What is Houston’s Legacy?

Charles Hamilton Houston was a vice dean of Howard Law School and civil rights lawyer. Among those he mentored was Supreme Court Justice Thurgood Marshall. Although he did not live to see the decision, he engineered the legal strategy that ultimately resulted in the unanimous 1954 Supreme Court decision, Brown vs. Board of Education, which overturned “separate but equal” Jim Crow segregation. The PBA Minority Bar Committee seeks to honor him by naming its newsletter “Houston’s Legacy” and to continue his unfinished work.

For more information about Charles Hamilton Houston, see the article authored by Andy Saylor in the inaugural Spring 2015 issue of the PBA Minority Bar newsletter, “Houston’s Legacy.”

Embrace Social Media In Your Legal Practice

By Riley H. Ross III, Esq.

Social media is everywhere. Today, it is estimated that 74 percent of internet users use social media websites, according to the Pew Internet Project. Most young lawyers grew up with the internet at their fingertips and used social media sites such as Facebook and Twitter during college and law school. Older attorneys are increasingly using social media sites such as LinkedIn as networking tools. Lastly, clients, whether they are businesses or individuals, use all types of social media sites to advertise.

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BREAKING BARRIERS

First, But Not the Last*  
Meet Loretta E. Lynch, the First Female African-American United States Attorney General  
By Kimberly D. Moses, Esq.

W hen Loretta Elizabeth Lynch was sworn in as the 83rd Attorney General of the United States, she made her indelible mark in history as the country’s first female African-American Attorney General.

It is not surprising that the pinnacle in Lynch’s career is serving as our nation’s top prosecutor considering her family’s stance on civil rights. Lynch was born in Greensboro, NC on May 21, 1959 to Lorenzo and Lorine Lynch, a Baptist minister and a librarian. As a toddler, Lynch’s father would take her with him to meetings in the basement of his church as college students and NAACP members strategized about sit-ins and other protests in the early 1960s. He would also take her to listen to court cases at their local court house. Lynch grew up listening to stories about her grandfather, a sharecropper with a third grade education, who hid African Americans beneath the floorboards in his home to avoid Jim Crow lynchings. At an early age, she was being groomed for her calling, justice.

In the era of post-segregation, Lynch’s family relocated to Durham, and she attended predominately white schools where she exceeded academic expectations. Her test scores were so high they resulted in school administration scrutiny. Nevertheless, Loretta graduated and served as one of her high school’s valedictorians. She was forced to be “co-valedictorian” with two peers, one white and one black. She went on to attend Harvard University for both undergraduate (cum laude 1981) and law school (1984).


In 2001, Lynch joined Hogan & Hartson as a partner, where she practiced white-collar criminal defense. Attorney Lynch returned to the same Eastern District office in 2010, this time as a U.S. Attorney appointed by President Barack Obama. Noted prosecutions under her second tenure include the prosecutions of Quazi Mohamad Rezwanul Ahsan Nafis (sting operation to blow up the Federal Reserve Bank), Congressman Michael Grimm (tax fraud, perjury, obstruction of justice), mobster Vincent Asaro ($6 million heist at Kennedy Airport), and a litany of cases involving human trafficking of women and children.

On Nov. 8, 2014, President Obama nominated Lynch to succeed Attorney General Eric Holder. Lynch held her own in a grueling confirmation hearing before the Senate Judiciary Committee, and on April 27, 2015 was sworn in as the 83rd Attorney General of the United States.

In addition to assuming management of the nation’s highest law enforcement department, Lynch’s first 100 days were filled with social justice and legal challenges. Within days of her swearing-in ceremony, the city of Baltimore erupted after 19-year-old Freddie Gray died while in the custody of the Baltimore City Police. On May 8, 2015 Lynch announced the Department of Justice would launch an investigation into the patterns and practices of the Baltimore Police Department. Three weeks later, Lynch announced the indictment of nine Federation Internationale de Football Association (FIFA) officials and five corporate executives under the Racketeering Influenced and Corrupt Organizations (RICO) Act, alleging misconduct going back two decades. In July of 2015, the nation was devastated by the murder of nine African Americans during a Bible study at Emanuel AME Church in Charleston, South Carolina. On July 22, 2015, the Department of Justice issued a 33-count indictment against Dylann Storm Roof for federal hate crimes, including the murder of the pastor and members of the church.

