Pennsylvania Bar Association  
Diversity Team  
Conference Call Meeting  
January 12, 2016 – 12:00 p.m.

Minutes

Attendance:  
Committee Members - Beverly Rampaul, Chair, James Antoniono, Mohammad Ghiasuddin, Melinda Ghilardi, Stacy Hawkins, Marisa Lattimore, Mike Lee, Jackie Martinez, Mike Reed, Jessie Smith, Staff – Barry Simpson, Fran O’Rourke, Trent Hargrove, Louann Bell & Dick McCoy

Beverly chaired the meeting and welcomed everyone.

Approval of Minutes  
The minutes of the November 19 meeting were approved unanimously.

Affinity Bar Subcommittee Report  
Beverly reported to the Team that as a result of the PBA/Affinity Bar leaders meeting in November the Team had agreed to work with the affinity bars in joint programs, including CLE programs. In light of that the Diversity Team is a co-sponsor of the MLK program which has been planned by the Minority Bar Committee’s Community Outreach Subcommittee. It will be held on January 18 at the Shiloh Baptist Church in Philadelphia. Flyers were prepared and are being distributed throughout the community. Members were encouraged to attend.

In addition, Beverly created an Affinity Bar Subcommittee which will work with affinity bars in trying to schedule joint CLE programs. The first CLE being planned will be held on May 11 during the PBA Annual Meeting. Jackie Martinez and Jessie Smith agreed to serve on the Affinity Bar Subcommittee.

Attorney Registration/Data Collection  
Barry advised that he talked to PBA President Bill Pugh recently about this issue. Forest Myers sent a letter to now former Chief Justice Castille about this, but it was never a front burner issue for the Supreme Court. Now that the new justices have been elected, President Pugh will send a letter to Chief Justice Saylor in hopes of garnering their attention and support. Jessie suggested that Mimi McCormick may be able to help in this regard. Barry will contact her as well.

House Term Limits Resolution  
No update at this time.

Minority and Woman Governor Positions  
Melinda advised the members that the WIP tabled the discussion on making the woman governor position a permanent position. The Board has approved the WIP’s recommendation to extend
the woman governor position for another three years. Jessie noted that during the November Team meeting Jill Scheidt brought up the idea of having the woman governor seat being designated for female minorities. This idea has currently not been explored by any other groups and the WIP Task Force has not met since Jill made this suggestion. Melinda and Stacy will go to the WIP Task Force to see if this is an idea they would want to consider. Discussion ensued as to the need for the minority and woman governor seats and as to any benchmarks being created and goals identified to determine if seat(s) are still needed.

Report of the Diversity Officer
Trent reported on the various activities and engagements in which his office participated in leading up to the meeting including activities sponsored by the various affinity bar associations. These included events of the Philadelphia Federal Reserve Diversity Office Symposium; the Philadelphia Diversity Law Group Symposium on Diversity Best practices; the PBA GLTB Rights Committee Planning Retreat; the PBA Committee/Section Chair Leadership Training Session; the Diversity and Inclusion Professionals of Central Pennsylvania program on Generational Diversity; the InterBranch Commission on Gender, Racial, and Ethnic Fairness Equal Opportunity and Diversity Committee; and two functions sponsored by the Asian Pacific Bar Association of Pennsylvania. He noted the importance supporting the various affinity bar functions so that they understand that diversity is an organizational priority for the PBA and is high on the PBA leadership agenda.

Trent also gave a brief summary of the meeting with the affinity bars in Lancaster on November 13 and several take aways that could potentially include the Diversity Team. These included:

- Annual (or more frequent) Meetings between PBA and affinity bar associations
- Appointment of affinity bar liaisons to work with the PBA to address above projects and other possibilities
- Joint PBI/affinity bar CLE programming (staffed by PBI)
- PBI/affinity bar associations social events
- Including affinity bar association links on PBA website
- Continuation of a shared PBA/Affinity Bar listserv
- Continuously updated affinity bar governance and leadership year transition information
- Possible PBA attendance at affinity organization events at time new leadership takes office
- Inclusion of law students in event scheduling and planning

He also discussed two recommendations as a result of attending the above events and affinity bar meeting and sought participation and assistance from Diversity Team member volunteers. The two recommendations included work with representatives of various affinity groups and members of the Minority Bar Committee to develop programming mutually beneficial to all organizations and to make recommendations to the PBA and volunteers to assist with the implementation of a Minority and Women Lawyer Business Development Forum. Mike Lee and Jackie Martinez volunteered for the latter event.

Diversity Award
Trent advised the members that it was time to send the nomination form to the PBA committees and sections for the 2016 Diversity Award. Trent will update the nomination form and send it
out by the end of January. Louann will notify last year’s Award Subcommittee to confirm their availability to serve this year. Marisa Lattimore and Melinda Ghilardi both volunteered to serve on this year’s subcommittee.

**Report of the PBI Executive Director**
Dick reported that during the PBA/Affinity Bar meeting in November PBI presented a short program on how to do a successful CLE program. PBI is continuing try to develop CLE programs with the various affinity bars. Four groups have expressed an interest in such a program and dates and topics are currently being discussed. Dick advised that he is working with Barry, Bill Pugh and Susan Etter on the Law Policy Forum scheduled for March 31 at Duquesne School of Law. Secretary of Corrections Wetzel has been invited to be the luncheon speaker.

**New Business**
Jessie advised the members that the WIP was approached by the Judicial Conduct Board and was requested to present testimony before the Court of Judicial Discipline regarding the inappropriate documents and appearance of impropriety in a pending case. The WIP declined to give such testimony but thought it may be something that the Diversity Team should consider. Barry noted that no one can give testimony on behalf of the PBA aside from the PBA president. After more discussion it was decided to table this until the March 10 meeting.

**Next Meeting Date**
The next meeting is scheduled for March 10 at noon.

The meeting was adjourned at 1:28 p.m.