



CELEBRATING

diversity
IN THE LEGAL PROFESSION

SEPTEMBER 6, 2003

Anaheim, Hilton Hotel

Presenting The
State Bar of California's

DIVERSITY AWARDS

The State Bar of California Diversity Awards were established in 2001 by the Board of Governors to recognize outstanding efforts and significant contributions ensuring the full and equal opportunity of all persons for entry and advancement in California's legal profession. These efforts promote the administration of justice and increase public confidence in the integrity of the profession.





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THE STATE BAR OF CALIFORNIA OFFICE
OF LEGAL SERVICES, ACCESS & FAIRNESS
PROGRAMS AND THE ACCESS & FAIRNESS
COMMITTEES



James Herman

James Herman, current president of the State Bar of California is a partner with Reicker, Clough, Pfau, Pyle, McRoy & Herman in Santa Barbara. A business and commercial litigator, he handles real estate, banking, securities and governance matters. Mr. Herman has long been a supporter of diversity in the profession. At his inauguration speech in Monterey on October 12, 2002, he said, "This next year, let us work together to bring more diversity to the profession. That over seventy percent of our members voluntarily contribute to our access, fairness and elimination of bias fund demonstrates our commitment to core values. For this to be a fair and just society, it is imperative the faces of the profession more closely match the people of the State of California." This year, Mr. Herman narrated the first-ever internet survey for the Committee on Legal Professionals with Disabilities, which was featured on the State Bar website. Mr. Herman also actively participated and supported the State Bar's California Minority Attorney Conference in San Diego, produced by the Ethnic Minority Relations Committee. Mr. Herman continues the great leadership of the State Bar to ensure that there is consistent focus on Access & Fairness issues, with an emphasis on diversity in the profession.

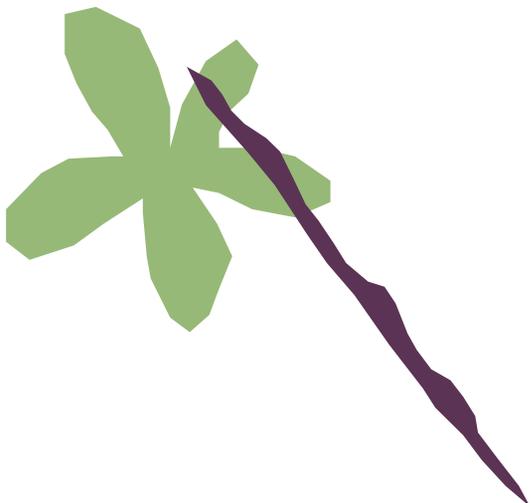
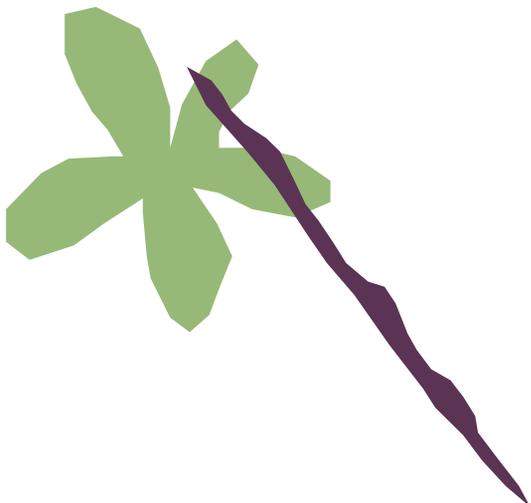


Judge Fernando Olguin

Judge Fernando Olguin received his Bachelor's Degree from Harvard University. He earned a joint degree in Law (J.D.) and Latin American Studies (M.A.) from the University of California at Berkeley. In 1991, Judge Olguin was selected to be a member of the United States Attorney General's Honors Program, where he was assigned to work in the Civil Rights Division of the United States Department of Justice.

After leaving the Department of Justice in 1994, Judge Olguin joined the Mexican-American Legal Defense and Educational Fund as the National Director of the Education Program. In 1995, Judge Olguin became a name partner in the Pasadena-based firm, Traber, Voorhees & Olguin, a firm that litigated housing and employment discrimination cases. In a case involving a landlord who, in writing, directed his manager to never rent to African Americans and Mexicans, then-attorney Olguin noted that "this type of blatant discrimination and harassment make it painfully clear how much work needs to be done to eliminate discrimination in our communities."

Judge Olguin was appointed as a United States Magistrate Judge for the Central District of California on July 23, 2001. He is the first Latino ever appointed to be a Magistrate Judge in the Central District of California, which is the largest federal district court in the country, covering the counties of Los Angeles, Orange, Santa Barbara, Ventura, San Luis Obispo, Riverside and San Bernardino.



