/cleo) 866-886-4343. U of A and ASU College of Law actively supports and PLSI, the Pre-law Summer Institute for American Indians and Alaskan Natives <http://lawschool.unm.edu/AILC/plsi> 505-277-5462

b. Undergraduate Pipeline Programs

i. ASU

1. Pre-Law Advising

Pre-Law website <http://www.asu.edu/prelaw> managed by head of Pre-Law Advisors, with information regarding when to take the LAST, how to best prepare a personal statement, the law school admissions process and more

Each of the 25 designated Pre-Law undergraduate advisors attends regular training meetings with members of SCU law school admissions department as well as LSAT test prep companies. Pre-

law advisors are located in different schools including Engineering, Fine Arts, Liberal Arts and Sciences, Nursing, Public Programs, Business, Barrett Honors College, as well as the East and West campuses. West campus has its own pre-law website [http://www/west.asu.edu/pre-law\\_west](http://www/west.asu.edu/pre-law_west)

Contact: Joseph Behrens  
Assistant Director, Academic Services  
Director, University Pre-Law  
Arizona State University  
College of Liberal Arts & Sciences  
(480) 965-6506

2. Pre-Law Week

Held every year on the ASU Tempe campus with workshops on writing personal statements, how to get outstanding references, as well as information regarding when to apply, when to the LAST etc.

Culminates in Pre-Law Day, where admissions representatives from over 100 law school set up booths and answer questions regarding their schools' admission policies. In the past, over 500 students have attended Pre-Law Day. This year's Pre-Law Day at ASU is Friday, October 13.

Contact: Shelli Soto  
Assistant Dean of Admissions and Financial Aid  
College of Law  
Arizona State University  
(480) 727-7820

3. Diversity College Outreach Program

This program is directed at freshmen, sophomores and juniors. It is scheduled on October 25, 2006 and includes dinner and presentations for potential law students. The participants will learn what it takes to gain admission to law school.

4. Phi Alpha Delta

ASU on-campus Pre-Law Fraternity. Open to students of all majors, this is the premier place to meet other students interested in law and to gather information. Fraternity hosts speakers from law schools, admissions departments, as well as representatives for LSAT test-prep companies. Undergraduate students interested in attending law

school are strongly encouraged to join and become active Phi Alpha Delta.

Contact: Joseph Behrens  
Head of Undergraduate Pre-Law Advising  
Department

5. Project Excellence

Members of the Barrett Honors College have access to the only Pre-Law advisor on Campus with a JD, Dr. Michael Stanford. Juniors and Seniors also have the opportunity to take selected classes at the ASU College of Law through a program called Project Excellence.

Contact: Dr. Michael Sanford

6. Maricopa County Pre-Law Workshop

At College of Law for College Freshman and Juniors to help college pre-law students prepare academically for law school, set for October 25, 2006. **(Query whether this is the same as or different from the October 13, 2006 Pre-Law Day)**

Tentatively schedule participants including Professors Evelyn Cruz (runs community immigration law clinics), Kevin Gover (former director of the BIA), Myles Lynk (former partner in Wash D. C. Corporate Law firm), ASU Assoc General Counsel Lisa Loo, and Sigmund Popko on college-level academic preparation for law school

Contact: Charles Calleros  
Professor of Law  
College of Law  
Arizona State University  
(480) 965-4761

ii. University of Arizona

**Undergraduate Advising**

The University of Arizona has an award-winning Pre-Law Advising Program, coordinated by the nationally-recognized Pre-Law Advisor, Verlaine Walker, recipient of the Phi Alpha Delta International Law Fraternity Outstanding Faculty Advisor Award in 2000-2001 and 2003-2004 and the Professional Fraternity Association's Faculty Advisor Award for Excellence in 2002. The program is physically housed in the Manuel Pacheco Integrated Learning Center on the UA Main Campus. Under her

leadership, the program has developed an outstanding set of activities, including:

- A one-unit semester-long course entitled “Planning for Law School and Law-Related Careers,” Taught in the fall and spring semesters by Ms. Walker to acquaint undergraduates with the opportunities of law careers.
- A Pre-Law Week, including lunch presentations by attorneys who work in diverse fields (“Pizza with a Professional”); seminars to assist students with understanding the LSAT, the law application process, and writing personal statements; and the annual University of Arizona Law Fair (this year: Thursday, October 12<sup>th</sup>, 2006), that typically attracts over 100 law school representatives from throughout the nation.
- Opportunities to participate in the UA Pre-Law Fraternity, Phi Alpha Delta, nationally recognized as the “Best Chapter” for seven consecutive years (1998-2004).
- Opportunities to participate in the award-winning Mock Trial Team, which placed 4<sup>th</sup> in the National American Mock Trial Association competition in the Spring 2006.

