



Houston's Legacy



A Newsletter of the PBA Minority Bar Committee • Fall 2017



Charles Hamilton Houston

What is Houston's Legacy?

Charles Hamilton Houston was a vice dean of Howard Law School and civil rights lawyer. Among those he mentored was Supreme Court Justice Thurgood Marshall. Although he did not live to see the decision, he engineered the legal strategy that ultimately resulted in the unanimous 1954 Supreme Court decision, *Brown vs. Board of Education*, which overturned "separate but equal" Jim Crow segregation. The PBA Minority Bar Committee seeks to honor him by naming its newsletter "Houston's Legacy" and to continue his unfinished work.

For more information about Charles Hamilton Houston, see the article authored by Andy Saylor in the inaugural *Spring 2015* issue of the PBA Minority Bar Committee newsletter, "Houston's Legacy." ♦

Millennials, Minorities & Mothers: Let's expand the table!

By Sharon R. López, ESq., PBA president (2017-2018)

When I ran for vice president of the Pennsylvania Bar Association, I knew the organization was heading towards a tipping point. I had served on the Conference of County Bar Leaders and the Membership Development Committee and, over the course of the years of service, we frequently commented on the changing demographics of the bar and its members. I knew we were losing our experienced long-term members to retirement or death. I could see that getting younger members involved seemed to be a challenge. It was clear the fabric of our membership was changing. I ran my campaign on three principles: membership, marketing and mentoring. After the Nominating Committee selected me to serve as the next vice president and to eventually ascend to the PBA presidency, I knew I had my work cut out for me.



Sharon R. López

The PBA Strategic Plan: Membership & Diversity

As a PBA volunteer who worked on many projects, I knew there was a strategic plan in the works. As I began my role as vice president, I could see the strategic plan was critical to keeping our leadership work focused. During Sara Austin's year as PBA president, she emphasized the practical nature of the strategic plan by requiring committees and sections to report on their activities that related to the plan. The strategic plan emphasizes six areas with goals for each. Membership was the first area emphasized in the plan, and the first goal in that area was to conduct a comprehensive membership survey in 2016. The rest of the goals required identification of strategies for enhancement and engagement of membership. PBA staff and the

Planning Committee conducted the survey, and the findings were completed in August 2016. For more information about the strategic plan, select the following link: [Strategic Plan](#).

The Membership Survey Results: Millennials, Minorities & Mothers (3Ms)

The survey results provided us with valuable information. Some of it was expected, i.e., we were having trouble recruiting younger lawyers, such as millennials or generation Y lawyers. It was also not surprising that the PBA is viewed as a membership organization primarily for older, white men (Although we have been working on diversity initiatives for over a decade, real change takes time.). However, the finding that jumped out at me related the loss of women lawyers in their childbearing years. I knew then that I needed to form a special group of volunteers to study these three

membership groups and come up with ways to recruit, retain and engage them in our association. For more information about the survey select the following link: [Survey Results](#)

The Membership Engagement Blue Ribbon Panel on the 3Ms

To make sure we were hearing the voices of those in our association who are not as engaged, I deliberately looked at membership in various groups representing the 3Ms who were not as engaged or who were engaged in one part of the PBA, otherwise known as a "silo member." I also chose leadership and engaged members who participated in various committees and sections. I wanted the group to operate as a think tank, so I knew we could recruit too many members. In the

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#BLACKLIVESMATTER & #SAYHERNAME

Taking Action in the Aftermath of Charlottesville

By Natalie Burston, Esq.

On Aug. 11, 2017, neo-Nazis, skin-heads, the Klu Klux Klan and other racists marched across the University of Virginia (UVA) campus carrying torches and shields, chanting such slogans as “Jews will not replace us” and “blood and soil.”¹ The marchers were allegedly in Charlottesville to protest the removal of a Robert E. Lee statue.

The Associated Press described the events:

It started with threats, taunting and racial slurs, and escalated to total pandemonium – hand-to-hand combat ... [w]hite nationalists and counter-demonstrators threw punches, screamed, set off smoke bombs. They hurled water bottles, balloons of paint, containers full of urine. They unleashed chemical sprays. Some waved Confederate flags. Others burned them. . . [M]any were heavily armed. Some flew Nazi flags. They hurled racial slurs at counter-demonstrators and gave Nazi salutes.²

