Pennsylvania Bar Association
Diversity Team
Conference Call Meeting

January 3, 2017 - 12:00 p.m.

Minutes

Attendance:
Committee Members - Wes Payne, Chair, Sheryl Axelrod, Jennifer Ellis, Mohammad Ghasuddin, Melinda Ghilardi, Tsiwen Law, Jackie Martinez, Mike Reed & Cheryl Young
Staff - Barry Simpson, Fran O’Rourke, Trent Hargrove, Louann Bell, Dick McCoy, & Nancy Mulloy-Bonn

Wes chaired the meeting and welcomed everyone.

Approval of Minutes
The minutes of the November 2 meeting were approved unanimously.

Amendment to Professional Rules of Conduct Related to Prohibiting Discrimination
Mike Reed reported that the PBA submitted its proposed amendments which were approved by the House of Delegates to the court with a letter explaining the PBA’s proposals along with comments on a proposal that was submitted to the court by the Disciplinary Board. The Disciplinary Board’s proposal would defer disciplinary action until remedies had been exhausted in civil proceedings. At this time the PBA will monitor what happens here in PA and in other states.

Attorney Registration Question
Barry advised that in late November/early December the Disciplinary Board requested another copy of the ethnicity disclosure question for the registration statement the PBA was urging. This was sent to them on December 1. No objections to the questions have been received. In light of that, it is hoped that this will now be included in the 2017 registration form.

House of Delegates Term Limits Task Force
Barry reported that Sara Austin appointed a PBA Task Force on HOD Term Limits. Representatives of all the groups mentioned in the Team November minutes (WIP, GLBT, YLD, MBC, Solo/Small firm) are included on the task force as well as three long-term members of the House. Jackie Martinez is the Diversity Team representative on the task force. The task force has met and had a discussion on the history of the issue and the process going forward. They are planning one or more meetings in January. They may be presenting an informational report for the May House of Delegates meeting will more than likely be issuing a report and recommendation in time for the November Board and House meetings.
**Report of the Diversity Officer**

Trent reported on the status of the diversity & inclusion award. March 4 is the deadline for receipt of the award nominations. The past recipients are the Minority Bar Committee (MBC) and the Women in the Profession (WIP). Both the Civil and Equal Rights Committee (CERC) and the Bar Leadership Institute (BLI) have submitted nominations in the past. Trent noted that currently no nominations have been received for the 2017 award. He requested that Team members contact leaders of CERC and BLI to encourage them to submit updated nominations. Another possibility is the group that organized the Minority & Women Lawyer Business Development Forum that was held in 2016. Discussion ensued as to who the leaders and organizers of that program are. Melinda will contact the leaders of BLI, Tsiwen will contact the leaders of CERC and Wes will contact the Business Development Forum leaders when they are identified. Volunteers to serve on the Award Subcommittee should contact Wes.

Trent is seeking volunteers to serve on the work group for a business development forum to be held in Pittsburgh in 2017. Mike Reed suggested that Carl Cooper be contacted to serve on this work group. Jackie Martinez volunteered help with this program. Barry suggested that Bridget Gillespie be contacted for assistance as well.

Trent advised that he would like to speak to each Team member individually regarding their thoughts on diversity within the PBA, the legal profession and other areas important to each member. He will send out an email to the members and ask for their participation in this effort.

**Report of PBI Executive Director**

Dick reported that the PBI continues to reach out to the affinity bars. Nancy Mulloy-Bonn and Michelle Lane have joined some of the affinity bars in an effort to make personal contacts through attendance at social events and meetings. They are continuing to work on CLE programs with Asian Pacific American Bar Association (APABA-PA) and possibly with the Hispanic Bar Association. There has been a proposal to add a sub-requirement to the CLE rules on the elimination of bias. That has not been adopted yet, but PBI has begun to develop some programming on that subject. Three one-hour programs offered live, simulcast and put on the website for on-demand programming should be ready in the next couple of months.

**Next Meeting Date**

The next meeting is scheduled for March 7 at noon.

The meeting was adjourned at 12:47 p.m.