The UA Pre-Law Advising Program has developed an exceptional website [www.prelaw.arizona.edu](http://www.prelaw.arizona.edu) with the aim of assisting and supporting students, prospective students, and UA alumni interested in attending law school, from the beginning of their explorations through the law school admissions process. The website provides students:

- The opportunity to subscribe to a Pre-Law List serve that informs participants of upcoming events, job and internship opportunities, deadlines, etc.
- Curricular advice, including a Pre-Law Thematic minor and both general and specific recommended coursework.
- Answers to frequently asked questions
- Downloadable Dean’s Certification Forms, required by some schools from all applicants
- The opportunity to participate in the Pre-Law Professions Peer Advisor Program
- Contact with the University-wide Pre-Law Advisory Council, which includes six UA faculty and staff from various departments, including the Assistant Dean for Admission at the College of Law
- Opportunities to interface with the University of Arizona Rogers College of Law, including visiting classes, participating in special events (e.g., the Arizona Supreme Court visit), and many Admissions Office activities (delineated below).

## **College of Law Activities for Pre-Law Students**

The University of Arizona Rogers College of Law sponsors many activities to elevate interest in law and inform prospective applicants and students about the law, law school and the law school application process. Many of these activities are coordinated by the Admissions Office and include:

- Two major Law College Open Houses (fall and winter; Fall 2006 Open House will be Wed., Sept. 20<sup>th</sup>), featuring the Dean, faculty representatives, the Assistant Dean for Admission, and law student and alumni panels
  - Some 25-30 General Information Sessions on Admissions annually for prospective students to learn about the admissions process and how to succeed in that process (held in Tucson, Tempe, Phoenix and Flagstaff).
  - Participation in some 40 law forums and campus law days, throughout the U.S., from the ASU, NAU and UA to the University of Michigan, Berkeley and Boston College.
  - Individual visits and tours of the College of Law
  - Extensive email and phone contact and counseling
  - Sponsorship of an LSAT Preparation course for candidates who would otherwise be unable to participate in a commercial course
  - LSAT/LSDAS Fee Waivers to any candidate with financial need
  - Law College tours, admissions information and pre-college advice to high school students and distribution of “20 tips for Teens & Twenty-somethings Thinking About Law School”
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- The Meeker Mentoring Program, a law student-initiated and operated program to encourage UA undergraduates to pursue law school by demystifying legal education and involving undergraduates in the life of the College of Law

### iii. Phoenix International College of Law

Workshop for Pre-Law Advisors. Judge Penny Willrich has compiled a list of Pre-Law Advisors in Arizona, including advisors at ASU, NAU and U of A. See attached listing.

### c. High School Pre-Law Programs

#### i. ASU Law School

##### 1. Marshall-Brennan Constitutional Literacy Project

This program was designed to mobilize talented second and third year law students to teach courses on constitutional law

in high schools. ASU law students participate under the supervision of law faculty and earn 1 or 2 credit hours. The ASU College of Law has paired with South Mountain High School for this program.

2. Diversity High School Outreach Program

This program is scheduled in February. 60-70 individuals participated last year. This program provides an introduction to the law school admissions process and legal careers.

4. Hispanic National Bar Association

Twenty-four high school students including two from Arizona participated in summer law camp in Washington, DC in 2006. Professor Charles Calleros participated and led legal method exercises.

5. Adventures in Education

Program supported by ASU College of Law and presented through Aguila as a program for college bound Latino High school students at the ASU. Raul Cardenas, Michael Sanford of the Honors College, Michelle Sanchez of **Project 1000 (??)** Jessica Sanchez and Dustin Jones Participating along with Judge Hercules Dellas, Greg Garcia, Maria Gonzalez, Theresa Amendez and Martin Quezada.

Contact: ASU Law Professor Charles Calleros

ii. U of A Law School

1. UA Law Camp

UA Law Camp, a week-long summer course for some 16 students (ages 13-16) taught by two UA Rogers Law faculty assisted by two law students, as part of Arizona Youth University. The Summer 2006 course was “Law, Lawyers, and legal Analysis.”

- d. The Sandra Day O’Connor College of Law at ASU is developing an informal four-tier, mentoring program that will involve an attorney, a law student, an undergraduate college student, and a high school student.