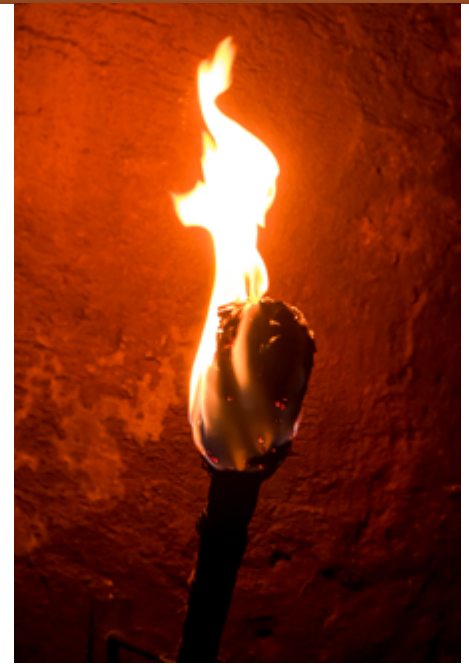
The rally resulted in many injuries and three deaths, including Heather Heyer, who was deliberately run down by a car, and two surveillance officers who died when their helicopter crashed.³ President Trump condemned supremacists, racism and “hatred, bigotry and violence on many sides.” The following day, he blamed both the white supremacists and the protestors who opposed them, claiming there were “very fine” people on both sides. Widespread criticism followed. Business leaders began resigning from White House advisory councils. Armed services officials quickly opposed racism and supported diversity. Political leaders of both sides of the aisle spoke out.

In response to Heyer’s murder, her mother called for channeling anger into “righteous action.”⁴ But what is “righteous action,” and what can we, as attorneys, do to fight intolerance and hate? We can speak up and out against hatred wherever and whenever it

surfaces. We can become familiar with and support organizations that combat extremism. Groups like the National Association for the Advancement of Colored People (NAACP), the National Organization for Women (NOW), and Council on American-Islamic Relations (CAIR) and other organizations offer their own suggestions for responding to hate. They are joined by local groups, like the Harrisburg-based Community Responders Network⁵, which fosters civil rights and fights bias and inequity. We can become familiar with the protections offered by federal, state and local civil rights statutes, regulations and ordinances, refer complainants to the appropriate agencies, and recommend amendments to strengthen the law. We can also write blogs, letters and emails directed to editors and legislators. Those with expertise can train. Those who need training can attend civil rights sessions. We can also vote and run for public office.

Law4BlackLives, a “network of over 2,000 lawyers, law students and legal workers of color committed to building the power of the Black Lives Matter movement,” offers several suggestions for action:

- Observe through your local National Lawyers Guild office, provide legal advice to programs or organizers seeking input, or simply participate in a grieving space.
- Build relationships with community organizers working towards transformative social change in your city.
- Connect with and build community with groups like Law4BlackLives, the National Lawyers Guild, the National Conference for Black Lawyers, the Black Law Students Association.
- Organize a space at your office or law school to bring people together to process, grieve and reflect.
- Commit yourself to using the law to build power for the people.



- Stay connected and engaged with Law4BlackLives.⁶

Community organizer and Harvard law student Derecka Purnell offers a list of “entry steps to further connect people to each other in tangible ways”:

- Love, study, struggle. With a partner or a group, study issues you care about and want to change. Read a book and discuss it. [L]isten to a speaker on the issue. Learn all sides of the debate.
- Verify if your local prosecutors hold police accountable for their illegal actions and how. For example, Black Lives Matter Cleveland stopped the re-election of the prosecutor who did not charge the police officer who killed Tamir Rice.
- Protest to raise awareness and connect with other people concerned about the issues.
- Try to find local cop watch organizations to give you tips on how to legally and safely film the police when you are stopped or when you see someone else being arrested or harassed.
- Consider joining an organization, because a group has more power than one individual.
- Consider creating a space and inviting people with different viewpoints to discuss a topic and problem-solve, brainstorm ideas or just vent.
- Connect with movement lawyers.

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Civil Legal Aid in Pennsylvania

By Rhodia Thomas

Civil legal aid has been in many Pennsylvania communities for almost 50 years, with advocates who provide representation for low-income individuals who are facing critical problems, such as domestic violence, unlawful evictions, denial of medical benefits, mortgage foreclosure and wrongful denial of other services and benefits that are critical to their health and safety.

Unlike public criminal defense, there is no right to counsel for low-income Americans with civil legal problems, and funding is also not guaranteed. In Pennsylvania, funding for civil legal aid comes from a variety of sources, including the federal and state governments, local bar associations (including volunteer attorney support), United Way, foundations, some city and county governments, as well as private donors. Federal funding through the Legal Services Corporation (LSC) in the amount of almost \$12 million is allocated to support the work of eight civil legal aid programs that provide services in all 67 counties in the commonwealth. In addition, the Pennsylvania Legal Aid Network (PLAN) receives a state appropriation, filing fees and Interest on Lawyers Trust Account (IOLTA) funds to distribute to 16 legal aid programs across the state for work on behalf of low-income individuals with civil legal problems.

