Pennsylvania Bar Association
Diversity Team
Conference Call Meeting
March 10, 2016 – 12:00 p.m.

Minutes

Attendance:
Committee Members - Beverly Rampaul, Chair, Wes Payne, Vice Chair, Mohammad Ghiasuddin, Melinda Ghilardi, Stacy Hawkins, Marisa Lattimore, Tsiwen Law, Mike Lee, Jackie Martinez, Mike Reed, Jill Scheidt, Jessie Smith, Staff – Barry Simpson, Fran O’Rourke, Trent Hargrove & Louann Bell

Beverly chaired the meeting and welcomed everyone.

Approval of Minutes
The minutes of the January 12 meeting were approved unanimously.

Chair Report
Beverly reported that the program co-sponsored by the MBC Community Outreach Subcommittee and the Diversity Team was held at the Shiloh Baptist Church in Philadelphia on Martin Luther King Jr Day. It was well attended and in all aspects a successful program.

She noted that Diversity Team member Mike Reed was chosen as the recipient of the A. Leon Higginbotham Lifetime Achievement Award which will be presented at the 28th Annual Minority Attorney Conference on March 18 in Philadelphia. She encouraged members to attend this annual conference of the Minority Bar Committee and to support Mike at the luncheon on the 18th.

She also reported that the joint Diversity Team and affinity bar CLE group has met and is planning a CLE program to be held from 3:30 – 5:30 on May 11 in conjunction with the PBA Annual Meeting. Pedro Cortes and Gladys Brown have been invited to serve as speakers for this program. A small reception will be held immediately following the CLE presentation.

Report of the Diversity Officer
Trent briefly addressed several take-aways from the meeting with the affinity bars in Lancaster on November 13 that need the support the Diversity Team. These included:

- Annual (or more frequent) meetings between PBA and affinity bar associations. He raised this for discussion to obtain thoughts and comments on whether we intend to have a meeting this year. Possibilities include meetings in conjunction with the Diversity Summit or the proposed Minority and Women Business Development Forum.

- Minority and Women Lawyer Business Development Forum. The first meeting of this workgroup is scheduled on Monday, March 14 at 9 a.m. The workgroup received an overview document and agenda on the forum outlining the concept and objectives of the
The primary focus and desired outcomes for the call were to identify locations and a timeframe for the forum and to provide each workgroup member with an opportunity to select the areas they are interested in working on.

- Appointment of affinity bar liaisons to work with the PBA to address above projects and other possibilities. Trent noted that he had received responses from most of the affinity bar associations and plans to send out a reminder. He also noted that an effort should be made to send affinity bars notice of the Solo and Small Firm Practice Section Conference this summer since many are small and solo practitioners.
- Joint PBI/affinity bar CLE programming (staffed by PBI). Trent noted that this area was addressed by Beverly and Dick McCoy.
- PBA/affinity bar association social events. Beverly advised that a reception has been scheduled to immediately follow the CLE program at the PBA Annual Meeting.
- Including affinity bar association links on the PBA website. It was noted that this information was already included on the WIP website and should also be on the Diversity Team’s site.
- Programming Subcommittee. Trent also discussed the possibility of a Diversity Team subcommittee to facilitate appropriate programming at PBA functions and to work with Committees and Sections and other volunteers to plan programming on relevant areas of interest for presentation at appropriate events. Topics presented for development included marriage equality, gender transition and transgender issues in the workplace, managing work styles across generations, cultural competence and intelligence, implicit bias, holiday traditions to suggest just a few topics.

**Diversity Award**
Wes reported that one nomination has been received so far and the deadline for nomination submission has been extended to March 16. Trent distributed a reminder about the request for nominations with the new deadline.

**Minority & Women Governor Positions**
Stacy and Melinda reported that they presented Jill Scheidt’s suggestion regarding the woman governor position being designated for minority women to the WIP’s task force that has been considering the woman governor position on behalf of the WIP at its last meeting. After discussion they decided that there was no reason at the current time to narrow the scope of the woman governor position. They may decide to consider this again in the future if it is deemed appropriate.

The Team decided that this item should be removed from future agendas.

**Attorney Registration/Data Collection**
Barry reported that President Bill Pugh sent a letter to Chief Justice Saylor on January 19 along with the prior letter and another copy of the data collection resolution. It was noted that the new justices are still assimilating onto the court and the Justice Eakin issue is still in flux so it may be best to let this wait a bit longer. Jessie advised that a letter was sent on February 19 to Chief Justice Saylor from the Interbranch Commission on Gender, Racial and Ethnic Fairness Task Force.
**House Term Limits Resolution**
Barry advised that he spoke to President Pugh about the possibility of creating a task force to consider this issue. It will be brought up at the meeting of the presidential officers meeting next week to see if Sara may be willing to appoint a task force for this purpose.

**Old Business**
Beverly reviewed with the Team members present the issue Jessie brought to the members attention during the March meeting advising 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 subsequently declined to give such testimony but thought it may be something that the Diversity Team should consider. This was discussed during the January meeting and Barry noted that no one can give testimony on behalf of the PBA aside from the PBA president. It was decided to not get involved in this at this time at both the January and again at this meeting.

**Next Meeting Date**
The next meeting is scheduled for May 3 at noon.

The meeting was adjourned at 12:57 p.m.