



CELEBRATING

diversity
IN THE LEGAL PROFESSION

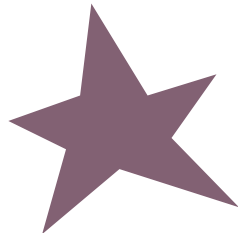
SEPTEMBER 10, 2005

San Diego Marriott Hotel & Marina

*Presenting the
State Bar of California's*

Fourth Annual
**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

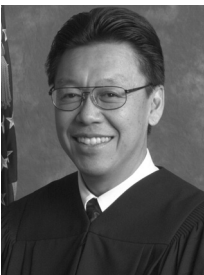


*John Van de Kamp,
State Bar President*

John Van de Kamp, president of the State Bar of California, is of counsel in the Los Angeles office of Dewey Ballantine, LLP. The former California Attorney General said in his acceptance speech on October 9, 2004, in Monterey, that greater inclusiveness in the profession was one of three goals that he wished to achieve during his tenure as president.

“What do I mean by greater inclusiveness? In our last Bar demographic survey, we found under representation in the Bar for Latino/Hispanic and African-American attorneys. Each group constituted less than 4% of the Bar membership. And yet as we all know, the Latino/Hispanic population in the state has grown by leaps and bounds. What does this mean? It means that the Latino/Hispanic and African-American communities are not being served as well as they should by those who best understand their language and/or culture – those who can identify with and know best those communities. The same holds true for the gay and lesbian and transgender communities. The Bar’s demographics will not change overnight, but if we don’t start now the issue will confront the Bar 10 years from now. What can we do? There’s no magic pill. But we need to organize a concerted effort by the State Bar in conjunction with every local bar association in the state to better educate high school and college students of color about the opportunities in law. This is not something that can be done from afar – it has to be done on a personal one-on-one level. To accomplish this requires support from within the Bar and from our law schools. And then there are the glass ceiling issues affecting women lawyers. We must address those, too. We will work to shatter those ceilings.”

Mr. Van de Kamp is committed to a more diverse profession and has devoted much of his time as State Bar President to organize and promote efforts to make the Bar better mirror and serve California’s diverse populations.



*Hon. Edward M. Chen,
Magistrate Judge,
U.S. District Court,
Northern District of
California*

Hon. Edward M. Chen, appointed to be a magistrate judge for the U.S. District Court in San Francisco on April 23, 2001, is the first Asian American to serve on that Court’s bench in its 150-year history.

After clerking for U.S. District Judge Charles Renfrew and U.S. Court of Appeal Chief Judge James Browning, he practiced as a litigation associate for three years with the law firm of Coblenz, Cahen, McCabe & Breyer. While with the Coblenz firm, Judge Chen joined the legal team representing Fred Korematsu in overturning his conviction for failing to comply with the evacuation order. He joined the legal staff of the ACLU of Northern California in 1985.

At the ACLU, Judge Chen worked on a wide range of issues including free speech, death penalty, employee privacy rights, police misconduct, affirmative action, and race discrimination. While at the ACLU, Judge Chen focused particularly on race and language discrimination. He co-chaired Californians United against Proposition 63 (the state English-Only initiative) in 1986, and was active in opposing the English-only movement. Judge Chen also represented the ACLU in important affirmative action matters. He authored the ACLU’s amicus brief to the U.S. Supreme Court in *Croson v. City of Richmond* in defense of Richmond’s affirmative action program.



DIVERSITY AWARDS - INDIVIDUAL ATTORNEY



Guy Rounsaville, Jr.

Guy Rounsaville, Jr., founded the California Minority Counsel Program (CMCP) over 15 years ago; using his influence as General Counsel for Wells Fargo Bank, he, along with Drucilla Ramey, then-Executive Director of the Bar Association of San Francisco, created CMCP and convinced Wells Fargo Bank, First Interstate Bank, Bank of America, Chevron, and Pacific Telesis Group to become charter participants in CMCP. Through continuing involvement, Mr. Rounsaville has helped to build this organization into a coalition of California-based corporations, minority- and majority-owned firms, county bar associations and diversity bars working together to provide attorneys of color equal opportunities for legal work and advancement within various practice settings. Now a self-sustaining organization, CMCP offers an Annual Business Development Conference, as well as the "General Counsel Reception" and the CMCP Minority Corporate Counsel Conference.

Mr. Rounsaville also serves on the Minority Corporate Counsel of America (MCCA) scholarship selection committee, which provides a number of scholarships averaging \$10,000 to minority law students, including mentorship and guidance in the entry of the legal profession.

Additionally, he serves on the Board of Directors of the Allen Broussard Scholarship Foundation, which assists law students in finding better job opportunities and careers in the legal profession.

Finally, he served on the board of Bay Area Youth Fund, helping youths complete high school and matriculate to college.

DIVERSITY AWARDS - BAR ASSOCIATION



*Elaine Lu
SCCLA President*

*Southern California
Chinese Lawyers
Association*



The **Southern California Chinese Lawyers Association** was founded in 1975 and is now celebrating its 30th Anniversary. Its efforts in diversifying the profession first start with its membership, boasting attorneys that speak mandarin, Cantonese, Vietnamese, Malaysian, Korean, Japanese, and Tagalog.

SCCLA maintains this diverse membership through numerous programs designed to address the needs of historically under-represented minority attorneys at varying stages of their careers. Starting with law school students, SCCLA provides exam-taking workshops and mentorship programs to historically underrepresented law students. The Association also awards scholarships and fellowships to law students who demonstrate a commitment to serving Asian American communities. The annual fellowships at the Asian Pacific American Legal Center of Southern California enable law students to participate actively in providing legal services while receiving a stipend.

SCCLA has also developed a number of programs for practicing minority attorneys. The Phoenix Rising Program is a one-day workshop aimed at promoting awareness of the unique challenges that Asian women advocates face. Among the issues highlighted at Phoenix Rising are retention issues, especially for women attorneys of color and young mothers. SCCLA offers other MCLE seminars annually as well, including the Trial Skills Workshop, involving lectures, demonstrations, mock trials, personal coaching & critique, designed to develop the skill set of lawyers at an affordable cost.

To reach out to high school students in neighborhoods with large minority populations, SCCLA participates in the "Blue Car Project," a lecture series designed to expose high school students to legal concepts through the hypothetical exercise of purchasing a car -- a topic in which all high school students are interested.



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, Anthony P. Capozzi, the present State Bar President, John Van de Kamp, 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.

