President-elect Michael McDonald opened the 12th PBA Minority Bar Committee (MBC) Diversity, Equity & Inclusion (DEI) Summit at promptly at 8:45 a.m. on Oct. 7. This was the second virtual summit, and at the start there were 37 participants, with the number rising to a steady 60 participants (not counting presenters/faculty) throughout the day. Anthony Cox Jr. & Su Ming Yeh, co-chairs of the PBA Minority Bar Committee (MBC), gave words of thanks to planners and promoted work of the MBC, from the Minority Attorney Conference, Minority Law Day and the MBC’s newest project – regional gatherings. President Jay Silberblatt shared how he was continually learning about DEI and how critical it is to our everyday reality as lawyers.

**Voting Rights**

The first session, Voting Rights, featured Acting Secretary of the Commonwealth, the Hon. Leigh M. Chapman; Rep. Aerion Abney, 19th District Allegheny County; and Andrea Farney, a Lancaster County Judge of Elections and poll worker. Jada Greenhowe, assistant counsel, Pennsylvania Housing Finance Agency, moderated. This panel provided the nuts and bolts of voting rights in Pennsylvania, emphasizing mail-in voting and assistance in voting at the polls, and shedding light on the canvassing process. Members and readers are directed to the robust and info-packed website of the Pennsylvania Department of State: [https://www.vote.pa.gov/Pages/default.aspx](https://www.vote.pa.gov/Pages/default.aspx). The last day to register to vote is Oct. 24. The last day to request a mail-in or absentee ballot is Nov. 8, with polls open from 7 a.m. through 8 p.m. All mail-in ballots must be received by election day.

**Reverse Mentoring: Building Intergenerational Learning Relationships in the Legal Community**

The second session introduced participants to the concept of reverse mentoring. Wana Saadzoi, Law Offices of Wana Saadzoi, LLC, took the helm of the panel entitled, “Reverse Mentoring: Building Intergenerational Learning Relationships in the Legal Community,” and explained that junior members of the legal community act as mentors to the more experienced members. The purpose is to give voice to younger or less experienced attorneys and to give older and more experienced attorneys opportunities to gain knowledge about trends and technology. One mentor, Luz Denise Negron-Bennett, has a fully digitalized practice model. This “blew away” Negron-Bennett’s mentee, Judge A. Nicole Tate-Phillips, Montgomery County Common Pleas Court. But through their connection, Judge Tate-Phillips discovered how technology saved time and money for Negron-Bennett, savings that she passes on to clients. First year Villanova Law School student Victor Adeniran paired and mentored Judge Garrett D. Page. Judge Page shared how connections with law schools and law students like Adeniran opens opportunities for young lawyers. Adeniran concurred. Wana Saadzoi deftly brought Jennifer Ellis and Karen Grethlein into the discussion. Ellis spoke about “going slow” and having patience when sharing new technology with more experienced bar members. She also cautioned all lawyers to be aware of ethical issues in using technology, such as having adequate backup systems for text communications with clients. Grethlein shared her multiple experiences with mentoring relationships and how not all of them are successful, but the ones that do work out create nurturing spaces for her to make mistakes, correct them and advance.

**Recent Diversity Equity & Inclusion Developments: Exploring Concepts of Individual Liberty**

DEI Summit veteran Antoinette Hubbard moderated “Recent Diversity Equity & Inclusion Developments: Exploring Concepts of Individual Liberty.” Prof. Laura Little, Temple
Diversity, Equity & Inclusion Summit
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University Beasly School of Law, began the session with insights into the First Amendment and protected speech. She prefaced her presentation with a reminder of the old adage, “don’t shoot the messenger,” as she had to relay that hate speech is provided First Amendment protection unless it is shown to inspire a “true threat” of violence. She illustrated this point with two cross-burning cases, one involving placement of the burning cross on an African American family’s home (unlawful) and the other on the property of a willing KKK member (lawful). To counter hate speech, Prof. Little emphasized not giving it audience and creating safe spaces for alternative non-hate speech. The session pivoted to just that – a brief learning moment about the Underground Railroad in Pennsylvania, as participants learned about Johnson House, one stop on the Railroad in Germantown, Pa. Cornelia Swinson, executive director of Johnson House, taught us about the Quaker abolitionists who worked with other European Americans and African Americans to secure safe passage to freedom. Johnson House is a historic site on the Underground Railroad and is open for tours. LaDeshia Maxwell rounded out this section by educating participants on how Pennsylvania’s Juneteenth state holiday came about – through dedicated advocacy over a decade in the making. Prof. John Culhane, Widener University Delaware Law School, finished this academic and historical session with information on transgender individual rights. He noted the recent Texas practice of prosecuting parents of transgender children and the sudden concern about fairness in women’s sports, based upon some success by Lia Thomas, a former University of Pennsylvania student making headlines for winning one of her NCAA swimming events.