Lynch’s tenure is juxtaposed in an era with increased tensions between law enforcement and urban communities, and in particular, African Americans. While

* A review of a contemporary minority who breaks through to become the first in their field at an accomplishment.

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PBA Diversity Team and Initiatives

By Trent Hargrove, Esq.

Diversity and inclusion is an organizational priority for the Pennsylvania Bar Association and continues to be high on the PBA executive leadership and management agenda. This article briefly highlights the structure and work of the PBA Diversity Team in supporting, guiding, and implementing inclusion in the PBA membership and the profession.

The PBA Diversity Team and the position of Diversity Officer are the result of efforts started under the direction of past PBA Presidents Clifford E. Haines and Gretchen A. Mundorff. In May 2010 they formed the Diversity Task Force to examine the structure of the PBA and provide recommendations for ways to promote, increase, and maintain diversity in its leadership positions and membership throughout the organization. The Diversity Task Force under the Leadership of Co-Chairs Samuel T. Cooper, III and current PBA President William H. Pugh, V submitted several recommendations including hiring a Diversity Officer and establishing a Diversity Team. These two recommendations were unanimously approved by the PBA Board of Governors on Nov. 17, 2010. The Diversity Task Force also recommended multiple objectives and strategies that help the PBA become more inclusive and diverse. Those objectives are the work agenda of the Diversity Team and are described below.

The PBA Diversity Team consists of 16 Diversity Ambassadors comprised of a chair, vice chair, and represents a cross section of committees and sections that are the voice of various entities within the PBA (see page 10). The PBA Diversity Team works with the PBA Diversity Officer to develop and define diversity objectives and strategies that are a part of the PBA Diversity and Inclusion Strategic Plan and to harness resources and establish forums for enhancing communication among PBA groups with diversity initiatives.

The Diversity Team is committed to work collaboratively with PBA leadership, staff and all other PBA-related groups and entities to promote diversity.

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MINORITY BAR ACTIVITIES

Come One, Come All!

By Marisa Lattimore, Esq.

As Chair of the Minority Bar Committee (MBC), I am happy to report on the exciting and important work our subcommittees are doing.

I had the opportunity to speak with Tsiwen Law, the Chair of our Legislative Subcommittee. This subcommittee reviews legislation that is of particular interest to the MBC and presents that legislation to the committee for its review. Tsiwen noted that having a legislative committee is now standard for the Pennsylvania Bar Association (PBA) however, our committee is different because it is not a substantive law committee but advocates on behalf of protected classes of people.

This subcommittee is currently tracking the following two pieces of legislation which it has brought to the attention of the MBC:

House Bill 1506 - English as the Official Language of the Commonwealth. Interestingly, as Tsiwen pointed out, the PBA has been opposed to this legislation since 1989. The bill was reintroduced in August 2015.

Senate Bill 997 - The Sanctuary City Bill. Rhodia Thomas is the co-chair of the MBC Legislative Committee.

I also discussed one of our longstanding and popular events, the Philadelphia Minority Law Day Program with Mike Lee, who co-chairs the subcommittee with Nigel Scott. This program will be held on Nov. 30, 2015 at the PBI Center in Philadelphia. The purpose of the law day programs is to promote the legal profession to high school students through educational outreach. The PBA has been conducting the law day programs since 2000.

Ed Lanza is the chair of the Central Pennsylvania Minority Law Day Program. This event was held on Nov. 4, 2015 at Widener University. (See photos on page 11.)

The Pittsburgh Law Day Program is typically held in the spring. This event is conducted by Duquesne University and the University of Pittsburgh Law Schools and our subcommittee works in conjunction with them. (Anyone interested in chairing this program should contact Louann Bell.)

Nefertiri Sickout and Teresa Rodriguez are co-chairs of our Minority Attorney Conference, another favorite. This conference is to be held March 17 & 18, 2016 at the PBI Center in Philadelphia. The theme is “Ain’t No Mountain High Enough: The Legal Frontier Towards Improved Race Relations.” The panel topics will include: 1) Immigration Law and Detention Centers; 2) Ethnic Profiling in Policing and Law Enforcement; 3) Mandatory Prison Sentencing; 4) Proactive Approaches to Race Relations; 5) Ethics-Criminal Defendant’s Collateral Effects of Plea Arrangements; and 6) 

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“We are bound by ideas that teach us what it means to be citizens. Every child must be taught these ideals. Every citizen must uphold them.”
– George W. Bush

In 1997, a survey of 1,000 Americans by The Heartland Institute revealed a sobering reality of the state of American education: six percent were able to name four rights guaranteed by the First Amendment. In 2015, with the proliferation of social media, internet resources, and numerous other ways to provide education and information to people from all walks of life, 33 percent of Americans still could not name any right guaranteed by the First Amendment, according to a survey by the Newseum Institute.

