THE STATE BAR OF CALIFORNIA

MIDYEAR MEETING
ON ACCESS & FAIRNESS IN
THE LEGAL PROFESSION

“CHARTING A STATEWIDE AGENDA:
DIVERSITY LEADERSHIP &
STRATEGIES FOR SUCCESS”

March 15-17, 2002

The Lodge at Sonoma Renaissance Hotel & Spa
Sonoma, California

KEYNOTE SPEAKERS:
Karen Nobumoto,
President of the State Bar of California
Dennis Archer,
former Mayor of Detroit
Justice Carlos Moreno
of the California Supreme Court

ADVANCED REGISTRATION INFORMATION
**FRIDAY, MARCH 15**

8:00 AM  
Registration

Noon to 1:30PM  
[1] State Bar Luncheon  
Welcome: Karen Nobumoto  
President, State Bar of California

1:45 to 5:00PM  
“Bar Leadership Forum: Strategies for Building a Better Bar”  
Local bar leaders and executives define their respective roles and focus on  
practices and procedures for sound financial management, as well as tips for  
positive media relations. The forum will include time for dialogue and peer  
support in roundtable discussions and will be moderated by Drucilla Ramey,  
Former Executive Director & General Counsel of the Bar Association of  
San Francisco.

5:00 to 7:00PM  
[2] Reception, Sponsored by the State Bar Real Property Law Section and the  
Environmental Law Section

**SATURDAY, MARCH 16**

7:30 to 8:15AM  
[3] Continental Breakfast

8:30 to 9:00AM  
Opening Keynote Address  
Dennis Archer, former Mayor of Detroit Michigan was elected in 1994 and went  
on to serve the city of Detroit until 2001. Prior to his election as mayor, he was  
appointed as Associate Justice of the Michigan Supreme Court in 1985.

**CONCURRENT SESSIONS**

**TRACK ONE: Access and Fairness Initiatives**

9:15 to 10:45AM  
Profession From Attorneys Who’ve “Been There/ Done That” (Part I)  
This program will provide attorneys from diverse backgrounds with strategies for  
reaching career goals, whether at a law firm, in-house, or within the public  
sector (government, judiciary or politics). The session will also address the  
recruitment and retention of diverse attorneys and identify approaches for  
eliminating bias in the law firm.  
(Coordinated by the Ethnic Minority Relations Committee and co-sponsored by the California Minority Counsel Program)  
(MCLE: 1.5 Hours, 1 Hour Elimination of Bias in the Legal Profession)

11:00AM to 12:30PM  
[5] “Strength in Numbers: Perspectives on What Bar Associations Can Do to  
Increase Diversity in All Levels of the Profession” (Part II)  
This session will provide an opportunity for conference participants to identify  
issues and proffer viable ideas and strategies on improving access and  
increasing diversity in the legal profession. Many of the issues and strategies  
discussed during this session will be incorporated into a State Bar of California  
statewide plan of action on how to improve access and fairness in the legal  
profession.  
(Coordinated by the Ethnic Minority Relations Committee)

**TRACK TWO: Access and Fairness in the Courts**

9:15 to 11:15AM  
Despite efforts by the courts and the judiciary, there is still an element of sexual  
orientation bias in the legal profession. This session will highlight the Judicial  
Council’s latest study and recommendations on “Sexual Orientation Fairness in  
the California Courts” and will examine the perceptions of fairness in the  
California Courts. The session will conclude with an update from the Courts on  
recommendations from prior access and fairness reports including issues of race,  
etnicity, disability and women of color.  
(Coordinated by Committee on Sexual Orientation and Gender Identity Discrimination and Judicial Council Access and  
Fairness Advisory Committee)  
(MCLE: 2 Hours, 1 Hour of Elimination of Bias in the Legal Profession)
11:30AM to 12:30PM  “Dialogue on Implementing Fairness in the Courts” (Part II)
This session will facilitate dialogue about effective means of eliminating bias in the courts as it relates to specific Access and Fairness issues, including gay, lesbian, bisexual, transgender people, persons with disabilities, racial and ethnic minorities, women, and seniors.  
(Coordinated by Judicial Council Access and Fairness Committee and State Bar Access and Fairness Committees)

12:45 to 2:00PM  State Bar Luncheon
Keynote: California Supreme Court Justice Carlos Moreno
Justice Moreno was appointed to the bench in October 2001. Justice Moreno is the 111th justice of the California Supreme Court and the third Latino to sit on the bench in its history.