**Being a Better Ally: What to Say When You See Something**

Dr. Jonathan Kanter, director, Center for the Science of Social Connection, University of Washington, moderated “Being a Better Ally: What to Say When You See Something.” Kristine Calalang, PBA Vice President Nancy Conrad, Anthony Cox, Ana Paulina Gomez and PBA President Jay N. Silberblatt joined him. The panelists worked through three scenarios occurring in a legal setting with an action or words by an individual resulting in excluding a lawyer, referred to as the “target,” because of racial, ethnic and or gender identity. The panelists shared their own personal, similar experiences to those in the hypothetical scenarios. Kanter gave tips and practices on how to respond if you are a bystander in a similar situation. He recognized how bystanders may be hesitant to act or say something for various reasons, but the main takeaway was that it is better to say or doing something rather than to remain silent.

It is important for allies to speak up to support the target of the exclusion. Your words don’t need to be perfect, but breaking the silence is critical. Kanter and the panelists also discussed how many of us have been brought up to think behaving in a “color-blind” way is the best response to fighting racism. Kanter and the panelists emphasized that to see a person’s multiple identities is to see all of a person. Building empathy can help us all be better allies, and one way to do that is to purposely participate in settings and/or groups where you are in the minority. This session was deeply engaging at a practical level. Host Mike McDonald thanked the panelists for “giving us the courage to act and make a difference.”

**Autism & the Courts**

Last, but not least, Senior Judge Stephanie Domitrovich, an active MBC member, welcomed Justice Kevin M. Dougherty, police officer Roslyn Talley and Shane Carey, Chief Judicial Administrator for Justice Dougherty, to the closing session. “Autism & the Courts.” Judge Domitrovich explained autism. This powerful video of a young man with autism, presented, from his perspective, how he experienced a visit to a shopping mall. Given the child’s perspective of the mall and all of its frightening features, Justice Dougherty challenged participants to imagine how a child with autism would experience a court setting. Officer Talley supported attorneys involving the child’s parents or family members to be part of the legal proceedings/process, to learn about the needs and necessary support for the child. Justice Dougherty emphasized the importance of informing the presiding judge about the needs of a witness, defendant or litigant with autism. Shane Carey then advised participants about the work of the Autism in the Courts Task Force with the child dependency welfare system and courts in Pennsylvania. He also referred attorneys to paautism.org for more resources and information.

Following the program, participants met in a virtual “green room” to debrief on the event. Amy Coco and Judge Cheryl Austin, chair and vice chair of the PBA Diversity Team, spoke about the Diversity Team and members discussed takeaways, next steps and, yes, ideas for the next Summit!

A big shout out and sincere thank you goes to both Susan Wolf and Anita Jones for their steady organizing and logistical support. Thank you to Co-chair Mike McDonald for hosting this year. In closing, he quoted Cornel West: “Never forget that justice is what love looks like in public.”

**Andrea C. Farney and her law partner, Sharon R. López, built Triqueta Law, a boutique, progressive, law firm in Lancaster to advance social change through civil rights representation. She represents workers and victims of civil rights violations and works to promote diversity and inclusion in the legal profession.**
Asian Americans and the Lawsuit against Harvard’s Affirmative Action Program

By Tsiwen Law

In a month or so, the U.S. Supreme Court will be hearing arguments on the appeal of two affirmative action cases, Students For Fair Admissions (SFFA) v. the President of Harvard and SFFA v. University of North Carolina. In SFFA v. the President of Harvard, the First Circuit Court of Appeals affirmed the trial court decision that Harvard University did not discriminate against white and Asian American applicants on the basis of race. In SFFA v. University of North Carolina, the trial court denied SFFA’s motion for summary judgment based on the denial of admission to a single white student. While Harvard has had an Asian American student population of at least 20% for the last decade, SFFA claims that Harvard discriminates against Asian American applicants. Although it claims to have Asian American members, SFFA is not an Asian American organization. More than 40 Asian American organizations have filed or signed on to amicus briefs supporting Harvard’s affirmative action program.