DIVERSITY AWARDS - INDIVIDUAL ATTORNEY



Angela Bradstreet

Angela Bradstreet, partner at Carroll Burdick & McDonough, represents diversity in its many facets. As the immediate past president of the Bar Association of San Francisco, she has led the “No Glass Ceilings” campaign, a major initiative to end discriminatory practices in law firms, business and public agencies against women, persons of color, persons with disabilities and the Lesbian Gay Bisexual Transgender community. The project involved a series of seven Commitments for law firms, businesses and public agencies, including increasing the numbers of women in partnership at least 25%, assuring at least one female in senior management by 2005, leveling retention rates, improving networking opportunities and mentoring and allowing for family friendly policies such as flex time for all attorneys. Signatories to these commitments include Morrison and Foerster, Kaiser Permanente, Charles Schwab, Wells Fargo, the San Francisco Attorney’s Office and San Francisco Giants. In support of Afghan women, she established a three-year law school scholarship with Golden Gate University called the Legal Advancement of Afghan Women, which is to be awarded to a woman who has suffered as a result of the repressive policies of the Afghan government. This scholarship will serve as a model for other law schools and bar associations throughout the United States.

Finally, as one of the first openly gay attorneys to lead a major law firm in California, Ms. Bradstreet has opposed discrimination against attorneys from the Lesbian Gay Bisexual Transgender community by spearheading efforts of three county bar associations to demand that members of their respective benches refrain from participating in any voluntary social organization that discriminates against gays or lesbians.

DIVERSITY AWARDS BAR ASSOCIATION - JOINT AWARD



Bay Area Minority Summer Clerkship Program:
Alameda County Bar Association
Bar Association of San Francisco
Contra Costa County Bar Association
Santa Clara County Bar Association

Richard Waxman
(Alameda County
Bar Association),
Robin Pearson
(Contra Costa County
Bar Association),
Jeffrey Bleich
(Bar Association of
San Francisco), and
Patricia White
(Santa Clara County
Bar Association)

These four bars have collaborated for several years on a program is specifically designed to increase the representation of minority students in the summer law clerk programs of law firms. Over twenty Bay Area law firms and public agencies have agreed to select summer law clerks through this project.

Each participating bar association seeks applications from first year law students who are then interviewed by a committee made up of Bay Area practicing attorneys, public lawyers, judges, professors, and law school administrators. Those students who are selected are then interviewed by participating firms to determine the best summer placement. Once the selections have been made, the law clerks are given an initial orientation meeting, followed by one or two summer lunches. The project is then celebrated in a final reception hosted by one of the bar associations in rotation.

As a result of thirteen years of this program, over 200 clerks have gone on to be hired by the participating firms. Clearly, this kind of mentorship and guidance results in a concrete increase in diversity in the profession.



INCREASING DIVERSITY IN THE STATE BAR

For years, the State Bar has been committed to ensuring that all attorneys in California have access to equal opportunity for entry and advancement in the profession. Despite the Bar's efforts, there appears to be a widening gap between the numbers of attorneys in the legal profession from diverse backgrounds, as compared to the overall diversity in the general population. Whereas statewide demographics show a trend toward a minority-majority in the state, recent surveys of Bar membership indicate that only 17% of the bar membership constitutes professionals from diverse backgrounds. Further, only 32% members are women, 4% have a physical disability, 2.4% are LBGT professionals, and 24% of members are age 55 or older.

To assure a truly representative legal system, the State Bar recognized the need to develop innovative ways to encourage diversity in the profession. On April 2001, the State Bar adopted a number of policies toward this goal, including:

- The State Bar President utilizing the position to demonstrate a commitment to improving diversity in the legal profession and in the governance of the State Bar and to inspire effective and equal opportunity for all persons for entry and advancement in the profession;
- The creation of the Center for Access and Fairness. The Center maintains a clearinghouse and directory of diversity efforts; produces written and electronic materials to address diversity issues; develops educational programs for lawyers on the elimination of bias; provides support and staffing for the Access & Fairness Committees; convenes the Access & Fairness Executive Committee (Committee Chairs) to coordinate committee work and reduce duplication of efforts; creates a diversity pool for all State Bar committees; and identifies and helps coordinate work done by the American Bar Association, Administrative Offices of the Courts, California Minority Counsel Program, local minority and specialty bars, etc.;
- Recognition at the Annual Meeting of the outstanding efforts made by members of the legal profession on diversity issues.

We are pleased that we have made significant progress towards implementing the State Bar policies to increase diversity in the profession through the outreach efforts of the immediate past State Bar President, Karen Nobumoto, the present State Bar President, James Herman, and the activities of the Access & Fairness Committees.

State Bar Access & Fairness Committees:

Committee on Legal Professionals with Disabilities (CLPD)
Committee on Senior Lawyers (CSL)
Committee on Sexual Orientation and Gender Identify Discrimination (CSOGID)
Committee on Women in the Law (CWIL)
Ethnic Minority Relations Committee (EMRC)

All policies are to be implemented with funds from voluntary contributions and not through the use of any mandatory dues paid by members of the State Bar.



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