Contact: ASU Law Professor Charles Calleros

## **2. ABA Resources**

### **a. Pipeline Diversity Directory**

Maintained by the ABA and Law School Admission Council  
<http://www.abanet.org/op/pipelndr/home.html>

## **3. Resources and Programs from Other States**

### **a. Future of the Law Institute King County Bar Association**

<http://abanet.org/barserv/partnernominees2004/partner12.pdf>

### **b. Pull Materials from Report of State Bar of California Pipeline Committee**

### **c. Pull Materials from Wingspread Initiative**

## **4. Other Resources**

### **a. Law School Admission Council Minority Perspectives <http://www.lsac.org/>**

### **b. Hispanic National Bar Association <http://www.hnba.com>**

### **c. National Bar Association <http://www.nationalbar.org/welcome.shtml>**

# **Attachment 2**

**American Bar Association  
2004 Partnership Awards Program  
Application Form**

1. **Program Title:**                    **The Future of the Law Institute (FLI)**
2. **Name of Bar Association:**   **King County Bar Association**
3. **Address:**                           **1200 Fifth Avenue, Suite 600**  
**City/State/Zip code:** **Seattle, WA 98101**  
**Phone #:**                               **206-267-7100**  
**Email address:**                       **[alicep@kcba.org](mailto:alicep@kcba.org)**
  
4. **Number of Association**           **Members: 5,500**

**PROGRAM INFORMATION:**

5. **Description of your program; include program's objectives, number of people participating, results of efforts to date, and any future program plans:**

**The Future of the Law Institute**

**PROJECT OVERVIEW**

**Mission**

A primary part of the mission of King County Bar Foundation is to raise the money needed for support of the Bar Association Pro Bono programs for legal services to the poor. The KCBF through the Future of the Law Institute recognizes that the provision of legal services to the poor calls for a significant increase in the number of lawyers of color in King County now and in the future. The FLI thus serves both important purposes of the King County Bar Foundation and Association, namely provision of pro bono legal services to the poor and increasing the diversity of the legal profession.

The Future of the Law Institute offers a concentrated program, supplemented by continuing mentorship to encourage high school students of color and those from disadvantaged backgrounds to pursue law related careers.

**Vision and Purpose**

**To increase the pool of lawyers of color by introducing high school students to the law, both substantively and as potential career options.**

## **History**

**In January 2002, King County Bar Foundation and the Diversity Coalition assembled to further their joint mission of. 1.) ensuring everyone access to justice and 2.) increasing ethnic diversity in the legal profession. The Diversity Coalition is comprised of representatives of the Asian, Hispanic, Korean, Loren Miller, Native American, and South Asian bar associations, lawyers, judges, representatives from the University of Washington and Seattle University Schools of Law as well as trustees and staff from King County Bar Foundation. FLI is a reflection of their mission. By introducing students to the law, both substantively and as a career option, FU furthers its purpose of broadening the pool of persons of color entering the study and practice of the law.**

**The First FLI was held in October 2002 as a two day pilot program. It enrolled 35 high school students, grades 10 through 12, from three Seattle/King County high schools in a two day program led by practicing lawyers of widely diverse backgrounds and ethnic heritages, King County Judges, and faculty and staff of both law schools.**

**The second FLI was held in October 2003, enrolling 66 high school students from six high schools throughout Seattle and King County, students from the Interagency Schools, and students from the Tulalip tribe. FLI 2003 added an ongoing mentoring program for the students who continue to meet with practicing lawyers and judges throughout the year.**

## **Program Design**

**The Programs for 2002 were substantially similar with refinements and improvements in 2003.**

**The first day of the Institute begins at Seattle University School of Law where students attend and actively participate in classes on the role of law in society and legal career opportunities. At noon the students assemble at King County Superior Court, where they participate in lively discussions with sitting judges over lunch followed by an opportunity to witness court sentencing proceedings.**

**The second day is held at the University of Washington School Of Law. In the morning & students debate thought-provoking issues in workshops facilitated by volunteer attorneys and law school students. Later in the Morning, students attend a panel discussion of attorneys and judges who overcame seemingly insurmountable odds to achieve their dreams of a career in law.**

**Over the lunch break students have an opportunity to meet with lawyers and judges who have agreed to serve as mentors for enrolled students during the following year. For the most part, these mentors are alumni of the Foundation's minority law student scholarship program.**

In the afternoon, students actively participate as jurors in a mock trial. A reception finale concludes the Institute where students have another opportunity to mingle with judges, *attorneys*, and law students.

As part of the *Institute*, students are offered a scholarship incentive if they *complete the* two day program, They are eligible for a \$100 scholarship if they enroll in a baccalaureate program *or community college and a \$500 scholarship* if they, later, enroll in law school. An increase in the *size of* these scholarships is being considered for the 2004 Institute.