The U.S. Supreme Court’s last pronouncement on affirmative action has been Fisher v. University of Texas, 579 U.S. ____ (2016), which held that the University of Texas at Austin had adequately shown that the race-neutral Ten Percent program, which it had implemented after the Cheryl Hopwood case, failed to produce a diverse incoming freshman class. As a result, in 2013, the university also instituted a holistic admissions program in which race could be a factor among many in the review process. While the Ten Percent program, which was mandated by the Texas state Legislature, admitted the top 10 percent of students from each Texas high school, the holistic program admitted students who did not graduate in the top 10 percent. The Ten Percent program accounted for 75% of each incoming class, while the holistic program accounted for the remaining 25% of applicants. Abigail Fisher did not qualify for the Ten Percent program; her application was also rejected by the Texas holistic program; therefore, her lawsuit attacked the use of race in the holistic admissions program.

In Fisher’s first lawsuit, Fisher v. UT Austin, 570 U.S._____, 2013, the U.S. Supreme Court reversed the Fifth Circuit affirmation of the trial court because it gave too much deference to the university. Instead, the court articulated the requirements for a race-inclusive admissions program to meet strict scrutiny: first, a university may not consider race “unless the admissions process can withstand strict scrutiny,” i.e., it must show that its “purpose or interest is both constitutionally permissible and substantial, and that its use of the classification is necessary” to accomplish that purpose. 570 U. S., at ___. Second, “the decision to pursue the educational benefits that flow from student body diversity is, in substantial measure, an academic judgment to which some, but not complete, judicial deference is proper.” Id., at ___. Third, when determining whether the use of race is narrowly tailored to achieve the university’s permissible goals, the school bears the burden of demonstrating that “available” and “workable” “race-neutral alternatives” do not suffice. Id., at ___. Pp. 6–8. Id.

The University of Texas at Austin had designed its holistic program based on the Supreme Court’s decision in Grutter v. Bollinger, 539 U. S. 306 (2003), in which it upheld the University of Michigan Law School admissions program using race as one of many factors in the context of the student’s background. In Fisher, the court renewed its support for the Michigan Law School admissions program. Harvard’s admission program was described by Justice Lewis Powell in Regents of the University of California v. Allan Buake, 438 U.S. 265 (1978) as an acceptable alternative to the use of quotas or numerical goals. Harvard used race as one of multiple factors to be considered, similar to Grutter.

The Asian American amici have accused SFFA of relying upon faulty statistics, as well as making arguments based on the model minority stereotype. The Asian American Legal Defense and Education Fund brief pointed out that following the passage of Proposition 209, which eliminated race-based admissions in California colleges, admission of white students rose while the admission of Asian Americans remained unchanged. Similarly, the data offered by the SFFA’s expert show that Asian Americans would not benefit from racially neutral admissions. The principal beneficiaries would be white students. In order to attack the race-inclusive program at Harvard, SFFA has claimed that a race-neutral alternative

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could produce the diversity that Harvard wants to achieve. One different factor in the SFFA cases is the amicus briefs by large high-tech employers, such as Google and Meta, who see the need for diverse employees in order to achieve their own business diversity goals. Major changes to the Fisher criteria for constitutional race-based programs could have major reverberations throughout not only academia, but also throughout the high-tech industry. To date, SFFA has offered no race-neutral program that has been statistically proven to sustain the diversity needed by institutions of higher learning. If the Supreme Court overturns Fisher and Grutter, that will undermine affirmative action programs, which are pervasive in government and private industry.

Tsiwen Law is a founder of the PBA MBC and a beneficiary of affirmative action.