Even with this funding, resources remain inadequate to meet the growing need of those needing legal help to resolve their civil legal problems. This fact is confirmed by two recent studies conducted to “measure” the difference between the civil legal needs of low-income Americans and the resources available to help them. On June 14, 2017, the Legal Services Corporation released findings from its nationwide study, “The Justice Gap: Measuring the Unmet Civil Legal Needs of Low-Income America.” Data for the report, which was gathered over a six-week period by LSC-funded programs across the nation, including Pennsylvania, found that “in the past

year, a staggering 71 percent of low-income households experienced at least one civil legal problem, such as an eviction notice, wrongly denied benefits or a family court suit resulting from domestic violence.” The report also found that “[o]f the Americans facing such problems, 86 percent received inadequate assistance or no legal help because they couldn’t afford it.” At the same time of the LSC study, the Pennsylvania IOLTA Board and the Pennsylvania Legal Aid Network conducted a joint study of the programs in Pennsylvania to determine how low-income Pennsylvanians fared. The findings from that report were equally concerning, as described by PLAN Executive Director Sam Milkes, who wrote, “We are pleased to report that 29 percent of the people contacting our programs were provided with representation that fully resolved their case. But that means that 71 percent of people contacting a legal aid program, eligible for services and asking for help were not able to have their case resolved.”

As these studies confirm, the “justice gap” continues to grow as only a little over a quarter of those who are eligible for and apply for civil services can be served. Based on these daunting statistics, I submit that we as a nation should continue to strive toward the ideal of actually achieving “Equal Justice Under Law” for low-income Americans by assuring that they receive representation to help them resolve the critical legal problems they often face.



Rhodia Thomas is the executive director of MidPenn Legal Services, a nonprofit public interest law firm serving low-income residents and domestic abuse survivors in 18 counties in central Pennsylvania. The firm has 90

staff, including 45 attorneys who work across the 18-county region.



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Mission Statement

The mission of the Minority Bar Committee of the Pennsylvania Bar Association is to assure full and equal participation of minorities in the PBA, the legal profession and the justice system in general.

Speak, Write or Plan a Seminar for PBI!



Continuing Legal Education Arm
of the Pennsylvania Bar Association

By Richard McCoy

For several years I worked with Wes Payne, a lawyer who was a frequent speaker at the PBA Minority Bar Conference and Diversity Summit. He generally spoke on ways to increase diversity and inclusion in the profession. At some point, it occurred to me that I did not know what Wes did most of the time, earning a living as a practicing lawyer. So I asked. He is a litigator defending various types of personal injury and other cases. I asked if he would be interested in speaking for Pennsylvania Bar Institute (PBI) on trial skills or the types of cases he handles, and he agreed immediately.

Since then, Wes has spoken on at least 10 PBI programs, ranging from “The Role of Indemnity and Insurance” to “Dining Out: Legal Issues for Restaurants.”

Volunteering to speak, write or plan a PBI seminar is no guarantee of a prosperous career, but it does provide the following opportunities:

- To have your name associated with your field of practice in our seminar advertising, seen by thousands of lawyers throughout Pennsylvania and beyond;
- To impress the audience at the program with your grasp of the substantive law, procedures and practice skills in your field;
- To have a lengthy “tail,” as lawyers refer to on-demand versions of your presentation, or use your written materials as a starting point for research in their practices.

How to become a speaker or author for PBI

PBI has a strong policy encouraging participation of minority lawyers. The board of directors adopted a diversity policy in 2006. The material we provide to volunteer course planners and presenters states:

PBI believes that no commitment to excellence in our educational mission would be complete without the variety of viewpoints that we can provide with a diverse group of speakers and authors presenting our seminars. We believe we can better achieve our goal of recruiting the best attorneys in Pennsylvania if, together, we make a special effort to reach

out to more minority and female attorneys throughout the commonwealth.

The biggest hurdle to your involvement is finding a way for PBI staff and its course planners to find you. Historically, we have found volunteers through a network that was not particularly diverse and, even today, there is the penumbra of that history.

Under our board’s diversity policy, we have taken affirmative steps to reach beyond that core. We work with the PBA Minority Bar Committee on the annual Minority Attorney Conference and Diversity Summit. We try to learn the practice areas for the speakers at these programs so we can recruit them for other PBI events. We have partnered with the Asian Pacific Bar Association to present a program on “Data Management in the Cloud” and are now able to recruit those speakers for other PBI programs. We are establishing liaisons between PBI’s Diversity Committee and the planners for our large institutes.

Practical tips for getting involved with PBI

- 1. Volunteer to write a blog post.** PBI has an active blog, and we are always looking for content that will interest practitioners; we will get to know you and your areas of practice.
- 2. Suggest a topic for a webinar.** One-hour webinars on recent developments are very popular. What recent appellate case or regulation did you find important or surprising? Our staff will walk you through the process to produce a webinar from your desk.
- 3. Agree to write a chapter for a colleague who is speaking for PBI.** A solid, substantive chapter for one of our course manuals will definitely get you noticed by PBI staff and the person you helped.
- 4. Tell our curriculum director about yourself.** Carolyn Wepfer (cwepfer@pbi.org) will convey your interest to all of our program teams; we may have spots available on one of our institutes or other upcoming programs where you would fit right in.