In 2003, prior recipients of King County Bar Foundation's *minority law* student scholarship program created a mentorship program. FLI students are matched up with local lawyers of color who provide guidance as the students pursue higher education and law related careers.

## **COMMUNITY IMPACT**

### **THE FUTURE OF THE LAW INSTITUTE : IS IT UNIQUE?**

The Future of the Law Institute appears to be one of a kind among state and local bar associations. A review of *selected bar* association websites around the United States, followed in some cases by phone *conversations* with bar association staff members, suggests that no other bar organizations have *established* formal programs that actively encourage high school students of color to *pursue* careers in law.

*Some* celebrate diversity, as in Martin Luther King lay events \_ A number of them sponsor efforts that support minority students who have already been admitted to law school, including internship and scholarship programs. Some actively encourage the recruitment and retention of minority attorneys within law firms. But none in our informal survey had taken the initiative to begin the development of a "Pipeline" of prospective law students. By annually selecting a group of minority high school students, bringing them into King County's two law schools, and involving them in activities designed to give a powerful *sense of* the important work attorneys do in addressing issues that are of vital importance in minority communities, KCBF is distinguishing itself in the national community of bar associations. It is also sending out the important message that diversification of the legal profession is not simply the work of universities and their law schools, but is best *accomplished* through partnerships that involve the leadership and the active participation of the bar, the judiciary, and the law schools.

There seems to be no other bar association effort that does as much to give high school minority students a sense that they are urgently needed in the profession, and that law school and law careers are exciting, rewarding and reachable goals for every FLI participant. The institute strongly underscores that with the guarantee of scholarships for

### **THE NEED FOR THE PROGRAM IN OUR COMMUNITIES**

To judge the need for the Future of the Law Institute, consider the following:

- According to the Law School Admissions Council, no single minority group accounts for more than 4% of the lawyers in the United States.
- Minority lawyers make up only a small percentage of attorneys in King County and the State of Washington.
- Although the Seattle University Law School has not been constrained by Initiative 200, minority enrollment and graduation at the University of Washington School of Law has been seriously reduced by I-200.
- Minority students make up almost one-third of King County's K-12 enrollment.
- King County's minority student enrollment makes up one third of Washington's total K-12 minority enrollment.

- One half of Washington's -1 African American students graduate from King County high schools.
- Latinos are the fastest growing ethnic group in King County.

6. Total program budget:

<b>2004 FLI Budget and Expenses</b>	
<b>Budget Item</b>	<b>Budgeted Amount</b>
Salaries:	
Coordinator	\$5,000
Development Assoc. (25%)	8,000
Development Dir. (10%)	5,300
<b>TOTAL</b>	<b>\$18,300</b>
Transportation	\$3,500
Meals and snacks	\$5,000
Printing and Publications	\$2,000
Scholarships	\$7,000
Mentoring	\$1,000
<b>TOTAL</b>	<b>\$36,800</b>

the list of solicitation targets and followed up with contacts at the law firms and organizations in order to obtain financial commitments, More than \$15,000 was raised.

8. Other resources (e.g. **in-kind contributions, materials, etc.**)

The practicing bar, the sitting bench, and both law schools make major in-kind contributions to the Future of the Law Institute. The FLT Task Force mentioned above consists of attorneys and law school representatives who volunteer countless hours in preparation for the Institute. They design and recruit personnel for presentation of the classroom lecture, workshops, panel discussions, the mock trial, and everyone's favorite - lunch with judges in the courtroom.

Both law schools provide, without charge to the project, appropriate space for FLI segments in addition to packets of registration materials. Seattle University also provided breakfast snacks when the students arrived on campus at 8:00 AM.

Each year to date, a supporting law firm has offered to reproduce Institute materials, including the FLI Handbook. (enclosed)

9. Identify other "partners!" who supported your effort (e.g. bar associations, agencies, high schools/colleges/universities/law schools, law firms, etc.):

noted earlier Future of the Law "partners" include Loran Miller Bar Association, Korean American Bar Association, Latina(o) Bar Association of Washington, Asian Bar Association of Washington, NW In an Bar Association, South Asian Bar Association, Muckleshoot Indian Tribe, Seattle University and University of Washington Schools of Law, and participating high schools. Law firm partners include; Preston Gates & Ellis, Perkins Joie, Holler Ehrman White and McAuliffe, Davis Wright Tremaine, and Riddell Williams. Our corporate partner last year was Starbucks Corporation.

10, Note any recognition that these efforts have received, e.g. media coverage, awards, etc.

The 2002 Future of the Law Institute received the President's Award from the Asian Bar Association of Washington.