The Newseum Institute’s survey results come at a time when civics education is struggling to know what its future holds. We all know the basic, adult facts: voter turnout is alarmingly low nationwide, citizens do not know who their state or U.S. representatives are, the judicial and legislative processes are misunderstood, etc. We can blame a number of factors, from distrust of politicians to disgust with constant political coverage in the media. Nobody can deny, however, that we cannot cure these ills if civics education goes in any downward direction over the next decade. After all, how can we tell people to get out and vote if we and they do not know who or what they are voting for, and why?

There will be an endless debate over the effect and utility of the No Child Left Behind Act, but its effect on civics education versus mathematics or science is crystal-clear. States and school districts are emphasizing the need for better results in mathematics and science, while they continue to struggle with what actually constitutes a good result in social studies and civics. Can you base it on multiple-choice test results? How does a teacher evaluate a written answer without appearing political and partisan?

These debates, however, cannot result in the diminishing or, in the worst-case scenario, elimination of civics studies. Several states require a minimal number of social-studies courses and require no civics courses. Some states require only a semester of civics studies. Whether these states are so focused on high math and science scores, or whether they are thinking, “If we cannot agree on the best way to educate the students about civics, we may as well not educate them about civics at all,” they are leading their students on a dangerous path to a future where citizens either vote ignorantly or do not vote at all.

What, then, can attorneys do to right the ship? The Law-Related Education, or LRE, Committee of the Pennsylvania Bar Association is the resource for attorneys who want to make an impact, no matter how big or small. In a perfect world, attorneys who are politicians would enact legislation to increase civics funding, or the LRE could lobby politicians to improve the state of civics education. The LRE, however, aims for a more practical approach, one that should appeal to any attorney. The LRE gives the opportunity for attorneys themselves to make an impact in their local schools.

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In a sense, the term “civic duty” does a disservice to the LRE’s goals. Students, teachers, and administrators hear enough about how it is their duty to do certain things and achieve certain results. Adding another duty makes students roll their eyes and administrators defensive about their curriculum. “Civic pride” or “civic interest” may be the more appropriate terms to engage the school system from the attorney’s perspective. The impact an attorney’s visit can have on a school cannot be understated — almost inevitably, the teacher who watched the program will follow up and ask what other programs they can run; the student who volunteered answers will ask if their school can have a mock-trial program; or the principal who helped coordinate the program will look next into arranging a school trip to the courthouse.

Even if an attorney does not feel comfortable giving presentations or conducting a program directly, she can do so much to make an equal impact. If that attorney can recruit a judge to speak to students, the wide-eyed look of the students when a person with a black robe enters the room is priceless. So much of being an attorney is networking, and what better way to put that skill to use than connecting a school to the vast resources accessible to attorneys? An attorney has numerous ways to get involved in our education system, directly or indirectly. In an era when schools are struggling to find resources, the Pennsylvania Bar Association has innumerable, untapped resources that can and should be available to the next generations of citizens.

The LRE’s mission is to tap those resources and get attorneys to disseminate them. As Paul Cook, a Congressman from California, once said, “[W]e all have a civic duty and a responsibility as Americans to improve our neighborhoods and our nation.” There are few better and easier ways to achieve those goals than by giving our schools the opportunity to teach students how they can do just that.

Philip H. Yoon is the Chief Staff Attorney for the Pennsylvania Superior Court where he supervises 25 attorneys in the Philadelphia, Pittsburgh, and Harrisburg Superior Court offices. He advises the Superior Court President Judge and all Superior Court Judges about procedural and legal issues. He is a University of Pennsylvania 2000 graduate, and he secured his Juris Doctor from Washington & Lee University School of Law in 2004. He is a PBA 2011 Bar Institute graduate. He presently serves as the Chair of the Law-Related Education Committee. He is the present At-Large Co-Chair of the PBA Young Lawyers Division and an active member of the Appellate Advocacy Committee. Phil enjoys playing softball, eating dim sum and teasing his brother in his spare time.
Continued from page 1

conference.