Serving on the faculty for a PBI course takes time and commitment. You could be asked to participate in a planning conference call, write a substantive chapter for our course manual and, of course, attend the program. We encourage faculty members to stay for the entire program, so that they can participate in give and take among the speakers and answer questions from the audience.

With your busy professional and personal life, why make this commitment? Some speakers tell us that they get referrals from lawyers who were impressed with their knowledge and experience. Others tell us that the opportunity to get to know the other faculty members broadens their perspective on their practice. Some feel an obligation to give back to our profession by sharing their expertise with colleagues, particularly newer lawyers. Many lawyers simply enjoy teaching. All agree that teaching for PBI enhances their professional reputation.

We encourage you to take on a CLE assignment you will enjoy. If you are one of the estimated 75 percent of the population with a fear of public speaking, you may want to start by doing a webinar (speaking on the telephone in your office) or serving on a panel of speakers. Another approach would be to help PBI develop a short studio-produced program for our on-demand market. Our experienced video staff can add production value that enhances your presentation and, if you are nervous, there is always the opportunity to do retakes.

PBI’s goal is to recruit the best attorneys in the state for each topic on each program. Let’s work together to make you a part of that group.



Richard L. McCoy, Esq. is the executive director of the Pennsylvania Bar Institute (PBI), the continuing legal education arm of the Pennsylvania Bar Association. PBI is a fully self-supporting nonprofit organization.

The Solo and Small Firm Section:

A Natural Fit for Many Minority Bar Committee Members

By Wesley R. Payne IV, Esq.

I recently had the honor of introducing PBA President Sharon López at an event. While reading through her accomplishments as an attorney and a founding and managing partner of a “boutique” law firm, it occurred to me that many Minority Bar Committee (MBC) members are solo practitioners or members of small, boutique law firms. The questions in my mind then became: What programs, committees or sections does the PBA offer to assist solo and small firm practitioners and how can MBC members benefit from these efforts? The answer is the Solo and Small Firm Section.

Although there are a number of larger and national law firms in Pennsylvania that are predominately concentrated in the Philadelphia, Pittsburgh and Harrisburg regions, Pennsylvania is a big state with many diverse regions, populations and practice areas. In actuality, solo and small firm practitioners constitute over 60 percent of the practitioners in the commonwealth and are a significant portion of the PBA membership. Embracing this fact, several years ago the PBA created the Solo and Small Firm Section, which has grown to become one of the largest, most active and vibrant PBA sections.

The Solo and Small Firm Section may be a natural fit with a great deal of unrealized symmetry for many of our MBC solo and boutique firm members who are interested in improving their practices and law firm management skills. The section also offers opportunities for networking and discussing best practices with other solo and small firm practitioners.

The Mission of the Solo and Small Firm Section:

The Solo and Small Firm Section shall take as its province the enhancement of the skill of the lawyer in solo and small firm practice, by providing a forum for the exchange of ideas and

information essential to improvement of the lawyers' quality of legal services; the assistance of lawyers in solo or small firm practice in utilizing the best techniques, methods and procedures for carrying on the practice of law and providing legal services, so that lawyers engaged in the solo or small firm practice of law will improve their ability to deliver the most efficient and highest quality of legal services to their clients; the provision of a medium through which solo and small firm practitioners may cooperate with, encourage and assist each other in the resolution of problems common to them and to the legal profession, all to their mutual benefit and that of the Association and the legal profession at large; and the representation of lawyers engaged in the solo or small firm practice of law.

PBA Bylaws, Article VI, Section 642.

The focus of the section is practical and its goal is to enhance the skills, quality of life, techniques and abilities of solo and small firm practitioners in not only the practice of law and service of clients, but the business of running a small law firm in today's fast-paced environment.

The section offers the following to its members:

- **An information clearinghouse** to assist general, solo and small firm practitioners with law firm management.
- **A quarterly newsletter** containing innovative tools, techniques and suggestions from fellow solo and small firm practitioners. The columns address topics such as technology, promoting your practice, legislative updates, law practice management trends and hot tips focused on issues directly affecting solo and small firm practitioners.
- **An annual state-of-the art model conference** assembling general, solo and small firm practitioners from across the state to address problems encountered by solo and small firm practitioners and addresses how to



SOLO & SMALL FIRM SECTION

improve practice and quality of life for solo and small firm practitioners.

- **A Lawyer-to-Lawyer Network directory** listing volunteer lawyers from across the state who are willing to assist fellow general, solo and small firm practitioners with questions or problems in practice, procedure and law firm management.