**11. Could another bar association easily replicate this program? Are there materials, checklists, reports that lend themselves to a "how to" guide for other organizations? Please include any pertinent materials with the application form.**

Yes. We encourage other bar associations to consider replicating this program or one similar to it. Justice will only be fully available when the courtrooms and law offices of this nation reflect the diversity of the communities they serve\_ As stated earlier, we must make efforts to "open the pipeline."

# **Attachment 3**

**American Bar Association  
2003 Partnership Awards Application**

- 1. Name of the Project:** California Minority Counsel Program (CMCP)
  
- 2. Name of the Bar Association:** California Minority Counsel Program (co-sponsored by the Alameda County Bar Association, the Beverly Hills Bar Association, the Los Angeles County Bar Association, the Orange County Bar Association, the Bar Association of San Francisco, and the San Diego County Bar Association).
  
- 3. Address:** 465 California Street, Suite #635  
San Francisco, CA 94104  
**Phone:** (415) 782-8990  
**Email:** [cmcp@sfbar.org](mailto:cmcp@sfbar.org)

**4. Membership Size:**

CMCP membership operates as a blanket fee, so if a corporation or law firm joins the program, all their attorneys of color in California are included. In addition, we have individual and bar association members. In total, we currently have 2300 individuals participating in our programs as members, in the following categories:

- 50 Corporations
- 75 Majority owned law firms
- 100 Minority owned law firms
- 20 Individual members
- 6 Bar Associations
- 3 Public Agencies

**5. Description of your program; include program's objectives, number of people participating, results of efforts to date, and any future program plans:**

CMCP's mission is to increase diversity in the legal profession and increase opportunities for attorneys of color. We operate as a membership organization consisting of corporate legal departments, majority owned law firms, minority owned law firms, public agencies, bar associations and individuals. To facilitate our aim, we offer the following services:

- CMCP Annual Business Development Conference - A key component of this event includes "Corporate Connections," scheduled meetings between minority law firm attorneys and in-house counsel. At the 2002 conference, 18 corporations participated, and we were able to conduct over 200 interviews in a three hour span. Another highlight includes the presentation of several awards such as the John Essex and Guy Rounsaville Jr. Corporate Award recognizing the member corporation that has most demonstrated its commitment to diversity, the Drucilla

Stender Ramey Award presented to the law firm that has demonstrated the most commitment to CMCP goals and the Law School Diversity Award. This award is given in recognition of the law school's outstanding commitment to racial and ethnic diversity in legal education. The event also features several MCLE presentations and a General Counsel Reception.

- CMCP Minority Corporate Counsel Conference - This is the only statewide , conference designed for in-house counsel of color and provides opportunities for corporate counsel from throughout the state to meet and participate in discussions exclusively with other in-house counsel.
- CMCP Roundtables and Seminars - Several times a year, CMCP offers presentations on cutting edge legal issues at corporate member sites by our law firm members. Our Roundtables are valuable opportunities for our outside counsel to showcase their skills to their in-house counsel counterparts.
- Mixers and Social Events - We host receptions throughout the state for our members to interact socially. This year we plan to offer community service outings and other social events to facilitate more networking. We also co-host events with the California State Bar, American Corporate Counsel Association, American Bar Association, Minority Corporate Counsel Association, and other professional groups to expand their contacts.
- [www.cmcp.org](http://www.cmcp.org) - CMCP's website contains current information on CMCP members and events, links to member web sites, and a job bank utilized by legal employers seeking diverse candidates. The site includes our membership directory, CMCP's on-line "Lawyer Locator".
- E-Newsletter - This monthly newsletter features member successes, upcoming event information and new member profiles. This year, we plan to include substantive MCLE articles in the newsletter, written by our outside counsel to highlight their expertise.
- Vendor Partnerships - CMCP has a relationship with a national legal recruiter to provide placement services at a significant discounted rate to our members. The recruiting firm, in turn, will provide our member entities with a diverse slate of candidates for their hiring needs. This year, we plan to explore more such partnerships to add value to our members.

6. Total program budget:

\$300,000.

7. Source of program funds:

CMCP is entirely self-funded through membership dues, sponsorship of our events, and attendance revenues from our seminars/conferences.

8. Other resources (e.g. in-kind contributions, materials, etc.)

One significant cost saving measure is donated meeting space. With the exception of our Annual Business Development Conference, most CMCP programs are hosted at member sites.

**9. Identify** other "partners" who supported your effort (e.g. bar associations, agencies, high schools/colleges/universities/law schools, law firms, etc.):

The Alameda County Bar Association, the Beverly Hills Bar Association, the Los Angeles County Bar Association, the Orange County Bar Association, the Bar Association of San Francisco, and the San Diego County Bar Association all co-sponsor the program through their memberships in CMCP and by promoting our events to their membership. In addition, we have 50 corporations and 175 law firms that support our efforts through their membership.