Additionally, the CCBL has looked to strengthen the programming offered at the conference by providing training to bar leaders on diversity and inclusion issues. As a result, the diversity and inclusion programming initiated under the leadership and guidance of Minority Bar Committee members, Sam Cooper and Sharon López, has grown and become an integral part of the CCBL conference over the past several years. Some of the more recent past programs have addressed: "Diversity and Inclusion: Inclusive Lawyering for Your Bar Association," "Hoeing Your Garden: Diversity Pipeline Programs" and "Marketing, Mentoring and Membership: Recruiting and Retaining Minority Attorneys in Your Bar Association." This year’s program will address same-sex marriage and how the recent state and federal decisions will impact attorneys in Pennsylvania.

As many are aware, on June 26, 2015 the United States Supreme Court in Obergefell v. Hodges, declared same-sex marriage a right protected by the Equal Protection Clause in all 50 states. As Justice Kennedy wrote on behalf of the majority with respect to same-sex couples: “They ask for equal dignity in the eyes of the law. The Constitution grants them that right.” Justice Kennedy’s use of the word “dignity” was powerful and recognized that the basic human right guaranteed to all of our citizens also apply to the LGBTQ community. Further, the acknowledgment of the right as being constitutionally protected eliminated the possibility of a state legislature crafting carefully worded legislation to circumvent the law and abolished the state laws limiting marriage between one man and one woman known as Mini Defense of Marriage Acts (DOMA), which were previously authorized by federal law.

Symbolically, the decision was issued 46 years to the day after the riot at New York’s Stonewall Inn, which ushered in the modern gay rights movement. The gay rights movement broadened our national consciousness, which resulted in repeal of sodomy laws, promoted social acceptance of gay rights within the majority of the states prior to this Obergefell decision and now the federal constitutional protections of those rights.

The Obergefell decision came on the heels of the 2013 landmark civil rights decision by the Court of United States v. Windsor, in which the Court held that restricting the federal interpretation of "marriage" and “spouse” to apply only to heterosexual couples, as defined by DOMA, as unconstitutional under the due process clause of the Fifth Amendment. As Justice Kennedy wrote in Windsor: “the Federal statute is invalid, for no legitimate purpose overcomes the purpose and affect to disparage and to injure the home, the state, by its marriage laws, sought to protect in personhood and dignity.” Again, Justice Kennedy focused upon the issue of dignity and treating all equally under the law.

Although Windsor struck down DOMA as unconstitutional and allowed for the federal government to acknowledge same-sex relationships with respect to federal benefits, it did not address the issue of whether a state could define the terms “marriage” or “spouse” differently within its borders. As such, several states still refuse to acknowledge the dignity to its citizens which Justice Kennedy addressed in the Windsor opinion. Many of these states rested upon the argument that marriage was a state law issue and not an issue that the federal government had jurisdiction over. The argument fails when addressing basic human rights promised to all citizens regardless of sexual orientation.

For nearly 20 years, Pennsylvania was one of those jurisdictions. In 1996, the Pennsylvania legislature passed a statute prohibiting same-sex marriage in the Commonwealth. The legislation was unsuccessfully attacked in the state legislature on numerous occasions. Against this backdrop, in 2014 Judge John E. Jones, III in Whitewood v. Wolf, relying heavily on Windsor, found the Pennsylvania statute barring same-sex marriage deprived citizens of their dignity and was unconstitutional because the statute violated the Due Process and Equal Protection clauses of the United States Constitution. As Judge Jones stated: “The issue we resolve today is a divisive one. Some of our citizens are made deeply uncomfortable by the notion of same-sex marriage. However, that same-sex marriage causes discomfort in some does not make its prohibition constitutional. Nor can past tradition trump the bedrock constitutional guarantees of due process and equal protection. Were that not so, ours would still be a racially segregated nation according to the now rightfully discarded doctrine of separate but equal.

As a result, since 2014 within the Commonwealth and arguably since 2013 at the federal level, same-sex marriage has been recognized for all purposes in Pennsylvania.