Access to the clearinghouse, newsletter, conference and network directory are just a few of the section's tangible benefits.

Recognizing the many unique challenges and time constraints facing solo and small firm practitioners, the section has taken a proactive approach with the Disciplinary Board to assist solo and small firm practitioners by increasing the awareness of potentially problematic issues. The section realized that many of the solo and small firm practitioners that ran afoul of the Rules of Professional Conduct did so unintentionally. The sections, through education and with the assistance of the Disciplinary Board resources, seeks to give solo and small firm practitioners the opportunity to better understand the rules and how the rules affect solo and small firm practices in different scenarios. The section also helps solo and small firm practitioners stay informed about new issues, changing rules concerning the profession, and practical ways to efficiently run a small firm and avoid common pitfalls, such as time management concepts to prevent neglecting cases, software options and best practices to avoid financial errors, systems to prevent the failure to communicate with clients, and practices to limit mistakes in fee agreements. In short, the section offers the opportunity to discover issues

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Philadelphia Trailblazer Charisse R. Lillie to Receive Lifetime Achievement Award at PBA Minority Attorney Conference

Philadelphia trailblazer Charisse R. Lillie will be honored with the A. Leon Higginbotham Jr. Lifetime Achievement Award during the 29th Annual PBA Minority Attorney Conference, “Advocacy & Fundamental Rights for Changing Times.”

The conference takes place Oct. 12-13 at the Pennsylvania Bar Institute CLE Conference Center in Philadelphia. Lillie will receive the award during the Oct. 13 luncheon.

The A. Leon Higginbotham Jr. Lifetime Achievement Award recognizes the accomplishments of a lawyer or judge who has demonstrated dedication to the legal profession and the minority community through civil, community or legal service. Higginbotham, who died in 1998, was a civic leader, author, academic and federal appeals court judge who fought tirelessly against racial discrimination.

A business woman, attorney and lecturer on issues of diversity, corporate responsibility and corporate governance, Lillie became CEO of CRL Consulting LLC earlier this year after retiring from a 12-year run at Comcast Corporation, where she held several roles including senior vice president of human resources of Comcast Corporation, president of Comcast Foundation and vice president of community investment at Comcast Corporation. Prior to joining Comcast, Lillie was a partner at Ballard Spahr LLP’s litigation department and served as its chair from 2002 to 2005.

Lillie also spent some time serving the public as a trial attorney, U.S. Department of Justice, Civil Rights Division; deputy director, Community Legal Services Inc.; professor at Villanova Law School; assistant U.S. attorney, U.S. District Court for the Eastern District of Pennsylvania; general counsel, Redevelopment Authority of the City of Philadelphia; and city solicitor, City of Philadelphia.

Lillie achieved many firsts throughout her



Charisse R. Lillie

diverse career. She was the first African American woman to serve as city solicitor of the City of Philadelphia, the first African American to chair Ballard Spahr’s litigation department, the first African American woman to chair the Federal Reserve Bank of Philadelphia Board and the first African American woman to chair the Board of Governors of the Philadelphia Bar Association.

An active member of her community, Lillie has been involved in many civic commissions, including the Independent Charter Commission, the Philadelphia Criminal Justice Task Force, the MOVE Commission and the Philadelphia Election Reform Task Force. She has held positions on several boards, including the Federal Reserve Bank of Philadelphia, the Pennsylvania Intergovernmental Cooperation Authority, the City of Philadelphia Board of Ethics, The Penn Mutual Life Insurance Company, PECO, PNC Regional Advisory Board for Philadelphia and Southern New Jersey and the Independence Blue Cross Consumer and Business Affairs Advisory Board.

Equally active in the bar, Lillie is a member of the PBA Labor and Employment Law Section and is a regular sponsor of the association’s diversity events. She previously served as president of the Philadelphia chapter of the Federal Bar Association, chair of the Philadelphia Bar Association’s Board of Governors and its Racial Bias in the Justice System Committee, chair of the American Bar Association Commission on Racial and Ethnic Diversity in the Profession and a member of the ABA Standing Committee on the Federal Judiciary. She also served on the Supreme Court of Pennsylvania Committee on Racial and Gender Bias in the Justice System.

Lillie has received many honors for her distinguished service to the public and her profession, including the inaugural Diversity Leadership Award from the Temple University Law Alumni Association, the Outstanding Recognition Award from the Philadelphia Multicultural Affairs Congress, the League of Women Voters Civic Leadership Award, the Wiley A. Branton Award from the National Bar Association, the PBA Commission on Women in the Profession Anne X. Alpern Award, the 170th Anniversary Lifetime Achievement Award from The Legal Intelligencer, the Women of Distinction Award from the Philadelphia Business Journal and the Philadelphia Magazine Trailblazer Award.