Concurrent Sessions
2:15 to 3:45PM  “Of Briefs and Barriers: Obstacles to Participation of Legal Professionals with Disabilities and What Can be Done to Eliminate the Obstacles”
This session will focus on how law firms, law schools, and courts keep people with disabilities out of the legal profession and how they can stop. The panel will present statistics of under-representation of people with disabilities in the legal profession, examine the barriers that schools, firms, and courts impose (sometimes unconsciously), and discuss strategies for opening the doors of the legal profession to lawyers with disabilities.  
(Coordinated by the Committee on Legal Professionals with Disabilities)  
(MCLE: 1.5 Hours)

“Gender, Race and Other Invidious Stereotypes and Their Effect on Legal Performance”
The panelists in this program will present research demonstrating the impact of negative stereotypes based on gender and race and the resulting psychological processes that inhibit the performance of individual attorneys to whom the stereotype applies. Panelists will explore the applicability of the research conclusions to the legal profession and will frame a proactive strategy for avoiding unconscious discriminatory conduct, as well as counteracting the unconscious reactions experienced by attorneys.  
(Coordinated by the Committee on Women in the Law)  
(MCLE: 1.5 Hours, 1 Hour of Elimination of Bias in the Legal Profession)

Concurrent Sessions
4:00 to 5:30PM  “The Whole Lawyer: Managing Stress and Achieving Balanced Lives”
This session will explore how individual practitioners and firms can effectively manage the stress created by the combined demands of work and home. Particular emphasis will be placed on what legal employers can do and have done to promote successful work/life policies and initiatives. We will address alternative work arrangements, as well as effective stress management.  
(Coordinated by the Committee on Women in the Law)  
(MCLE: 1.5 Hours, .5 Hour Prevention Detection and Treatment of Substance Abuse & Emotional Distress)
How are employers handling AB 25, the recently enacted bill on Domestic Partner rights? This program will explore the legislative intent of AB 25, its application, and impact on the legal profession.

(Coordinated by the Committee on Sexual Orientation and Gender Identity Discrimination) (MCLE: 1.5 Hours)

5:30 to 7:00PM

[13] Reception

SUNDAY, MARCH 17

7:30 to 8:15AM

[14] Continental Breakfast

CONCURRENT SESSIONS

8:30 to 10:00AM


This program will identify and discuss ways attorneys, especially solo practitioners and those from small law firms, can more effectively manage their legal practice and hopefully avoid pitfalls that could lead to an investigation and/or discipline by the State Bar. The California Rules of Professional Conduct and other governing authorities will be reviewed.

(Coordinated by the Ethnic Minority Relations Committee) (MCLE 1.5 Hours Legal Ethics)


Learn how statutory remedies for elder abuse are attracting more and more practitioners to this emerging growth industry. Why is elder abuse on the rise? One contributing factor is that persons over the age of 50 control 70% of the nation’s wealth. More seniors than ever before are victims of predatory loan scams, home repair scams, powers of attorney abuse, and even physical abuse, and need active advocates to protect them from such schemes. The victims can be neighbors, friends, parents and grandparents. Panelists will touch on California codes specially designed for the protection of senior citizens.

(Coordinated by the Committee on Senior Lawyers) (MCLE: 1.5 Hours)

10:15 to 11:45AM

[17] “Effectively Representing Limited and Non-English Speaking Clients”

This panel will address the ethical obligations of attorneys when representing limited and non-English speaking clients. In addition, this panel will help attorneys recognize and overcome biases, describe best practices to avoid malpractice and discuss the use and professional ethics of interpreters in civil and criminal cases.

(Coordinated by the Standing Committee on the Delivery of Legal Services) (MCLE 1.5 Hours, 1 Hour Legal Ethics)

[18] “Flying Solo”

Solo practitioners will share their experiences and insights by providing practical information to help you establish a private law practice. This session will be of particular interest to new and young lawyers.

(Coordinated by the California Young Lawyers Association) (MCLE 1.5 Hours)

11:45AM

Midyear Meeting Adjourns
REGISTRATION FORM

Bar # ______________________________________________________________________________

Name ______________________________________________________________________________

Firm/Organization _________________________________________________________________________

Address _________________________________________________________________________________

City, State, Zip Code ______________________________________________________________________

Phone ______________________________Fax __________________________

E-mail _________________________________________________________________________________

Spouse/Guest Name _______________________________________________________________________

If your spouse/guest is not an attorney, registration is complimentary. Attorney spouse/guest must
complete separate form and pay registration fee.

REGISTRATION FEES

❑ $125 (includes two Continental Breakfasts, two lunches, receptions, materials)
❑ $150 Late and On-site

On-site registration will be on a space available basis only. Mail or fax your registration form before March 8, 2002 to guarantee your place at the Midyear Meeting. After March 8, 2002 you must register on-site.

AMOUNT ENCLOSED/TO BE CHARGED . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . $ ________

CREDIT CARD INFORMATION (VISA/MASTERCARD ONLY)

I/we authorize the State Bar of California to charge my/our program registration to my/our VISA/MasterCard account.
(No other credit cards will be accepted.)

