Pennsylvania Bar Association
Diversity Team
Conference Call Meeting

September 10, 2015 – 12:00 p.m.

Minutes

Attendance:
Committee Members - Beverly Rampaul, Chair, Wes Payne, Vice Chair, James Antoniono, Madelaine Baturin, Jennifer Ellis, Mohammad Ghiasuddin, Melinda Ghilardi, Stacy Hawkins, Marisa Lattimore, Tsiwen Law, Mike Reed, Jill Scheidt
Staff – Barry Simpson, Fran O’Rourke, Trent Hargrove, Louann Bell & Dick McCoy

Beverly chaired the meeting and welcomed everyone.

Approval of Minutes
The minutes of the July 7 meeting were approved as amended by Jessie Smith.

Attorney Registration/Data Collection
Per July 7 meeting, this issue has been tabled until January 2016.

House Term Limits Resolution
Barry noted that it was decided at the July 7 meeting that the Planning Committee was not the group to handle the House Term Limits resolution and a decision needed to be made as to which committee or group would be the appropriate one(s) to deal with the proposed resolution. His suggestions for consideration were the Bar Organization and Operations Committee, the Rules and Calendar Committee, a task force specially appointed to consider this issue and lastly the Team continuing to consider the resolution but to seek co-sponsors in this effort rather than to “give” it to another group. It was noted that there have been no members appointed to the Bar Organization and Operations Committee for the last several years. It was also noted that the Rules and Calendar Committee looks at bylaws amendments and currently has seven members.

After much discussion Mike Reed made a motion that “the Diversity Team resolve to transmit this proposed resolution to the PBA President with the recommendation that he convene another special task force to address it in light of the fact that the [Team] views this as a broader governance issue that deserves to be considered by a broader constituency than just the Diversity Team.” The motion was seconded by Melinda Ghilardi. The Team members present voted to support the motion with one abstention. It was noted that the special task force should take into consideration the positive effects that term limits in the House of Delegates would have on enhancing diversity and inclusion in the governance of the Association.

Minority and Woman Governor Positions
Wes reported that the Women in the Profession Committee (WIP) are preparing to present a recommendation to the Board and House asking that the woman governor position be made a
permanent seat on the Board of Governors. The WIP approached the Minority Bar Committee (MBC) to seek their support and to discuss the possibility of the MBC also presenting a recommendation to make the minority governor positions permanent seats on the Board of Governors. The MBC has decided instead to request that the 2nd minority governor position be extended for another 3-year term at the November Board meeting and then consider the possibility of trying to get Board and House approval to make the minority governor seats permanent sometime in the future. Stacy advised that the WIP’s recommendation has been drafted and is currently being tweaked. The presentation of the recommendation will be delayed until at least the May 2016 Board and House meetings.

Report of the Diversity Officer
Trent noted that there are two programs he is working on that he felt the Team could provide assistance in the planning. The first being the Affinity Bar meeting which is scheduled for November 13 at the Lancaster Marriott. The second is the Minority and Women Counsel Business Development Forum which is tentatively being planned for the spring of 2016.

Trent requested that the Team members help in the attendance at the Affinity Bar meeting by encouraging leaders of the affinity bars to attend the program. He also requested that members provide agenda items for consideration for the program as well. He noted that the “Save the Date” notice will be emailed out by September 11 and the official meeting notice with the tentative agenda should be distributed about ten days later.

Trent also requested that Team chair Beverly Rampaul work with PBA Executive Director Barry Simpson and Trent to identify 4-5 Team members who could serve on an ad hoc committee to plan to upcoming Minority and Women Counsel Business Development Forum. Ideally members of this ad hoc committee would be able to bring law firms and corporations together with minority and women attorneys for this discussion. Beverly, Barry and Trent will work on those appointments over the next couple of weeks.

Report of the PBI Executive Director
Dick reported that the PBI Diversity Committee which is currently chaired by Jackie Martinez is continuing to meet and moving forward with its agenda. The committee now has been assigned two staff attorneys to work with them. PBI is continuing to work with affinity bar associations to develop CLE programs. The first such program, Data Management in the Age of the Cloud, was held in July and August and was coordinated with the Asian Pacific American Bar Association (APABA) of Pennsylvania. There were 45 attendees in Philadelphia, 19 in Mechanicsburg, 10 by webcast and 45 by simulcast. Michele Lane is continuing to reach out to the other affinity bars to set up similar programs.

Next Meeting Date
The next meeting is scheduled for November 19 at 1:30 p.m. as part of the PBA Committee/Section Day in Harrisburg.

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