Pennsylvania Bar Association  
Diversity Team  
Conference Call Meeting  

July 7, 2015 – 12:00 p.m.

Minutes

Attendance:
Committee Members - Beverly Rampaul, Chair, James Antoniono, Madelaine Baturin, Jennifer Ellis, Mohammad Ghiasuddin, Stacy Hawkins, Marisa Lattimore, Jackie Martinez, Mike Reed, Jill Scheidt, Jessie Smith, Sharon López, Melinda Ghilardi, Dolly Shuster
Staff – Trent Hargrove, Louann Bell

Beverly chaired the meeting and welcomed everyone.

Approval of Minutes
The minutes of the April 23 meeting were approved as amended by Jessie Smith.

Diversity Award
Mike Reed noted that the first annual Diversity and Inclusion Award was presented to Marsha Grayson and Marisa Lattimore for Minority Bar Committee (MBC) during the PBA House of Delegates meeting on May 8. The presentation was well received and a thank you from the MBC was sent to Beverly Rampaul as chair of the Diversity Team. Trent advised that another venue is being considered for future presentations to allow for a higher visibility of the award, possibly an awards breakfast held prior to the House of Delegates meeting. A discussion ensued as to the name of the award. It was decided to not change the name of the award at this time.

Attorney Registration/Data Collection
Jessie reported that the resolution was originally passed in November 2013 by the PBA Board of Governors and House of Delegates. The resolution asks the Supreme Court to collect racial and ethnic information in the aggregate. The Interbranch Commission along with Women in the Profession Committee (WIP), Civil and Equal Rights Committee (CERC) and the Minority Bar Committee (MBC) joined as co-sponsors of the resolution. Jessie noted that a conversation with Justice Todd has suggested that a vote on this issue wait until after January 2016 when the Court is up to its full complement of seven justices. Currently Justices Stevens and Eakin are not in favor of adding the racial and ethnic question to the attorney registration form. In light of that Jessie recommended that the Team wait to move forward with this issue until the January 12, 2016 meeting. This recommendation was approved by the Team members present on the call.

Minority and Woman Governor Positions
As a former Team member and former chair of this subcommittee, Dolly Shuster advised the members that term limits are in place for officers of the Board of Governors and the at-large governors but not for the zone governors. In addition, each of the at-large governor positions must be approved by the Board and House every three years. The subcommittee would like the
Team to consider requesting that the at-large positions become permanent, as are the zone governor positions. Dolly reaffirmed that she believes there is a continued need for both the minority and woman governor positions. Jim Antoniono stated that it would be good to set up benchmarks as a means to judge the need for the positions in any given year with concrete arguments and statistics. It was noted that the WIP and the MBC should be approached for their thoughts and position on this issue. It was decided that Stacey should work with the WIP and Marisa with the MBC and then they will both discuss this in more detail with Wes Payne, Team vice chair and current chair of this subcommittee.

Report of the Diversity Officer
Trent noted that his report to the Team included a PowerPoint presentation which he prepared for his report to the PBA Board of Governors in June. This presentation addressed one of President Bill Pugh’s priorities which include diversity, pro bono, and membership. The diversity presentation addressed why diversity and inclusion should be high on senior management’s agenda as well as lessons learned since the adoption of the Diversity and Inclusion Strategic Plan and the Board’s role in implementing that plan.

He also noted that he made the following four recommendations to Bill and Barry which are aspirational but also practical and doable over the next bar year.

1. Minority Counsel Business Development Forum – Currently being developed by the MBC Diversity Summit Subcommittee co-chairs, Tyrone Powell and Andrea Farney along with Will Sylianteng. It will provide opportunities for minority and women owned firms in partnering with corporate clients.
2. Best Practices Discussion with the Diversity Committee of the National Council of Bar Presidents.
3. A facilitated discussion with the affinity bar associations in Pennsylvannia. This may be done in the fall or next spring. It is hoped that this session will produce some concrete ideas for joint ventures.
4. Continuing to develop CLEs for inclusive lawyering for the 21st century lawyer.

House Term Limits Resolution
It was decided to table this item until the September 10 meeting.

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

The meeting was adjourned at 1:12 p.m.