The acknowledgment of these rights was not merely a recognition of the "dignity" of these individuals, as Justice Kennedy and Judge Jones stated, but also the realization of economic, financial, medical and legal benefits now available to the nation’s nine million LGBTQ adults and more than 250,000 same-sex married couples.

Within the Pennsylvania legal community, a significant number of bar association members, bar executives and members of the judiciary are directly affected by the above decisions. According-
CCBL Diversity Panel
Continued from page 6

ly, this year at the CCBL conference the diversity and inclusion presentation will examine the legal issues for the LGBTQ community and how bar associations can assist their members and strengthen their organizations through the inclusion of the LGBTQ members of the profession. We shall examine the federal, state and local laws that have attempted to limit the discrimination against the LGBTQ community. We shall also focus on the legislation which has helped to minimize hate crimes against the LGBTQ community. However, the central focus of the presentation will address how the same-sex marriage laws will affect same-sex couples and their attorneys with respect to federal and Pennsylvania income tax issues, inheritance and Pennsylvania inheritance tax issues, Medicaid eligibility, FMLA and Social Security benefits.

We look forward to seeing you at the CCBL this February.

Wesley R. Payne, IV is a partner with White and Williams. He is the current Minority Representative on the Conference of County Bar Leaders Executive Committee. He serves on the PBA Board of Governors as a Minority Governor-at-Large. He is a member of the PBA House of Delegates, past co-chair, Minority Bar Committee; co-chair, Military & Veterans Affairs Committee; and a Statewide Mock Trial Competition panelist.

Embrace Social Media In Your Legal Practice
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Let’s, provide information and/or connect. If we consider the fact that businesses and individuals use social media sites as a major method of communication, it becomes apparent that social media sites actually hold an immense amount of information that could dramatically impact legal cases. Despite this fact, many attorneys do not rely on social media sites for information during the course of any given legal case. The reasons for this failure vary from a basic lack of knowledge about such websites, to a belief that the information found on such sites would not be helpful in legal cases, to a fear that the misuse of such technical information will make us lawyers appear incompetent or land us in ethical trouble. Fortunately, the Pennsylvania Bar Association (PBA) recently established guidance on the use of social media to erase all beliefs and fears that are keeping you from using social media in your legal practice. Last year, the PBA published Formal Opinion 2014-300 - “Ethical Obligations for Attorneys Using Social Media” (the Opinion). The Opinion addresses ethical concerns that arise when attorneys and clients use social media in both business and personal settings. In explaining these ethical concerns, the Opinion provides the reader with a thorough overview of how social media can be used in the legal context and alerts attorneys to legal pitfalls to avoid when using social media. This article addresses just some of the guidance offered by the Opinion; you would be well served to read the Opinion in its entirety.¹

Do I really need to know this stuff?

Even if you don’t use social media sites for business or personal reasons, you still need a working knowledge of the sites to aid your clients. In fact, if you don’t know how social media affects your clients, you may be violating the Pennsylvania Rules of Professional Conduct. Rule 1.1 requires a lawyer to provide competent representation to her client, meaning that the lawyer must have the legal knowledge, skill and preparation necessary and needed for the representation.

Comment 8 to the rule is more direct: “To maintain the requisite knowledge and skill, a lawyer should keep abreast of changes in the law and its practice, including the benefits and risks associated with relevant technology...”

Therefore, the Opinion directs that a lawyer have a basic knowledge of how social media sites work and be able to advise clients about issues that could arise when using these websites.

Know what information your client has out there

Social media sites, such as Facebook, have privacy settings that allow the user to limit what information the public can view. It may be necessary for you to track your client’s social media activities in order to be aware of what information is available to the public because that information can impact your client’s legal case. What if you see something damaging on your client’s Facebook page, such as a picture of her hiking in the mountains a few weeks after the complaint claims that her ankle was injured in a slip and fall? Well, the Opinion directs that you can advise your client about the Facebook content and ramifications during the course of any given legal case.

¹ PBA Ethical Opinions are advisory only. Such opinions are not binding on the Disciplinary Board of the Supreme Court of Pennsylvania or on any other Pennsylvania. These Opinions carry only such weight as the appropriate reviewing authority chooses to assign.
Embrace Social Media In Your Legal Practice
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of Facebook privacy settings that allow the picture to be viewable to the public. Id. at pp. 5-6. If this privacy adjustment does not fully protect the client, the Opinion also opines that you may advise the client to remove the information from Facebook so long as doing so does not constitute spoliation or is otherwise illegal. You would not be able to provide such advice if you did not know that the picture existed. Imagine your surprise if opposing counsel were to produce that picture as an exhibit during your client’s deposition.