Account Number __________________________________________________________________________________

Exp. Date ________________________________________________________________________________________

Cardholder’s Name ________________________________________________________________________________

Cardholder’s Signature ______________________________________________________________________________

COURSE SELECTOR

Please check the following courses and food events you will attend (for guarantee purposes).

Friday, March 15, 2002

❑ 1. State Bar Luncheon I will attend ___ I will not attend__

❑ 2. Reception I will attend__ I will not attend__

Saturday, March 16, 2002

❑ 3. Continental Breakfast I will attend ___ I will not attend__

❑ 4. Shades of Success: Perspectives on Achieving in an Ever Diversifying Profession From
   Attorneys Who’ve “Been There/ Done That” (Part I)

❑ 5. Strength in Numbers: Perspectives on What Bar Associations Can Do to Increase Diversity in
   All Levels of the Profession (Part II)

❑ 6. Access and Fairness in the Courts (Part I)

❑ 7. Dialogue on Implementing Fairness in the Courts (Part II)

❑ 8. State Bar Luncheon I will attend ___ I will not attend ___

❑ 9. Of Briefs and Barriers: Obstacles to Participation of Legal Professionals with Disabilities and
   What Can Be Done to Eliminate the Obstacles

❑ 10. Gender, Race and Other Invidious Stereotypes and Their Effect on Legal Performance

❑ 11. The Whole Lawyer: Managing Stress and Achieving Balanced Lives


❑ 13. Reception I will attend___ I will not attend___

Sunday, March 17, 2002

❑ 14. Continental Breakfast I will attend___ I will not attend___

❑ 15. Staying Out of the Legal Doghouse–The Ins and Outs of Avoiding Attorney Discipline


❑ 17. Effectively Representing Limited and Non-English Speaking Clients

❑ 18. Flying Solo

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DENNIS ARCHER
former Mayor of Detroit

Saturday
8:30 to 9:00AM
Opening Keynote Address

JUSTICE CAROLS MORENO
of the California Supreme Court

Saturday
12:45 to 2:00PM
State Bar Luncheon Keynote Speaker
MCLE
Earn Up to 8 Hours MCLE Credit
Includes: .5 Hour Prevention Detection and Treatment of Substance Abuse & Emotional Distress; 2.5 Hours Legal Ethics; and 3 Hours Elimination of Bias in the Legal Profession

The State Bar Office of Section Education and Meeting Services is a State Bar of California MCLE Approved Provider.

REGISTRATION
The $125 registration fee includes Friday- Sunday programs , Saturday & Sunday continental breakfasts, Friday & Saturday lunch and receptions. You must register on or before March 8, 2002 to receive the $125 fee. On-site registration is $150 and will be on a space available basis only. After March 8, 2002 you must register on-site.

For program information, please call 415.538.2143.
For registration information, please call 415.538.2508.

BY MAIL
Please send your completed registration form and check payable to the State Bar of California: Program Registrations, The State Bar of California, 180 Howard Street, San Francisco, CA 94105-1639.

BY FAX
Please fax your registration form with your Credit Card (VISA/MASTERCARD ONLY) information to Program Registrations at 415.538.2368 by March 8, 2002. Only faxes accompanied with the appropriate Credit Card information will be processed.

HOTEL
To make hotel reservations call 1.888.710.8008 on or before February 15, 2002 to receive the reduce rate of $159. Credit card information is necessary. One night’s room and tax will be charged to your credit card on or before February 15. Deposits are non-refundable if reservations are cancelled within seven days of your arrival.

You must mention that you are attending the State Bar of California’s Midyear Meeting to obtain the special rate of $159 per night plus tax. After February 21, 2002, accommodations are on a space available basis.

The Lodge at Sonoma Renaissance Hotel and Spa is located at 1325 Broadway in Sonoma, just 45 miles from San Francisco in the heart of Sonoma Valley wine country and just blocks from the Sonoma Plaza.

TRAVEL
The State Bar of California has a discount program with United Airlines. The discounts are 10% off unrestricted full coach fares and 5% off any published (often restricted) fares. To make reservations or for additional information, please call the United Group Meeting Desk at 800.521.4041 and refer to account number #550QX.

SPECIAL ASSISTANCE
For special assistance, please call 415.538.2393. TDD for speech and hearing impaired, call 415.538.2231.

FOR MORE INFORMATION
For registration information, please call Program Registration at 415.538.2508. For program content information, please call 415.538.2143.

DEADLINES
Reserve hotel room by February 15, 2002 for the $159 rate.
Registration deadline by March 8, 2002 for $125.
After March 8, 2002 you must register on-site.