Pennsylvania Bar Association
Diversity Team
Conference Call Meeting
March 2, 2015 – 12:00 p.m.

Minutes

Attendance:
Committee Members - Melinda Ghilardi, Chair, Beverly Rampaul, Vice Chair, Stacy Hawkins, Stephanie Latimore, Marisa Lattimore, Mike Lee, Sharon López, Mike Reed, Dolly Shuster, Jessie Smith
Staff – Barry Simpson, Fran O’Rourke, Trent Hargrove, Louann Bell, Dick McCoy

Melinda chaired the meeting and welcomed everyone.

Approval of Minutes
With one correction to the spelling of Stacy Hawkins’ name, the minutes of the October 30 and December 14 meetings were approved.

Diversity Award
Mike Reed reported that the request for nominees was sent out with a February 15 deadline for submissions. Three nominations were received – MBC, CERC & WIP. He also advised the Civil Litigation Section endorsed the nomination for the WIP nomination. He noted that the Diversity Award Subcommittee is scheduled to meet on March 3 to discuss the nominations and make a selection. The Award Subcommittee will submit its selection to the Team for an email vote. It was decided that any Team member who assisted with a nomination submission would be ineligible to vote for the award recipient. A discussion ensued as to when the award presentation should be made. Barry suggested the award be presented during the House of Delegates meeting on May 8. Another suggestion was the Awards Luncheon on Wednesday, May 6. Melinda suggested that this should be discussed more fully with the Award Subcommittee and Barry and then the Team would be advised of the decision.

Attorney Registration/Data Collection
Barry reported that he spoke to Chief Justice Saylor and was advised that he was aware of the issue but he gave no indication as to when they will look at it, but it is on their agenda. A lot will depend on what the Chief decides to take on until they have a full complement on the court. Stacy Hawkins advised that she is working with the New Jersey State Bar Association on a similar issue. It was noted that if the NJ Bar makes progress in this regard it will speak highly of the momentum. If that happens the Team may want to send the PA Supreme Court an update with the progress of the New Jersey State Bar.

Report of the Diversity Officer
Trent noted that he, Melinda and Beverly discussed the priorities and strategies for the Team and identified five priorities for the current governance year. They are: 1) to identify five priorities
to communicate to committee and section liaisons and affinity group representatives and to include them in a short essay for publication in the Jan/Feb issue of *The PA Lawyer*; 2) identify committee and section diversity liaisons to share information with their members from the Diversity Team; 3) to disseminate the award criteria and develop a process to select the award recipient and present the award at the 2015 Annual Meeting; 4) to develop a basic CLE course on diversity and inclusion for 21st century lawyers; 5) to update the affinity group rosters and implement some sort of interactive activity with the affinity group members and the PBA members with the assistance of the MBC and the Diversity Team. Trent asked the chair to appoint a Strategic Priorities Subcommittee to identify three to five more priorities to further develop and refine objectives in the Diversity & Inclusion Strategic Plan. Suggestions should meet financial feasibility, achievability and impact in terms of the strategic plan, timelines, costs and efforts, present or future resources, visibility and messaging implications. The Subcommittee members are Beverly Rampaul, Mike Lee, Stacy Hawkins and Wes Payne. Trent will email them in the next week outlining the criteria and provide possible dates for a conference call meeting.

**House Term Limits Resolution**

Note that Sharon López is a member of this subcommittee but was inadvertently excluded from the committee's discussion. Moving forward, Sharon will be involved in all discussions of the subcommittee. Jessie advised that she and Dolly Shuster have thoroughly reviewed this issue including examining what other states do, PBA House statistics and issues brought up by individual members. She stated that after reviewing all the information they are questioning whether the Team should move forward on this resolution. Twenty-three percent of zone delegates will not be affected by the suggested term limit as many will be grandfathered in. She noted that section delegates can now vote which was not the case when the resolution was first drafted. She also noted that the YLD was not as supportive as she initially thought they would be. Currently no other committee or section has expressed an interest in championing this issue. This is an issue that still needs to be addressed with Bill Pugh. Barry had material prepared for the Team’s review which noted that the growing trend in other bar associations is to establish term limits to the governing body. He noted that at some time this needs to be done, but the case will need to be solidly made as there are strong views on both sides. Mike Reed questioned whether an analogy could be found that closely resembled the make-up in Pennsylvania. Melinda charged the subcommittee to discuss the information with Bill Pugh including that which was presented by Barry and come to the Team with a final recommendation hopefully by the April 23 meeting. Barry will disseminate his information to Bill Pugh and Sarah Austin.

**Minority and Woman Governor Positions**

Stephanie Latimore has asked to be added to this subcommittee along with Dolly Shuster, Wes Payne and Sharon López. Dolly will chair the subcommittee and they will report back to the Team by the April 23 meeting.

**Report of PBI Executive Director**

Dick reported that PBI is continuing its efforts to work with the affinity bars in developing substantive programs with them. To date the only confirmed program is with Asian Pacific Bar Association of PA on July 27 in Philadelphia and August 10 in Mechanicsburg. The Mechanicsburg program will be simulcast. It is hoped to recruit a number of the affinity bar
members to be on the list of potential speakers for PBI programs. The PBI is also looking for
nominees to its Board of Directors. There are currently three voting members eligible for re-
election and three seats that are open. Dick advised that he reached out to the MBC, YLD, WIP
and other committees asking for recommendations to take to the Board by the first week of
April. Knowledge of technology would be helpful for the nominees, but is not required.

Next Meeting Date
The next meeting is scheduled for Thursday, April 23 at noon.

The meeting was adjourned at 1:13 p.m.