A Tribute to Michael A. Sand

By Houston’s Legacy Editorial Board

On May 15, 2022, our beloved colleague and friend, Michael A. Sand, passed away. Mike was a legal and moral giant and a passionate advocate for social and economic justice for more than 50 years. It is well known that Mike endeavored to be and in fact was, in the words of Dr. Martin Luther King, a “drum major for justice.” In this struggle for justice, he would also strongly and constantly echo the words of John Lewis and plead for all of us to “get in good trouble.” He was deeply dedicated to the Minority Bar Committee (MBC) and, during the last years of his life, he enthusiastically supported the PBA’s Diversity, Equity and Inclusion Team as it sponsored CLEs and discussions on race and racism in response to the May 2020 murder of George Floyd.

Mike received his B.A. and J.D. degrees from the University of Pennsylvania and a master’s in public administration, as well as a degree from the Pennsylvania State University. He served as an editor of the Law Review while at Penn Law School.

Starting out in 1966, Mike served as a program planner for the Philadelphia Anti-Poverty Action Commission. He then served as assistant director of the Montgomery County Community Action Agency and deputy director of the Pennsylvania Department of Justice, Bureau of Consumer Protection.

Mike was the first administrator of the Law Bureau of the Pennsylvania Public Utility Commission and the first executive director of the Community Action Association of Pennsylvania. In 1982, Mike founded Sand Associates, a nationwide consulting firm that provided training and consulting to nonprofit agencies. Mike was also a prolific writer and the author of numerous books including: (1) How to Manage an Effective Nonprofit Organization: From Writing and Managing Grants to Fundraising, Board Development, and Strategic Planning; (2) The Essential Nonprofit Fundraising Handbook: Getting the Money You Need from Government Agencies, Businesses, Foundations, and Individuals; (3) How to Manage an Effective Religious Organization: The Essential Guide to Improving Your Church, Synagogue, Mosque or Temple; and (4) How to Manage an Effective Nonprofit Organization.

Mike joined the PBA in October 1979 and remained a member until his passing. He was an active and engaged member of the PBA and belonged to many of its committees, including the MBC, where he contributed to many of the Committee’s programs such as the Minority Attorney Conference, Diversity Summit, Community Outreach and Minority Law Day. He also served on the Charitable Organizations Committee, and the DEI Team as the MBC Ambassador.

He was a regular speaker and contributor to PBA and Pennsylvania Bar Institute continuing legal education programs.

The MBC was proud to claim Mike as one of its members. In fact, Mike, true to his nature, was one of the earliest members of PBA’s MBC, which was formed in 1989, and he became one of its strongest advocates. He was involved in planning numerous Minority Attorney Conferences, which also began in 1989. Mike continually advocated for the advancement and elevation of the MBC’s issues and work with a dogged determination.

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donation. One example of that is that the notices and advertising for the Minority Attorney Conferences are now distributed to the entire PBA and not solely to the MBC, which became a reality in large part because of Mike’s relentless dedication to the committee. This was not an easy struggle but one that Mike would not give up on. Mike was so devoted to the success of our upcoming 2023 Minority Attorney Conference that he was sending emails and making suggestions for it while he was in the hospital — and continued to do so until shortly before his death. The MBC and many others in the PBA will surely miss his smile, his advocacy, his passion, and his dedication. The MBC is grateful for his legacy and innumerable contributions. May the PBA, as an institution and through its individual members, be inspired by and honor his dignified commitment to justice, diversity and equality. • • •

First, But Not the Last: Margaret Zhang

Visiting Assistant Professor of Law, Equity and Inclusion Fellow, Rutgers Law School

By Taylor Pacheco

M argaret Zhang is a perfect example of the success that can follow if you keep an open mind. From an undergraduate career studying piano performance to her current role as a visiting assistant professor of law, equity and inclusion fellow at Rutgers Law School, her chosen path got her to where she is today. Zhang, who grew up in both Connecticut and Michigan, attended college at the University of Michigan, Ann Arbor, where she studied piano with ambitions of becoming a concert pianist. That dream changed when, “I realized I had many interests I wanted to pursue, not just one. I got interested in service projects, and it felt like a clue for what I really wanted to do.” Her involvement in AmeriCorps played a pivotal role in her career path.

