



CELEBRATING

diversity
IN THE LEGAL PROFESSION

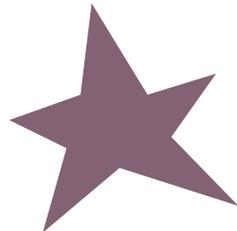
October 9, 2004

Monterey Marriott 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.





CELEBRATING diversity IN THE LEGAL PROFESSION

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



*Anthony P. Capozzi,
State Bar President*

Anthony P. Capozzi, president of the State Bar of California, is a sole practitioner in Fresno, specializing in white collar criminal defense litigation. Mr. Capozzi participated in the creation of the Board of Governors Strategic Plan, which made diversity in the legal profession one of the premier goals and strategies to bring the State Bar of California forward into the 21st century. He recently observed that, although numbers of attorneys from diverse backgrounds are increasing, the growth is not keeping pace with the 2000 census figures in the State of California. In order to implement the State Bar's Strategic Plan, Mr. Capozzi has attended various minority, women's and other bar association meetings and events and has actively participated in Joint Planning Sessions with the State Bar Access & Fairness Committees during the 2004 Spring Summit to further develop a plan for eliminating bias in the legal profession. Mr. Capozzi has a strong desire to increase diversity in the legal profession, so that all segments of society have the opportunity to enjoy the privilege of practicing law.



*Bonnie Dumanis,
District Attorney
San Diego County*

District Attorney Bonnie Dumanis, has a reputation as an innovative law enforcement professional. Ms. Dumanis is an experienced felony prosecutor, criminal trial judge, and seasoned law enforcement manager who promised to restore integrity to the office of the District Attorney when she took office on January 6, 2003. She began her career as an aggressive Deputy District Attorney for the San Diego County District Attorney's office. She earned community recognition and respect as a prosecutor who tried more than 50 jury trials and headed up the San Diego Metropolitan Homicide Task Force. Voters first elected Ms. Dumanis to the Municipal Court in 1994, after she had worked four years as a Juvenile Referee on the Superior Court bench. After only two years as a Municipal Court judge, she developed the San Diego County Central Division Drug Court, which was recognized as a national model because of the partnering of law enforcement with the courts, prosecutors, defense attorneys and treatment providers to fight substance abuse. In 1998, she was elected to the Superior Court where she played a primary role in shaping the Domestic Violence Court, stressing accountability and treatment for batterers with the goal of reducing repeat offenses. These successful innovations have received statewide recognition. Ms. Dumanis is also active in the legal community. She is a past president of the Lawyers Club of San Diego and served on the Board of Directors of the San Diego County Bar Association. She teaches ethics at the University of San Diego Law School and conducts classes for the National and California Judicial Colleges. Her many contributions have been recognized over the years, including the YWCA TWIN (Tribute to Women) award; The California Women in Government Law and Justice Award; The 1998 Salvation Army Women's Auxiliary Women of Dedication Award; and The Lawyers Club Belva Lockwood.



DIVERSITY AWARDS - INDIVIDUAL ATTORNEY



Hon. Robert M. Takasugi

Hon. Robert M. Takasugi, Judge U.S. District Court, Los Angeles

At the age of twelve, Robert M. Takasugi was among the 130,000 residents of Japanese descent who were interned in concentration camps throughout the western United States. The U.S. government gave his family two weeks to vacate their home in Tacoma, Washington, and report for relocation to an internment camp at Tule Lake, California. Takasugi's decision to become a lawyer and fight for civil rights was spurred by this childhood experience. In 1976, Judge Robert Takasugi was the first Japanese American to be appointed to the federal bench. Intent on continuing to promote diversity in the legal profession, he was the first federal judge in the Central District to hire a female law clerk. He has consistently hired law students of color to fill his judicial extern positions. He has personally mentored hundreds of law students and attorneys from diverse backgrounds who have gone on to serve their communities. In particular, this award is being presented in recognition of his bar review course for minority and progressive students who have failed the bar examination. He has conducted this course for 28 years and maintains a 90 percent pass rate. This course is offered on a pro bono basis and has provided hundreds of lawyers with entrance into the legal profession. Judge Takasugi has also been honored by the following groups: American Bar Association; the Mexican Bar Association, the Filipino Bar Association, the Japanese American Bar Association, the Korean American Youth Foundation, the Criminal Courts Bar Association, the National Asian Pacific American Bar Association, the Coeur d'Alene Indian Reservation, and the Los Angeles County Board of Supervisors.

DIVERSITY AWARDS - BAR ASSOCIATION



*Vanessa & Jeff,
LGLA Co-Presidents*

Lesbian & Gay Lawyers Association (LGLA)

This organization was founded in 1979 as the Lawyers for Human Rights, focusing on the concerns of gay, lesbian, bisexual and transgendered lawyers. Twenty five years later, LGLA continues its mission by making judicial endorsements, writing amicus briefs, participating in the Los Angeles County Bar Association, advocating at the State Bar's Conference of Delegates, and providing education, networking and social opportunities for its members. LGLA maintains a wide variety of programs for law students including a Scholarship Fund; mentoring for law school and bar passage; free membership; recognition at the Rand Schrader Law Student Reception and at the Summer Associate Reception; and various law school panels. For its lawyer members, LGLA offers continuing legal education classes on issues of concern to the LGBT legal community and also partners with other multicultural and women bar associations to present programs addressing diversity issues. The association works hard to maintain a sense of community by sponsoring social events, such as its Annual Dinner, when members and the greater Los Angeles legal community come together to recognize the accomplishments of distinguished members of the LGBT legal community. This event is also a key factor in statewide and national law firm outreach. LGLA's Lunch Series in downtown Los Angeles convening influential leaders to discuss LGBT issues with the membership. LGLA also devotes time to the preparation and filing of amicus briefs in cases concerning LGBT issues. It honors diversity through its governing structure, which requires co-chairs consisting of one male and one female. The current Board reflects its commitment to diversity being comprised of 45% women, 5% African American, and 5% legal professionals with disabilities.



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 multi-ethnic backgrounds. Further, only 32% members are women, 4% have a physical disability, 2.4% are LGBT 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 & 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 address common issues of concern; creates a diverse pool for all State Bar committees; and identifies and helps coordinate work done by the American Bar Association, Administrative Office 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, James Herman, the present State Bar President, Anthony P. Capozzi, 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 programs and 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.



Office of Legal Services,
Access & Fairness Programs

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