Originally from Houston, Texas, Lillie received a B.A., cum laude, from Wesleyan University in 1973. She received a J.D. from Temple University School of Law in 1976 and an L.L.M. from Yale Law School in 1982. While in law school, she worked as a research assistant for Judge Higginbotham on his first book, *In the Matter of Color*, and was a law clerk to Judge Clifford Scott Green, U.S. District Court for the Eastern District of Pennsylvania. She was awarded honorary Doctor of Laws degrees from Seton Hill University and Cheyney University, as well as an honorary Doctor of Humane Letters degree from Peirce College.

MINORITY BAR ACTIVITIES

Come One, Come All!

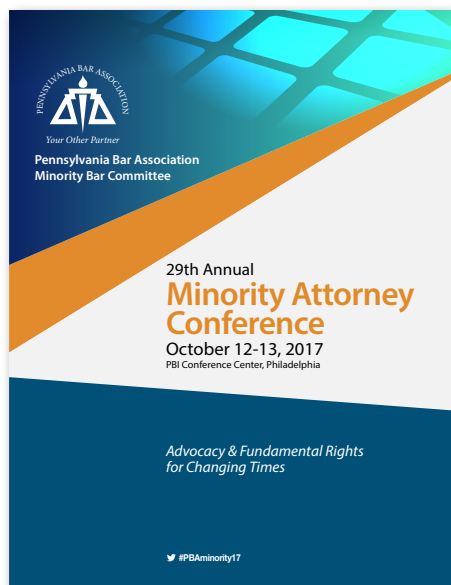
By Marisa H. Lattimore, Esq.

I hope everyone had a fabulous summer. As we fall into the autumn weather, we also fall into some of the Minority Bar Committee's (MBC) awesome programs.

Minority Attorney Conference

Right around the corner, on Oct. 12 & 13, is our 29th Annual PBA Minority Attorney Conference. The theme of this year's conference is "Advocacy & Fundamental Rights for Changing Times." Our tri-chairs are Nefertiri Sickout, Gina Thomas and Syreeta Moore, who promise this will be another exciting, interesting and informative event. The panels consist of the following:

- "Criminalizing Immigration: Legislation by Executive Order"
- "From Chester, Pennsylvania to Flint, Michigan: Environmental Issues and Current Events Affecting Minority Communities"
- "The Affordable Care Act 2.0: Replace or Repeal"
- "Pennsylvania Politics: The Legal Risks and Pitfalls of Political Engagement"
- "Reforming Police-Community Relations Through Activism, Litigation and Training"



- "Ramifications of Cognitive Bias and Criminal Records"

Didn't I say this would be exciting, interesting and informative? I hope you agree these panels are amazing. The keynote address will be given by State Senator Arthur L. Haywood III. You don't want to miss this conference! It is being held at the PBI Conference Center in Philadelphia. I hope to see you there.

Minority Law Day

Not far behind are two of our other popular events, the Central Pennsylvania and the Philadelphia Minority Law Day Programs. Rachel Hadrick is chair of our Central Pennsylvania Program, which will be held on Nov. 6. Our Philadelphia Minority Law Day Program will be held on Nov. 13. Nigel Scott and Mike Lee are co-chairs of this program. Nigel states: "The topic will be the First Amendment, centered around the issue of hate speech (the Alt-Right) and expressive conduct (anthem protests)." Volunteers are always welcome and much needed. As they did last year, the chairs plan to secure CLE credits for the participating attorneys. I can tell you from experience this is a very rewarding and fun time. Not only do the students learn a lot, but they really enjoy the Minority Law Day programs and truly appreciate the attorneys who volunteer their time. Many students return year after year. So if you have not joined us before, please come and see what you have been missing.

Other Subcommittees

Of course, we have other hardworking subcommittees and I want to highlight them. Our Diversity Summit Subcommittee is co-chaired by Andrea Farney and Tyrone Powell. The next summit will be held in October 2018. Our Government Attorneys Subcommittee co-chairs are Gina Thomas and Beverly Rampaul. They recently held a Meet and Greet at the Radisson Hotel in Harrisburg. Jackie Martinez chairs our Membership Devel-

opment Subcommittee. Our Nominations Subcommittee is chaired by Carlton Johnson and Syreeta Moore. Marisa Lattimore chairs the Governance Subcommittee. Norris Bennis and Prince Thomas co-chair our Community Outreach Subcommittee. Tom Lee is chair of our illustrious Newsletter Subcommittee. One of our founding MBC members, Tsiwen Law, chairs our Legislative Subcommittee. Thanks to all the chairs and the subcommittee members who make our Minority Bar Committee such a success.

As always, we welcome new members. If you are interested in joining our Minority Bar Committee, please contact one of our co-chairs, [Mike Lee](#) or [Norris Bennis](#). You can also contact [Louann Bell](#).