Social media contact requires ethical considerations just like your other cases
As stated above, some lawyers may feel intimidated by the electronic nature of social media and therefore unsure of how to approach social media for the purposes of obtaining helpful information. Luckily, in many respects, we can approach information found on social media platforms in the same manner that we approach information found on paper and other sources. For example, an attorney cannot contact a represented person through a social networking platform. Therefore, just as you cannot call a representative on the telephone or send her a letter without permission from her lawyer, you cannot attempt to “friend” that person on Facebook, or send her a Tweet on Twitter.

Additionally, a lawyer cannot use deception when contacting an unrepresented person through a social media site, just as a lawyer could not use deception when talking with an unrepresented person face to face, by telephone or through a letter. As another example, just as a lawyer would not advise his client to create false and misleading emails just before making a document production, the lawyer should not advise his client to post false or misleading information on a social networking website.

Now go get that information
The Opinion explains methods for obtaining social media information. If the information is viewable to the general public, that information is actually public and you can use it without trouble. But what about the information that social media user has designated as private? The easiest way to obtain that information is to ask for the information during discovery just as you would any other information. Caveat: don’t expect the attorney for the other side to simply turn over this information. You should be prepared to file a motion to compel. Pennsylvania state courts have granted motions to compel discovery of private information obtained from such websites. Id. p. 11, n.19 & 21, citing McMillen v. Hummingbird Speedway, Inc., 2010 Pa. Dist. & Cnty. Dec. LEXIS 270 (Pa. County Ct. 2010); Largent v. Reed, No. 2009-1823 (Pa.Ct.Com.Pl. Franklin Cty. 2011. In fact, Pennsylvania courts were some of the first courts in the country to issue opinions on the use of information obtained from social media websites. These cases have declined to establish a social networking website privilege by holding that communications with private friends are not confidential. See McMillen, supra. Additionally, these courts have granted parties access to private sections of the opposing party’s social media page(s) when the party’s public profile suggests that relevant evidence may be found.

The obligation to competently advise and represent your client now extends to the “cloud” called the internet. Where clients speak their mind, admit to behavior or contradict their positions within public view, you have a duty to warn them and mitigate risk. The Opinion is a helpful source of guidance as you navigate chat rooms, posts and tweets. Because the Opinion is a formal opinion, it is available to the public on the PBA website; however, other informal opinions are only available to PBA members. Furthermore, PBA members have access to an ethics counsel, Victoria White, to assist them in their research and decision-making process for using social media sources ethically.

PBA members have access to an ethics counsel, Victoria White, to assist them in their research and decision-making process for using social media sources ethically.

Riley H. Ross III has a general practice in Philadelphia where he focuses on criminal defense and civil rights litigation. He serves on the Practitioner’s Advisory Group to the U.S. Sentencing Commission and is the Secretary of the Federal Bar Association’s Criminal Law Committee – Philadelphia Chapter. He is an active member of the PBA Minority Bar Committee and the Civil and Equal Rights Committee. He also serves on the Board of the Pennsylvania Innocence Project and the Defenders Association of Philadelphia.
PBA Diversity Team
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sity in the PBA through its activities, including the election of officers, Board of Governors and House of Delegates; composition of committees, sections and task forces; participation in meetings, seminars, publications and other educational activities.

The Diversity Team adopted the recommendations of the Diversity Task Force and developed a diversity plan, which includes some simple but challenging objectives:

1) To encourage wide dissemination of the Diversity Plan within the PBA, and make the Plan publicly available;
2) To promote and track diversity within the PBA’s leadership;
3) To promote and track diversity and inclusion in the leadership nominating and leadership development processes throughout the PBA and its entities;
4) To encourage adoption by PBA entities of entity-specific diversity and inclusion plans;
5) To promote diversity and inclusion in PBA membership;
6) To promote diversity and inclusion in continuing legal education and other programming;
7) To encourage diversity and inclusion in PBA publications;
8) To encourage diversity and inclusion in PBA entities’ “premier” events;
9) To develop tracking and reporting of progress in diversity and inclusion efforts;
10) To encourage PBA entities to develop and enhance mentoring programs that target young lawyers and law students, and are designed to advance diversity and inclusion within these PBA entities.