10. Note any recognition these efforts have received, e.g. awards, media coverage, etc.

Awards:

In 2003, CMCP was honored by the University of West Los Angeles Black Law Students Association for its diversity efforts. In 2002, CMCP was the recipient of the State Bar of California's first Bar Association Diversity Award at its Annual Meeting.

Media:

Since CMCP's inception in 1989, several articles have been written about the program's founding and progress. In the interest of timeliness, we are enclosing only articles written about the program in the last two years. Should earlier articles be helpful, please contact our office and we will be happy to submit them.

11. Could another bar association easily replicate this program? Are there materials, checklists, or reports that lend themselves to a "how-to" guide for other organizations? Please include any pertinent materials with the application.

As the program was based on the American Bar Association's Model Demonstration Project, enclosed are the early documents describing the program's initial structure. CMCP was founded in 1989 and we have numerous other materials detailing its inception and growth over the fourteen years of its existence, which we would be happy to provide to the ABA or other organizations upon request. The Texas Minority Counsel Program and a similar program in the Greater Cincinnati area were modeled after CMCP and we look forward to helping other localities develop such a program. Also enclosed are a

1999 video and our 2003 "Diversity Matters" brochure to capture a snapshot of the program currently.

12. What suggestions or recommendations would you offer to others wishing to undertake a similar program?

It is critically important to enlist the support of the local American Corporate Counsel Association chapters and other corporate counsel groups in your area as well as the local and minority bar associations. In order for the program to obtain significant buy-in from the law firms, it must be a corporate driven effort.

13. Program's Contact Information:

Tania Shah Narang, Executive Director  
California Minority Counsel Program  
465 California Street, Suite #635  
San Francisco, CA 94104  
Phone: (415) 782-8935  
Fax: (415) 477-2391  
[Email: tnarang@sfbar.org](mailto:tnarang@sfbar.org)

DRAFT PROGRAM OUTLINE FOR CALIFORNIA MINORITY COUNSEL PROGRAM

I. Corporations throughout the state will be approached via their General Counsel or other appropriate representative, and asked to participate in the Program. The Bar Association of San Francisco ("BASF") and the Los Angeles County Bar Association ("LACE") will work cooperatively to initiate the Program in the Northern and Southern parts of the State, respectively. Thereafter, a statewide Steering Committee for the Program will be appointed, consisting of representatives of the participating corporations, minority law firms, other law firms and bar associations. BASF and LACE will perform the staff work for the Steering Committee.

A. Each participant will be asked, in addition to promoting affirmative action in its own employment practices, to agree, in general, to the following:

1. To write a letter to all law firms which serve the corporation as outside counsel, encouraging the firm to:
  - (i) increase the recruitment, hiring, retention and promotion to partnership of minorities within the firm;
  - (ii) have minority lawyers within the firm able to provide service at the requisite level be included among those who represent the corporation; and,
  - (iii) enter into joint ventures or other formal associations with minority-owned law firms with which the firm does not currently have such a relationship, on legal matters of the corporate client calling for such a relationship.
2. To periodically endeavor to assess the performance of outside counsel in utilizing minority attorneys based on the corporate participant's own business dealings with outside counsel.
3. To endeavor to establish on-going business relationships with additional minority-owned law firms beyond those the corporation currently employs as outside counsel.

II. Minority-owned law firms will be actively sought and recruited for participation in the Program. The effort will be coordinated by BASF and LACE with the assistance of the ABA, the State Bar and minority bar associations.

A. For purposes of the Program, a minority-owned law firm will be defined to be a firm of two or more attorneys (including both partners and associates), 50% or more of the equity of which is owned by attorneys who are Black, Asian/Pacific Islander, Hispanic, and/or Native American.

B. Minority-owned firms will be recruited for the Program via the attached letter and will be asked to complete the appended Law Firm Information Form, to be returned to BASF in Northern California and LACB in Southern California.

C. Portions of all submitted Law Firm Information Forms will be computerized.

D. Participating corporations initially will be asked to specify whether they wish to be provided with all the Law Firm Information Forms submitted by minority-owned **law** firms, or instead wish to receive a specified subset of the forms or computerized summaries. Corporations periodically will be provided with newly filed Minority Law Firm Information Forms or summaries thereof.

III. The Program Steering Committee will meet periodically to set Program policies and procedures, to monitor the progress of the Program, and to set priorities for the future.