“I worked with Public Allies Connecticut. I had a wonderful year there helping immigrants and refugees. Every Friday, we came together and did this in-depth group learning session about things like power, privilege, race and gender. And we also learned practical skills like resumes and how to run a meeting.” Zhang describes her time there as something that “really forced me out of my comfort zone ... I learned people's stories and learned to relate to them as human beings.”

After AmeriCorps, Zhang realized that she wanted to contribute to the world by acts of service. She decided to explore law school and worked for a firm for a few years to see if she liked the law. Once decided, she matriculated at the University of Pennsylvania Law School. Early on, Zhang became an active member of the pro bono community at Penn Law. “I am glad for AmeriCorps and the foundation it gave me because it led me to do a lot of pro bono work and also kept me grounded.” Of particular interest to Zhang was the Custody and Support Assistance Clinic (CASAC). “I spent a small amount of time in foster care as a child. It ended well, but it did impact me.” The intensive direct service legal work with CASAC was enriching and enlightening for Zhang.

But the event that was, perhaps, most influential on the arc of Zhang’s legal career took place outside of the classroom.

“I had my first child right after law school in 2015. It was a really illuminating experience. I applied for accommodations for the bar exam and even as a 3L at a relatively sophisticated law school, I was very stressed by that process. It was very impactful, because I knew I was coming in with an enormous level of education and competence and a normal person would not be able to do that.”

After graduation, Zhang worked two clerkships which gave her some time to think about how she wanted to shape her career. Reflecting on her own difficult experiences while pregnant and becoming a parent, she realized, “If I could find one thing to work on, that I would be really passionate about, I would want to work for pregnant people.” Zhang worked as a public interest fellow at the Women’s Law Project in Philadelphia and began to build a practice around pregnant people and their rights, particularly in the workplace. “I learned so much working with my clients. I was there for three years after my fel-

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lowship. The practice I built there was the jumping pad for what I do now.” She notes the unique qualities of this practice area:

“For pregnant people and people with disabilities, you’re asking for someone to do something for you. It’s a different kind of practice than just suing for discrimination. And for pregnancy, these are moments in your life that you can’t get back. It’s also a health issue. Our maternal mortality rates are terrible for a developed country and going up. So much of this work is invisible even to the employers, but the clients have to take these preventive steps and counseling to avoid interruptions in their work.”

As she settles into her new role at Rutgers Law School, researching and teaching best practices for representing and advising employment and education discrimination plaintiffs, Zhang says:

“My current goal is to articulate why this model of law practice is necessary and important for this client population. Our court and administrative remedy systems are very slow. If it were possible for them to intervene, it’d be great. But the reason a lawyer in the background is so effective is because those remedies of justice aren’t enough. We as lawyers can do a lot in the interim. Providing information and strategy can change the outcome of a person’s life.

Singularly, Zhang plans to focus her academic work on providing grounded, practical aid to other lawyers.

“My approach to academic research and writing is different: I’m not writing for academics; I’m writing for myself as a public interest practitioner. What are the skills I need? What are the cases I need to know? How will the current climate affect pregnant people? How do or don’t existing laws already accommodate pregnant people?” And more far-reaching, interconnected topics: “How do we intervene in climate change, so that the effects don’t fall most heavily on pregnant people, which we already know do? These are the questions we have to answer.”

Planning her academic work around the answers she needed as a practitioner herself, and reflecting on the way her path led to where she is now, Zhang remembers asking herself after college, “What is the one thing I can do to make a difference? How do I find the thing I am best at?”

Today, she advises: “Follow your passion and see where it leads you. I would not have expected to be where I am. Don’t overthink where you put your passions. Just start doing something and follow it.”