It will take time, resources and diligence to fully implement these objectives.

The Diversity Team has been quite active during the past year. With the assistance of PBA section and committee chairs, the Diversity Team identified interested volunteers from each section and committee to serve as their Diversity Team liaison. These diversity liaisons assist the Diversity Team and the Diversity Officer to share information, educational, and outreach materials with PBA section and committee members.

Diversity Team members worked with past PBA President Forest Myers, PBA executive staff and Diversity Officer to host a discussion with local diverse bar associations from across the state to address issues of mutual concern and interest. Team members met with representatives of the various law schools from across the state and attended many functions with diverse lawyers. These interactions highlighted the value and significance of inclusive lawyering in the 21st century to provide services to diverse populations in all communities so that diverse lawyers and populations are included in all aspects of the legal profession.

Additionally, the Diversity Team presented the inaugural Pennsylvania Bar Association award for outstanding leadership in diversity and inclusion to the Minority Bar Committee at the May 8, 2015 PBA House of Delegates meeting. This award recognizes a single PBA entity for its outstanding efforts, contributions, or service in promotion of diversity and inclusion in PBA membership or a demonstrated commitment to and leadership in promoting full and equal participation in the profession. The Minority Bar Committee sets an excellent example of how a PBA committee can promote diversity and inclusion as part of the committee work.

Executive staff is committed to implementing programming to meet the personal development and professional needs of diverse lawyers. Current PBA President Pugh identified promoting diversity within the legal profession as one of his top three priorities. He appointed Beverly H. Rampaul (PBA At-Large Minority Governor) as the chair of the Diversity Team for his governance year. Beverly’s appointment is noteworthy since she also chaired the Diversity Officer and Diversity Team Subcommittee of the Diversity Task Force when President Pugh co-chaired this group.

PBA President Pugh also identified several areas of interest and activity for his governance year that support diverse lawyers in Pennsylvania. Programming under consideration includes the continued development of education courses on inclusive lawyering and inclusive practices for the 21st century lawyer and forums to examine and enhance minority and women lawyer business development opportunities. These and other issues will be addressed at a joint meeting of the Pennsylvania Bar Association and local diverse/affinity bar association leaders on Nov. 13, 2015 at the Lancaster Marriott & Convention Center in Lancaster.

President Pugh also plans to start discussions on state bar association diversity best practices to continue Pennsylvania’s role as a leader in bar association diversity and inclusion efforts. These programs should allow for mutual support and collaboration with the affinity and diverse bar associations in Pennsylvania for meaningful programming and projects.

We are very interested in sharing... Continued on page 10
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what the Diversity Team is doing this year and welcome any opportunity for Diversity Team participation in meetings, conference calls or events. ♦

Trent Hargrove is the PBA diversity officer. The former chief diversity officer for the Commonwealth of Pennsylvania works with the PBA Diversity Team, senior staff and others to promote and enhance diversity participation within the PBA and in the practice of law across Pennsylvania.

Come One, Come All!
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Business Development.

Andrea Farney and Tyrone Powell, co-chairs of the Diversity Summit Subcommittee, which is always in demand, are planning the 9th Diversity Summit “Advancing Diversity & Inclusion: Action & Resources.” The Summit will be held on Oct. 20, 2016 in Harrisburg at the Harrisburg Hilton. We are pleased to announce Prof. Ogletree is the keynote speaker for the Summit! Panel topics include: 1) Assessing and Evaluating Diversity and Inclusion Initiatives; 2) PBA State of Diversity with PBA Leadership; 3) Voting Rights; 4) Diversity Hot Topics; 5) Managing Partners Panel; and 6) Pathways to a More Inclusive Bench.

Andrea Farney also co-chairs the Professional Advancement Subcommittee with Will Sylianteng. With the assistance of Antoinette Hubbard, this subcommittee is working on its mentor/mentee program. Andrea and Will are also hoping to revive the Rising Star Program.

The Government Attorneys Subcommittee is co-chaired by Gina Thomas and Beverly Rampaul. Gina stated that the focus of this subcommittee is to 1) provide government attorneys the opportunity to network with other government attorneys since there are common legal issues, and 2) to recruit more government attorneys for the MBC and PBA.