IV. The components of the Program may vary somewhat from corporate participant to corporate participant, based upon the specific needs and practices of each corporate participant, but they must all be consistent with the intent or goal of the Program of promoting and encouraging utilization of minority counsel at outside law firms.

**THE CALIFORNIA MINORITY COUNSEL PROGRAM****SPONSORED BY**

**THE BAR ASSOCIATION OF SAN FRANCISCO**  
THE LOS ANGELES COUNTY BAR ASSOCIATION  
THE SAN DIEGO COUNTY BAR ASSOCIATION  
THE AMERICAN CORPORATE COUNSEL ASSOCIATION  
(SAN FRANCISCO AND SOUTHERN CALIFORNIA)

PROGRAM MISSION

To increase opportunities for minority attorneys in the assignment of corporate legal work by implementing a partnership among corporate counsel, majority-owned law firms and minority-owned law firms.

PROGRAM DESCRIPTION

This Program is founded upon a shared commitment among corporations (through their corporate counsel), majority-owned law firms and minority-owned law firms. The success of the program will be measured not only by the amount, value, and significance of corporate legal work assigned to minority attorneys participating in the Program, but also the new career opportunities created for and by minority attorneys.

A. Length of Program

The Program will be officially evaluated annually, commencing June 30, 1990. It is anticipated that there will be an ongoing commitment by all sponsors and participants to effectuate the principles of the Program.

B. Program Definitions

For purposes of the Program, minority attorneys are defined as Black, Hispanic, Native American, or Asian/Pacific Islander attorneys. A minority-owned law firm is one composed of two or more lawyers in which at least 50 percent of the ownership interest is controlled by minority attorneys.

## PROGRAM PARTICIPATION

### A. Corporate Participants

Each participant will be asked to agree in principle to the following:

1. To make a request of all law firms which serve the corporation as outside counsel,, encouraging each firm to:
  - (i) Increase the recruitment, hiring, retention and advancement to partnership of minorities within the firm;
  - (ii) Have minority lawyers within the firm capable of providing the required services included among those who represent the corporation; and,
  - (iii) Maintain and expand existing joint ventures or other formal associations with minority-owned law firms, and enter into joint ventures or other formal associations with minority-owned law firms with *which* the firm does not currently maintain such a relationship, on legal matters of the corporate client calling for such a relationship.
2. To periodically endeavor to assess the performance of outside counsel in utilizing minority attorneys, based on the corporate participant's own business dealings with outside counsel.
3. To endeavor to establish on-going business relationships with additional minority-owned law firms beyond those the corporation currently employs as outside counsel.
4. To increase the recruitment, hiring, retention and advancement to senior positions of minorities within the corporation's law department consistent with the affirmative action policy of the corporation.

### B. Majority-Owned Law Firms

Each majority-owned law firm agrees to endeavor, in appropriate circumstances, to:

1. Increase the recruitment, hiring, retention and advancement to partnership of minorities within the firm.

2. Have minority lawyers within the firm capable of providing the required services included among those who represent corporate clients.
3. Maintain and expand existing joint ventures or other formal associations with minority owned law firms, and retain and otherwise enter into joint ventures or other formal associations with minority-owned law firms with which the firm does not currently have such a relationship, on legal matters of the law firm clientele calling for such a relationship.
4. Request all law firms which serve as associate counsel, co-counsel or local counsel to the firm to adopt in principle these goals.
5. Refer conflict situations to minority-owned law firms.
6. Take such additional steps as are practicable to foster and enhance relations between the majority firm and minority-owned law firms, including but not limited to providing educational and training opportunities in furtherance-of the objectives of the Program.
7. Participate in an on-going evaluation of the program on an agreed-upon basis.

C. Minority-Owned Law Firms

Each minority-owned law firm agrees to endeavor to:

1. Enter into joint ventures or other formal associations with majority-owned law firms as well as minority-owned law firms.
2. Take *such* additional steps as are practicable to foster and enhance relations between the minority-owned firm and majority-owned law firms, including but not limited to providing educational and training opportunities in furtherance of the objectives of the Program.
3. Participate in an on-going evaluation of the program on an agreed-upon basis.

## PROGRAM ADMINISTRATION

### A. Steering Committee

The Steering committee shall be comprised of members as follows: one (1) from the Bar Association of San Francisco; one (1) from the Los Angeles County Bar Association; one (1) from the San Diego County Bar Association; one (1) minority law firm representative and one (1) majority law firm representative each from Northern California and Southern California; and, eight (8) corporate representatives, including four (4) from Northern California and four (4) from Southern California. Representatives from the American Bar Association and the State Bar of California shall serve as liaisons to the Steering Committee. Other members may be added to the Steering Committee as appropriate.