Taylor is the deputy director of Philadelphia Lawyers for Social Equity, which provides expungement and pardon services to low-income Philadelphians and works to improve outcomes for all individuals impacted by the criminal justice system through community education, advocacy and strategic litigation. Taylor is a 2016 graduate of the University of Pennsylvania Law School. Her career after law school included positions with the New Jersey Office of the Public Defender and the Support Center for Child Advocates. She is a member of the Barristers Association of Philadelphia, Philadelphia Bar Association and Pennsylvania Bar Association, where she is a member of the Bar Leadership Institute class of 2021 and serves as the Young Lawyers Division Zone 1 co-chair.
As many of you may know, the Pennsylvania Bar Association (PBA) does not elect its officers through a general election of the membership. Instead, the PBA, pursuant to §914 of its by-laws, established a Nominating Committee. The Nominating Committee selects the general officers of the association and makes a recommendation to the House of Delegates as to whom should serve as an officer of the PBA. Next, the House of Delegates votes on the slate of officers proposed by the Nominating Committee. When a favorable vote in the House is achieved, the persons listed on the slate of candidates are elected to serve as general officers of the PBA. Section 914 (a) of the PBA bylaws outlines the composition of the Nominating Committee. The pertinent part reads as follows:

Section 914. Nominating Committee.
(a) The General Officers of the Association shall be nominated by a Nominating Committee consisting of the following members:

1. the Zone Governors; the Unit County Governor; the Minority Governor; the Woman Governor; the five living immediate Past Presidents; the living immediate Past Chair of the Young Lawyers Division;

2. a member of the Conference of County Bar Leaders Executive Committee selected by the Executive Committee of the Conference of County Bar Leaders immediately following its annual meeting;

3. a representative from each of three Sections of the Association selected by a plurality of the chairs (or the chairs’ duly appointed representatives) of the Sections, present and voting at a meeting of the chairs held at least three months prior to the meeting of the Nominating Committee;

4. a representative from each of two Committees of the Association selected by a plurality of the chairs (or the chairs’ duly appointed representatives) of the Committees present and voting at a meeting of the chairs held at least three months prior to the meeting of the Nominating Committee;

5. a representative selected by the Executive Council of the Commission on Women in the Profession Committee, immediately following its annual meeting; and

6. a representative selected by the Executive Council of the Minority Bar Committee, immediately following its meeting held during the Spring Committee/Section Day Meeting.

7. a representative selected by the Executive Committee of the Solo and Small Firm Section, immediately following its annual meeting;

8. a representative selected by the Executive Council of the Young Lawyers Division, immediately following its annual meeting;

9. a representative selected by the members of the GLBT Rights Committee in odd numbered years starting in 2011; and

10. a representative selected by the members of the Disability Services Committee in even numbered years starting in 2012.

The Immediate Past President shall be chair of the Committee. …

Further, pursuant to Section 501 (a) of the bylaws, the general officers of the association are the president, the president-elect, the vice president, the immediate past president, the chair of the House of Delegates, the secretary and the treasurer, all of whom are chosen and recommended by the Nominating Committee.

Therefore, one of the ways to have a significant effect upon the PBA policies, procedures and practices is to serve on the Nominating Committee and select the future PBA leaders. A significant number of Minority Bar Committee (MBC) members have served on past Nominating Committees and in different capacities. As noted, the Immediate Past President chairs the Nominating Committee. Michael Reed and Sharon R. López also had that honor. However, others have served on the Nominating Committee as either Zone, Minority and/or Woman Governors. Still others have served as the designee of the Minority Bar Committee.

I was lucky enough to serve on the Nominating Committee as a Minority-at-Large Governor, Zone One Governor and as a designee of the MBC when serving as the chair of the MBC. As a member and president of the Conference of County Bar

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Leaders (CCBL), I also had the opportunity to participate in the appointment of a CCBL member to the Nominating Committee. However, serving in the capacities that I mentioned are less than half of the 11 ways to gain a seat at the Nominating Committee table. The other ways are to receive appointment or be elected from other committees, sections and divisions. For example, prior to serving or appointing others to serve in the above capacities, I served on the Nominating Committee as an elected representative of a committee. The committee that I ran from was not the MBC but the Veteran’s and Military Affairs Committee. Additionally, there are elected representatives from sections and other appointments to the committee. So, by participating in other committees, sections and divisions, you can serve on the Nominating Committee and have your voice, and by extension, the MBC’s voice heard, with respect to who runs the PBA and impacts future PBA policies.

The Nominating Committee
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#BlackLivesMatter & #SayHerName

By Anthony D. Cox Jr.