We always welcome new members and if you are interested in joining us and taking part in these exciting and important activities, please contact me or Louann Bell. As Mahatma Gandhi said, “Be the change you want to see in the world.” ♦

Save the Dates!
Minority Attorney Conference
“Ain’t No Mountain High Enough: The Legal Frontier Towards Improved Race Relations.”
March 17 & 18, 2016
PBI Center, Philadelphia

9th Diversity Summit
“Advancing Diversity & Inclusion: Action & Resources”
Oct. 20, 2016
Harrisburg Hilton, Harrisburg

Marisa Lattimore is counsel for Super Bakery, concentrating on intellectual property. She served as Manager of Diversity and Professional Development Initiatives for Wolf Block LLP. She helped create a series of professional development lectures designed to effectively transition associates into legal practice with a multidisciplinary firm. She worked for the Supreme Court of Pennsylvania for more than 20 years serving three Chief Justices, Robert Nix, John Flaherty and Stephen Zappala. Marisa is a director on the Board of the Senior Law Center, the only nonprofit organization in Pennsylvania dedicated solely to protecting the legal rights of the elderly.

PBA DIVERSITY TEAM 2015-2016

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<td>Mohammad A. Ghiasuddin</td>
<td>Presidential Appointment</td>
<td>2018</td>
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<td>Stacy L. Hawkins</td>
<td>Commission on Women in the Profession</td>
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<td>Marisa H. Lattimore</td>
<td>Minority Bar Committee</td>
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<td>Civil &amp; Equal Rights Committee</td>
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<td>Jackie B. Martinez</td>
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<td>Michael H. Reed</td>
<td>PBA Leadership Recruitment &amp; Development Committee</td>
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<tr>
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<td>At-Large Unit County Governor</td>
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<td>Jill M. Scheidt</td>
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<td>Jessie L. Smith</td>
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<td>Hon. Margherita Worthington</td>
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Central Pennsylvania Minority Law Day Program
Wideer University • Nov. 4, 2015
Meet Loretta E. Lynch
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having spent her career working alongside law enforcement as a prosecutor, her acknowledgement of the public distrust of police and the need for better data related to “police-involved” shootings has placed her in a somewhat tenuous relationship with law enforcement. However, she has not backed down on her positions, explaining that consistent, national data will provide insight into trends and opportunities for guidance to both police departments and communities.

Most recently, Attorney General Lynch announced several initiatives that will lay the foundation of the work of the Department in the months and years to come. The Reducing Violent Crime Initiative supports partnerships between law enforcement and the citizens that they serve. To support this initiative, the Department of Justice has implemented several programs, including “Smart on Crime” and the “National Initiative for Building Community Trust and Justice.” Additionally, the Intellectual Property Enforcement Initiative was recently launched to protect individuals and organizations from the threats associated with technology and innovation in this new digital age.

Attorney General Lynch is married to Stephen Hargrove, and they are the proud parents of two children. Lynch is a member of Delta Sigma Theta, Inc. and enjoys playing tennis. Loretta Lynch is a trailblazer in her own right, and while she is the first African-American female U.S. Attorney General, her legacy will ensure that she will not be the last.

Sharon R. López is the first editor of the Minority Bar Committee newsletter, “Houston’s Legacy.” Sharon is the managing partner at Triquetra Law, boutique civil rights and plaintiff’s employment law firm located in Lancaster, PA.

The deadline for articles for the next issue of ”Houston’s Legacy” is March 1, 2016. To contribute articles, email Sharon at lopez@triquetralaw.com.

Kimberly D. Moses, Esq. is associate counsel for UPMC. Her areas of practice include corporate transactions, risk management, compliance and privacy. Attorney Moses is an active member of the Minority Bar Committee and was appointed to a three-year term on the PBA’s Judicial Evaluation Commission in 2013. Attorney Moses received her undergraduate degree from Robert Morris University and her JD from Duquesne University School of Law. She lives in Allegheny County with her two sons, Langston and Thurgood Moses.

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Mission Statement:
The mission of the Minority Bar Committee of the Pennsylvania Bar Association is to assure full and equal participation of minorities in the PBA, the legal profession and the justice system in general.