### B. Chair(s)

The Steering Committee shall select an appropriate Chair or Chairs to facilitate and coordinate all matters relating to the Program. The Chair(s) shall act as liaison to the Steering Committee and shall otherwise perform necessary functions to assure the development and effective evaluation of the Program. The Steering Committee may also designate committees and subcommittees to carry out the purpose of the Program as it deems appropriate.

It is anticipated that additional bar associations, corporations, majority-owned firms and minority-owned firms will express an interest in joining the Program. The Chair(s) will coordinate receipt and acceptance of applications from eligible participants to the Program.

### C. Sponsorship and Support

This Program is sponsored by the Bar Association of San Francisco, the Los Angeles County Bar Association, the San Diego County Bar Association and the American Corporate Counsel Association (San Francisco and Southern California Chapters). It is supported by the American Bar Association and the State Bar of California and by numerous statewide and local bar associations, including but not limited to the National Bar Association, the Hispanic National Bar Association, the Asian Pacific Bar Association of California, the La Raza Bar Association, the John M. Langston Bar Association of Los Angeles, the Black Women Lawyers of Los Angeles, the Mexican American Bar Association, the American Indian Bar Association, the Southern California Chinese Lawyers Association, the Japanese American Bar Association of Southern California, San Diego La Raza Lawyers Association, Earl B. Gilliam Bar Association and Pan Asian Lawyers of San Diego.

## *A Message from the Executive Director*



***Tania Shah Narang***  
*Executive Director*

In 2003, I look forward to working with our membership to further our goal of true diversity and equality in the legal profession. CMCP was founded in 1989 by Drucilla Stender Ramey, Executive Director of the Bar Association of San Francisco, and Guy Rounsaville Jr., General Counsel of Visa International and former Wells Fargo Bank General Counsel, to address the dramatic underrepresentation of attorneys of color at every level of the legal profession. Now in its second decade, CMCP is the state's premier organization for minority attorneys. Our membership consists of corporations, majority-owned firms, minority-owned firms, public agencies, and sponsoring bar associations.

With the rapidly changing demographics of the state's population, coupled with increased marketplace globalization, now more than ever, it is imperative for corporations, law firms, and public agencies to employ a workforce that reflects a broad spectrum of perspectives and backgrounds to remain competitive. Diversity is no longer solely a social or political issue; it is also a matter of business strategy. CMCP helps companies draw from a larger pool of talent and resources.

CMCP serves to maximize opportunities for minority attorneys through networking and business development activities. In the current economic climate, forging new connections and strengthening existing relationships, is crucial to developing and maintaining a strong, growing practice. CMCP aids in doing just that through our conferences and numerous continuing legal education programs, our online database of minority attorneys, job postings, monthly e-newsletter, and other member benefits.

In addition to participating in our current programs, I encourage all of you to share with us your thoughts and ideas about new ways CMCP can meet the needs of our members. I look forward to working with you this year.

## *2003 Steering Committee Chair*



***Peter D. Bewley***

*SVP, Secretary and General Counsel*  
The Clorox Company

The California Minority Counsel Program's mission, to enhance professional opportunities for lawyers of color in the state, is based on our shared fundamental belief that diversity is essential to the continued success of our profession. The Program enters 2003 following a year of strong programmatic and financial performance supporting this critical mission. CMCP's Annual Business Conference in San Francisco in November drew a record turnout and resulted in over 200 interviews for minority lawyers with in-house counsel. That is but one example of the vitality of the organization and the value that its substantive offerings provide to the legal community.

We believe in diversity not only because it is the right thing to do but also because it is a business imperative in today's environment. Given that diversity is the rule in California's general population, consumers, employees, and jury pools (there are no majorities in the state), it is essential that our attorneys reflect and understand a variety of perspectives. Participating in CMCP allows corporate counsel to recruit and retain attorneys from a variety of backgrounds and keep up-to-date on the latest topics in the law through CMCP's educational seminars and conferences. For the outside counsel members, CMCP offers a professional network and opportunities to showcase their skills.

It is my hope as Chair of the 2003 Steering Committee that we will continue to provide increased opportunities and expand upon member services. To accomplish this, we need your involvement. My goals for this year are to further expand the involvement of in-house counsel in CMCP, to increase the relevance of CMCP to minority lawyers wherever they practice and to increase the opportunities for participation by all lawyers through expansion of our committee structure. I encourage you to join us at CMCP. Whether you are brand new or a wizened veteran of the organization, I eagerly anticipate actively working with you to help us achieve these goals. Thank you, I look forward to seeing you at a CMCP event soon.