As Mahatma Gandhi said, "Be the change you want to see in the world."



Marisa Lattimore is counsel for Super Bakery, concentrating on intellectual property. She served as manager of diversity and professional development initiatives for Wolf Block LLP. She helped create a series of professional-development lectures

designed to transition associates into legal practice with a multidisciplinary firm. She worked for the Supreme Court of Pennsylvania for more than 20 years, serving Chief Justices Robert Nix, John Flaherty and Stephen Zappala. Marisa is a director on the board of the Senior Law Center, the only nonprofit organization in Pennsylvania dedicated solely to protecting the legal rights of the elderly.

Millennials, Minorities & Mothers

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end, the group, which I called the Membership Engagement Blue Ribbon Panel (Blue Ribbon Panel), consisted of 22 members: Barry Simpson, Bill Pugh, Chuck Eppolito, David Schwager, Elizabeth Swivel, Ellen Bailey, Fran O'Rourke, Jay Silberblatt, Jerry Shoemaker, Jon Koltash, Jonathan Huerta, Karla Betts, Kathleen Wilkinson, Liz Simcox, Lori McMaster, Maraleen Shields, Melissa Lieninger, Sandra Brydon Smith, Sara Austin, Steve "Tim" Riley, William Baldwin and me. The Blue Ribbon Panel met by phone four times and once face to face. Their charge was to focus on each of the identified groups for one full call each. They sent articles and studies and came with their own observations. We spent a day reviewing the findings and coming up with projects that met the need of the 3Ms.

The Blue Ribbon Panel Recommendations

Eight projects rose to the top: 1) Back to the Bar, 2) Working Differently, 3) Mini Trial Camps, 4) Diversity Resources, 5) Mitigating Implicit Bias, 6) Social Media and Virtual Meetings, 7) Mentoring, 8) Focus Groups and Feedback. Listed below are more detailed descriptions and the committees and sections that accepted the project for development.

Back to the Bar: a project that proposes toolkits for helping lawyers take the leave they need and return to the practice of law in a manner that complies with state and federal laws, helps the lawyer stay compliant with professional standards and supports lawyers who are parents deal with the balancing work and family. *Assignment accepted by the Commission on Women in the Profession.*

Working Differently: a project that proposes toolkits for lawyers to work ethically in remote work conditions. *Assignment accepted by the Small and Solo Firm Section.*

Mini Trial Camps: a project that uses experienced attorneys as trial educators in county-based settings so as to promote mentoring relationships that welcome younger

attorneys. *Assignment accepted by the Civil Litigation Section.*

Diversity Resources: a project that creates a yearbook of affinity bar leaders and a calendar that shows events that the affinity bars hold so as to reduce conflicts and promote inclusion. *Assignment accepted by the PBA Diversity Team.*

Mitigating Implicit Bias: a project that provides implicit bias training and ways to control or mitigate in the practice of law. *Assignment accepted by 2018 Midyear Meeting Planning Committee.*

Social Media and Virtual Meetings: a project that helps attorneys learn about the best practices for using social media in their practice and in organizing or meeting with other attorneys. *Assignment accepted by Membership Development Committee.*

Mentoring: a project that provides a toolkit for mentors and mentees on how get the most out of a mentoring relationship in the practice of law. *Assignment accepted by PBA Leadership Development Committee.*

Focus Groups: a project that helps attorneys assess the effectiveness of their meetings with other lawyers to determine whether the voices of the underrepresented are heard. *Assignment accepted by Membership Development Committee.*

Creating Change Takes Time

As someone who works in diversity and social change issues, I am patient and I understand that real change takes time. Nevertheless, I am confident that, despite the changing demographics of our legal community and association membership, our association will remain a strong advocate for the legal profession and engage in relevant work that achieves our mission. Look for an update on these projects and upcoming opportunities to help out in future publications of *Houston's Legacy*.

PBA President Sharon R. López is the managing partner at Triquetra Law, a boutique civil-rights and plaintiffs-employment law firm located in Lancaster. Sharon was the first editor of "Houston's Legacy."

Solo and Small Firm Section

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and solutions that you may not have previously considered and help you prevent costly errors.

Further, there is the entangled opportunity to network and actually connect with other solo and small firm practitioners and share and discuss your experiences during Committee/Section Day, the annual conference and other statewide and regional events. This statewide network of solo and small firm practitioners that may have similar experiences and understand your practice issues is an invaluable resource for any practitioner.

Finally, since the section is very active in the PBA, it can also serve to enlarge your PBA network in other areas as well. Especially for those MBC members interested in PBA leadership, the Solo and Small Firm Section has produced a number of PBA leaders -- several recently elected or having served as PBA president, including Dale McClain, Frank O'Connor, Sara Austin, Anne John and Sharon López.