Millennials continue to express their outrage and hold public officials accountable through their use of social media and hashtags. The #BlackLivesMatter and #SayHerName hashtags were implemented to voice awareness surrounding the issues of racially motivated police misconduct. The hashtags, however, are also used in a positive manner to provide advocacy and praise for members of the black and brown community, as they strive to break barriers. In the spring edition of the Houston's Legacy newsletter, we used this column to honor Women's History Month and celebrate Justice Ketanji Brown Jackson.

On or about Feb. 25, 2022, President Joe Biden nominated then Judge Ketanji Brown Jackson to become the 116th Associate Justice of the Supreme Court of the United States. On April 7, 2022, a bipartisan group of senators confirmed her nomination. On June 30, 2022, Justice Ketanji Brown Jackson was administered the Constitutional Oath and Judicial Oath and sworn in. She is the first Black woman and first former public defender to serve on the Supreme Court. This is a milestone that must be celebrated as black and brown girls get the opportunity to see someone that looks like them in this position. Justice Ketanji Brown Jackson. Justice Ketanji Brown Jackson.

Therefore, when considering committees and sections to join, think about how your voice may be heard in the committee or section and as a representative of the committee or section to the Nominating Committee.

Wesley R. Payne IV, a partner in Philadelphia’s White and Williams LLP and chair of its diversity committee, is the zone one governor on the Board of Governors. A member of the PBA House of Delegates, Payne is active in the PBA Minority Bar Committee and a former chair of the PBA Military and Veterans’ Affairs Committee. Payne is the vice chancellor of the Philadelphia Bar Association, a member of the Barristers Association of Philadelphia, and past president of the Philadelphia Association of Defense Counsel. He is active in pro bono and civic activities. A cum laude graduate of Washington and Lee University, Payne received his J.D. from the University of Maryland School of Law. He served in the U.S. Army Judge Advocate General’s Corps from 1988 until 1991.

Anthony D. Cox Jr. is an attorney with Eckert Seamans, where his practice focuses on a wide variety of complex commercial and business litigation matters as well as professional liability and professional and occupational licensure defense. Anthony is the current co-chair of the PBA Minority Bar Committee and a member of the Dauphin County Equal Professional Opportunity Committee. He is committed to furthering diversity, equity and inclusion in the profession.
A s we transition from summer to autumn, the Minority Bar Committee (MBC) has some exciting, informative, and educational events on the horizon. This year, the Pennsylvania Bar Association (PBA) and the MBC successfully hosted in-person events. While the MBC has some upcoming virtual programs scheduled, we look forward to returning to live programs. I believe, as most do, that will be soon!

On Oct. 7, we hosted the 12th PBA MBC Diversity, Equity & Inclusion (DEI) Summit. The Summit co-chairs are Andrea Farney, Jada Greenhowe and Mike McDonald. The Summit was an “interactive, day-long event focusing on advancing diversity, equity and inclusion in the legal profession.” The sessions included: (1) Voting Rights; (2) Reverse Mentoring: Building Intergenerational Learning Relationships in the Legal Community; (3) Recent Diversity, Equity & Inclusion Developments: Exploring Concepts of Individual Liberty: (a) Hate Speech v. Protected Speech; (b) Transgender Rights; (c) Recognition of Juneteenth as a Holiday; (4) Being a Better Ally: What to Say When You See Something; and (5) Autism and the Courts. It was an exciting, informative and educational summit. I attended and hope you did too!

Our Nominations Subcommittee chair is Henri Marcial. He keeps our members informed about open PBA positions, so we can be fully involved and participate in the PBA. Sam Encarnacion and Kristen Hamilton, candidates for PBA vice-president, were special guest speakers at our Sept. 9 MBC meeting. Jackie Martinez is the current secretary of the PBA and is eligible for re-nomination.

