



CELEBRATING

*diversity*  
IN THE LEGAL PROFESSION

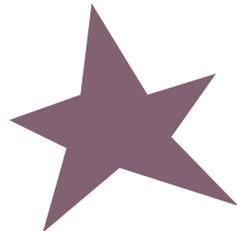
October 7, 2006

Monterey Marriott Hotel

Presenting the  
State Bar of California's

Fifth 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 equal access to justice and increase public confidence in the integrity of the profession and the legal system.





# 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



*James Otto Heiting,  
State Bar President*

**James Otto Heiting**, president of the State Bar of California, is a partner with Heiting and Irwin, in Riverside, California.

“Diversity... is not an issue of race, or gender, or income; but it is rather an issue of building confidence in our system of justice, in our judiciary and in the lawyers and judges who provide legal service to all Americans despite barriers of language and culture. By our (lawyers and judges) achieving greater diversity, our citizens will feel more confidence to turn to us to help solve their problems – not out of desperation because they are in trouble, but because of a mutual understanding and their growing belief in our ability and willingness to help.

In our society, in our country, we pride ourselves on the diversity of our citizenship. We are made up of all races, creeds, ages, appearances, backgrounds, religions, beliefs. I want my children to have heroes of every color and type, and the only way I can have that for my children is if our leadership is as diverse as our citizens. I am happy to report that the State Bar puts diversity at the top of the list of our short and long term goals in its strategic planning.”

Mr. Heiting is committed to diversity in the legal profession, and to that end he created a Diversity Pipeline Task Force that he hopes will show the way to achieving that end for the State Bar and the state of California.



*Russell Roeca*

**Russell Roeca, Master of Ceremonies** is a former Board of Governor member of the State Bar of California, attended Hastings College of Law, and is currently Secretary of the Bar Association of San Francisco, as well as a Member, Bay Area Lawyers for Individual Freedom.

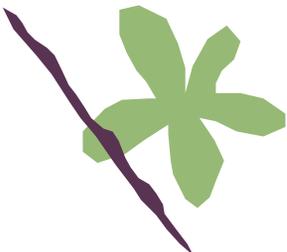


*Michael Nava*

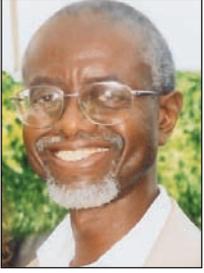
**Michael Nava**, is an attorney and writer. He is co-author of [Created Equal: Why Gay Rights Matter to America](#), the award-winning author of the Henry Rios mysteries and a judicial staff attorney in San Francisco.

Mr. Nava wrote eloquently about diversity in an op-ed piece:

“Diversity is not a quota system, which seeks only to represent various ethnic and racial groups in the bar and bench in exact proportion to their numbers in the population. Increasing the numbers of underrepresented groups in the bar and bench is a necessary and obvious step in diversifying both, but reducing diversity to a numbers game loses sight of the fundamental purpose of having a genuine cross-section of the population participate at all levels of the judicial system. The purpose of diversity is to introduce into the system a wide range of perspectives arising from the life experiences of members of ethnic and racial minorities, because if, as Justice Oliver Wendell Holmes said, ‘The life of the law is experience,’ then their experiences are an absolute necessity in the shaping and application of the law.”



## DIVERSITY AWARDS - INDIVIDUAL ATTORNEY



*Alfred Jenkins*

**Alfred Jenkins**, Since 1976, Mr. Jenkins has endeavored to increase the less than 3% African-American membership in the State Bar. In this regard, he provides, free of charge, Bar Exam essay-writing tutorials during the two months preceding each Bar Exam. Mr. Jenkins does not accept any outside support for the tutorials. This consists of three two and one-half hour, one-on-one sessions each weekday for two months of intense essay-writing support in all substantive areas of law. 68 of his students sat for the summer 2006 Bar Exam.

Mr. Jenkins retired from active legal practice, following fifteen years as a trial prosecutor with the Office of the District Attorney, Los Angeles County.

Many hundreds of lawyers, now successfully practicing, have passed through Mr. Jenkins' "tough love" program, including Judges Michael D. Carter, John T. Doyle, Patricia L. Titus of the Los Angeles Superior Court; Commissioners Carol D. Codrington, Lori-Ann Jones, and Lia R. Martin; Mayor of Compton and Deputy District Attorney Eric Perrodin; Bruce E. Brodie, Division Chief, Central Operations, Los Angeles County Alternate Public Defender; Karen Nobumoto, Deputy District Attorney and former State Bar President; Linda Rosborough, Deputy District Attorney and President of Black Women Lawyers Association, Inc.



*Bill Lann Lee*

**Bill Lann Lee**, Mr. Lee was the chair of the Bar Association of San Francisco's Diversity Task Force and principal author of BASF's 2005 Report of Goals & Timetables for Minority Hiring & Advancement. Mr. Lee supervised the collection and analysis of the statistical data and oversaw the 80 attorneys who conducted interviews, and the reporting of the findings in a 50-page Report.

The Report discusses challenges, best practices, benchmarking data for different-sized firms, and current Goals and Timetables. The Report also addresses a strategy for the hiring and advancement of various minority groups, such as African American, Asian American, and Hispanic attorneys, and proposes further reporting. As a result, the signatories to the Goals & Timetables challenge more than doubled, from 35 to 85 law firms, government agencies, and corporate legal departments.

Mr. Lee also convened a meeting of local General Counsels to encourage diversity in retaining of law firms and was co-organizer of a December 2005 BASF Diversity Conference, which kept BASF's law firm diversity efforts on the agenda of the Bay Area's legal community.

## DIVERSITY AWARDS - BAR ASSOCIATION



*Gary Farwell,  
President of CABL*

*California Association  
of Black Lawyers*

In 2006, the **California Association of Black Lawyers (CABL)**:

- Raised thousands of dollars for relief efforts—specifically helping many displaced law students to continue educational pursuits via monetary support and, through CABL networks, helped to enroll displaced law students in other law schools, helping to rebuild New Orleans and its greatly impacted legal system
- Presented an annual conference promoting diversity by providing career training, networking and a safe harbor for addressing pending legislation, judicial appointments and other current issues affecting minority attorneys
- Provided low cost MCLE to members and opportunity for minority lawyers, judges and others the opportunity to present seminars in specific subject matters
- Met with members of California legislature and the Governor's office to discuss judicial appointments and legislation affecting African Americans and people of color
- Implemented scholarship programs to support African American law students and increase diversity in the pipeline
- Provided Interview and Resume-Writing Workshops for minority students, led by judges, law-firm partners and experienced attorneys of color



## 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 at 53.3%, 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 as a bully pulpit 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 president, John Van de Kamp, and the Diversity Pipeline Initiative of current State Bar President James O. Heiting, and the activities of the Center for Access & Fairness and 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 Identity Discrimination (CSOGID)  
Committee on Women in the Law (CWIL)  
Ethnic Minority Relations Committee (EMRC)

All diversity 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.