So, if you are a solo or "boutique" firm practitioner, the Solo and Small Firm Section has a lot to offer and may be a place for you to further develop and grow your practice.



Wesley R. Payne IV, a partner in Philadelphia's White and Williams LLP and chair of its diversity committee, is the Zone One governor on the Board of Governors. A member of the PBA House of Delegates, Payne is active in the

PBA Minority Bar Committee and a former chair of the PBA Military and Veterans' Affairs Committee. Payne is the treasurer of the Philadelphia Bar Association, a member of the Barristers Association of Philadelphia and president of the Philadelphia Association of Defense Counsel. He is active in pro bono and civic activities. A cum laude graduate of Washington and Lee University, Payne received his J.D. from the University of Maryland School of Law. He served in the U.S. Army Judge Advocate General's Corps from 1988 until 1991.

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- Take care of yourself. [T]hose most vulnerable to police and vigilante violence do not have to watch videos of police officers or vigilantes killing people of color if they don't want to, and we should include trigger warnings if we are going to share them.⁷

Solidarity C'ville, a community of anti-racist Charlottesville activists fighting white supremacy, offers four specific actions to support Charlottesville at the request of the Black Lives Matter group:

- Provide financial support to black organizers as well as Charlottesville victims of violence.
- Call the office of Judge Richard Moore of Charlottesville Circuit Court to urge him to dismiss the court case disputing the ability of the City Council to remove the Robert E. Lee statue that white supremacists are defending.
- Petition the UVA administration to publicly denounce alumni white supremacists,

revoke their degrees and ban them from campus.

- Petition Mayor Michael Signer and Councilwoman Kathy Galvin to change their votes against removing the Robert E. Lee statue and also to remove all other Confederate monuments.

Solidarity C'ville also offers the following suggestions to local organizers in their home communities:

- Find out who's doing local alt-right or white supremacist agitating and learn about their connections to politicians or police in your town. Use this information to block them from gaining social and political control in your community.
- Organize community defense networks to protect and defend one another.
- Take down all confederate monuments.
- Continue to organize to end racial oppression and make reparations in line with the Vision for Black Lives.⁸

Endnotes

1. <http://www.cnn.com/2017/08/12/us/charlottesville-unite-the-right-rally/index.html>
2. http://www.philly.com/philly/wires/ap/news/20170816_ap_bb578f5b5d4c4cf9afe0aea14a5ba3c4.html
3. <http://www.msn.com/en-us/news/us/police-brace-for-more-white-nationalist-rallies-but-have-few-options/ar-AAq7YyR?li=BBmkt5R&ocid=spartandhp>
4. <https://www.yahoo.com/news/service-charlottesville-victim-heather-heyer-call-righteous-action-172114070.html>
5. <http://www.ywcahbg.org/programs/community-responders-network#.WZX1X4WcGw>
6. <http://www.law4blacklives.org/#respond-section>
7. http://www.huffingtonpost.com/entry/someone-else-was-killed-by-the-police-on-my-timeline_us_577d9fcfe4b03288ddc55acc
8. <https://medium.com/@solidaritycville/charlottesville-organizers-ask-you-to-take-these-8-actions-b50ec8c3cfbb>



Natalie Burston is a solo practitioner in Central Pennsylvania. Her main focus is criminal law and family law. Recently, Burston attended Gerry Spence's Trial Lawyer's College - Defense of the Damned Program in

Dubois, Wyoming. The Trial Lawyer's College has dramatically changed the way she practices law.

PBA DIVERSITY TEAM 2017-2018

Ambassador	Representative Group	Term Expiration
Jill M. Scheidt, Chair	At-Large Woman Governor	2018*
Cheryl L. Young, Vice Chair	At-Large Unit County Governor	2019*
James R. Antoniono	Conference of County Bar Leaders	2018
Sheryl L. Axelrod	Commission on Women in the Profession	2019
Madelaine N. Baturin	Legal Services to Persons with Disabilities Committee	2018
Jonathan W. Kunkel	GLBT Rights Committee	2020
Samuel Encarnacion	At-Large Minority Governor	2019*
Mohammad A. Ghiasuddin	Presidential Appointment	2018
Rachel R. Hadrick	Young Lawyers Division	2020
Priscilla E. Jimenez	Presidential Appointment	2020
Marisa H. Lattimore	Minority Bar Committee	2019
Tsiwen M. Law	Civil & Equal Rights Committee	2018
Jackie B. Martinez	Solo & Small Firm Practice Section	2019
William H. Pugh V	Presidential Appointment	2019
Tyra Oliver	At-Large Minority Governor	2020*
Paul C. Troy	PBA Leadership Recruitment & Development Committee	2020

*Not eligible for reappointment in this position because this term coincides with their term on the Board of Governors.