Tsiwen Law is chair of our Legislative Subcommittee and keeps us informed about important, relevant legislative acts that not only affect our MBC and PBA members, but all Pennsylvania attorneys. Although there are always serious concerns before the Pennsylvania Legislature, we exist in interesting times with important legislative issues being debated. Jacqueline Lynette Carter informed the MBC that the Pennsylvania House debated the Abortion Constitutional Amendment. MBC member Bill Cluck added that the Pennsylvania Senate was debating the bill. PBA President Jay Silberblatt, a member of MBC, brought “The Enablers Act” to the MBC’s attention. This legislation was designed to prevent money laundering by requiring certain financial institutions to adopt anti-money laundering procedures. The language is too broad and includes attorneys and law firms in the definition of a financial institution. President Silberblatt and the MBC have us covered!

Our Newsletter Subcommittee is chaired by our illustrious editor, Arlene Marshall-Hockensmith. Wes Payne is editor of our Jumping Silos Column. Taylor Pacheco is editor of First but Not Last Column. Marisa Lattimore informs us of MBC activities.

Jada Greenhowe leads our Rising Star Program and recognizes the outstanding achievements and accomplishments of our rising stars. Anthony Cox is editor of #BlackLivesMatter/#SayHerName. Did I mention we have a dynamic group of writers!

Sharon Lopez, Jackie Martinez and Ana Paulina Gomez are co-chairs of our Membership Subcommittee. We have well over 200 members and our membership numbers continue to grow. The new members are introduced at our monthly meeting and welcomed by our committee. Sharon chooses a distinguished MBC member to feature at each meeting.

Over the past couple of years, we were unable to hold our statewide Minority Law Day Programs due to COVID-19. We hope to host at least one of these events this year. Nigel Scott shared they are still in discussions with the PBI regarding the use of the conference center for the Eastern District program.

The Minority Attorney Conference, scheduled for Oct. 5-6, 2023, will be held in-person at the Harrisburg Hilton. Yes, I did say in-person. We will keep you updated about this exciting signature event.

The MBC is planning in-person get togethers in Central Pennsylvania, Philadelphia and Pittsburgh. Sharon Lopez is heading the Central Pennsylvania event; Su Ming Yeh will oversee the Philadelphia event; and Judge Nicola Henry-Taylor will oversee the Pittsburgh event. Keep an eye out for these upcoming events. They will be fun for everyone!

Congratulations to our reappointed co-chairs, Anthony Cox and Su Ming Yeh! Congratulations to LaToya Winfield-Bellamy, our vice chair! Congratulations Jacqueline Lynette Carter, our secretary!

William Cluck is the MBC representative to the PBA Diversity, Equity & Inclusion Team. He will keep us updated about DEI events.

Our Young Lawyers Division Liaison is Marianne Gardner. Two of our own, Judge Cheryl Austin and Rodney Akers, were appointed as PBA Minority-At-Large Governors. We are well represented.

If you aren’t already a member, please join our MBC. As Mahatma Ghandi said, “Be the change you want to see in the world.”

Marisa Lattimore is counsel for Super Bakery, concentrating on trademarks. She served as manager of diversity and professional development initiatives for Wolf Block LLP. She worked for the Supreme Court of Pennsylvania for many years for Chief Justice Robert Nix, Chief Justice John Flaherty and Chief Justice Stephen Zappala.
Leadership Spotlight: Jacqueline “Lynette” Carter

By Houston's Legacy Editorial Board

Please join us in welcoming Jacqueline “Lynette” Carter as our newest member of the Minority Bar Committee (MBC) Leadership Team. Lynette will serve as the secretary of the MBC for the 2022-23 year.

Currently, Lynette is a personal injury and social security disability attorney at Marzzacco Niven & Associates. She was admitted to the Pennsylvania bar in December 2020. Lynette obtained her law degree from Widener University Commonwealth Law School, where she also earned a Certificate in Legislation with honors. After graduating with a bachelor’s degree, cum laude, from Messiah University, Lynette began her career in public service. She worked for over six years at the Pennsylvania Capitol Building as a research analyst for the Pennsylvania House of Representatives and as a budget analyst for the Pennsylvania State Senate. She also served as a prosecutor in Dauphin County.

In her role as secretary, Lynette is committed to ensuring full and equal protection of minorities in the legal profession and judicial system. She is Zimbabwean American, bilingual, a first-generation lawyer, a former Division II field hockey player and a member of the International Sociology Honor Society.

On the behalf of the MBC, we thank you, Lynette for assuming this important role within our committee.