PBA Diversity Team
(in person meeting held in conjunction with
PBA Committee/Section Day)
The Red Lion Hotel Harrisburg East
November 19, 2015 – 1:30 p.m.

Minutes

Attendance:
Committee Members - James R Antoniono, Jill Scheidt, Tsiwen M. Law, Jessie L. Smith,
Madelaine N. Baturin, Marisa H. Lattimore, Beverly H. Rampaul, President Bill Pugh, Melinda
Ghilardi (phone)
Guests - Paul Troy, Bernadette M. Hohenadel
Staff - Trent Hargrove

Beverly chaired the meeting and welcomed everyone.

Approval of Minutes
Beverly indicated that the minutes from the September 10, 2015 meeting had been
distributed and asked if there were any changes. Those in committee members in
attendance approved the minutes (members not present should note if they have any
changes).

Update on Data Collection Resolution
While was previously tabled until January 2016, Jessie Smith reported that the election
results may provide a favorable climate for consideration of this proposal.

House Term Limits Resolution
Paul Troy and Jessie Smith led a very detailed discussion on this topic that included
several possible recommendations in addition to the referral to the Presidential Task
Force for consideration (will defer to Paul and Jessie to ensure that Task Force receives
this information).

Discussion of Minority and Woman Governor Positions
In Wes Payne’s absence, Jill Scheidt (and Melinda) made brief comments concerning a
possible proposal for the Women Governor Position to become a minority woman
position on a permanent basis. Jill and Melinda will explore this with the WIP and
report back.
Report of Diversity Officer

Trent briefly reported on the meeting with the affinity bars in Lancaster on November 13 and discussed two recommendations generated as part of the exchange of ideas at this meeting. This information was the subject of an email to the Diversity Team from Louann on November 24, 2015, and centered on the benefits of collaborative programming and participation by the Diversity Team to support two recommendations/take-aways (endorsed by PBA President Bill Pugh) and developed as a result of the meeting with the affinity bars in Lancaster on November 13, and in connection with the PBA Board of Governor’s Retreat in June at the Hotel Hershey.

The two recommendations included seeking participation and assistance from Diversity Team member volunteers to assist with the following:

1. 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.

2. Assist with the implementation of a Minority and Women Lawyer Business Development Forum (“Forum”). The purpose of the Forum is a client development, networking, and CLE event for minority/diverse lawyers who are certified as women/minority firms by an appropriate entity or eligible to be certified in Pennsylvania, or diverse lawyers who work at majority firms. It is not a “job fair.” The mission of the Forum is to increase opportunities for diverse lawyers and firms in Pennsylvania who provide services to corporate and government clients, and to expose those organizations to the talent found in the minority and women lawyer communities.

Attendees of the Diversity Summit and Minority Attorney Conference have indicated they are interested in a forum to expand business development opportunities for diverse firms without diverting the themes or programming of those functions. The Forum is not about law firms or corporations hiring attorneys or recent law school graduates. Rather, it is focused on corporations and governmental entities exploring outside counsel opportunities with diverse firms.

The Diversity Team members present at the November meeting expressed their willingness to assist with implementing these programming recommendations. The Diversity Team chair also would like the members who
were not present at the November meeting to have an opportunity to express their willingness to participate and/or support these recommendations.

Report of the PBI Executive Director
No report was presented.

Next Meeting Date
The next meeting is scheduled for January 12 at 12:00 p.m.