

# The State Bar of California Midyear Meeting 2003

## BAR LEADERS' MEETING

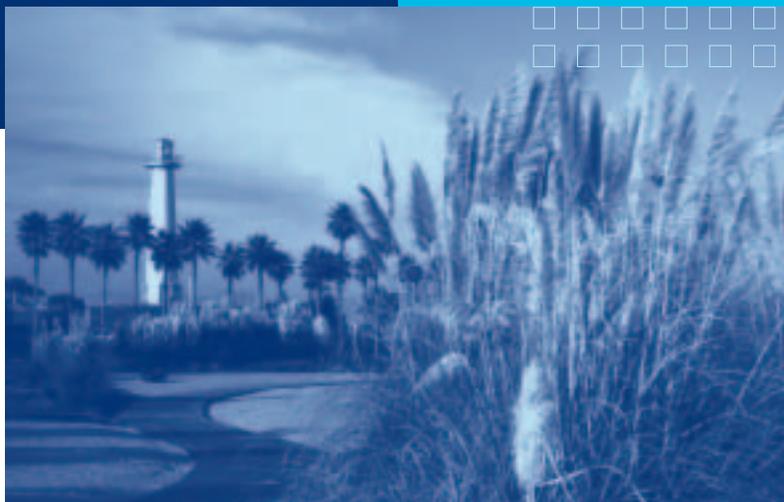
“Making it All Work:  
Leadership from A to Z”

March 21-22, 2003

## CALIFORNIA MINORITY ATTORNEYS' CONFERENCE

“Barring None:  
Positioning Ourselves for  
Power and Leadership”

March 22, 2003



Westin Long Beach

### KEYNOTE SPEAKERS:

Herb J. Wesson, Jr., Speaker, California State Assembly

Associate Justice Ming W. Chin

Angela Blackwell, Stewart Kwoh

Authors of *Searching for the Uncommon Common Ground*

Mablean Ephriam of Divorce Court

Also:

Jim Herman, President, State Bar of California

Mayor Beverly O'Neill of Long Beach

ADVANCED REGISTRATION INFORMATION

## MIDYEAR MEETING 2003

The 2003 Midyear Meeting provides the umbrella for two special events — the **Bar Leaders' Meeting** and the **California Minority Attorneys' Conference**. Bar leaders will enhance their leadership skills and discuss the “nuts and bolts” of leading a successful and vital bar association. Minority attorneys and other attorneys from diverse backgrounds will focus on career development, the successful practice of law, and elimination of bias issues. At the same time, the Midyear Meeting will provide the forum for all participants to engage in dialogue addressing common issues related to leadership and diversity in the legal profession and to network with colleagues throughout the state.

### Don't Be Left Behind

Join us as we move forward ... becoming better leaders, finding common ground and developing mutual solutions.

### Meet Our Keynote Speakers



*Herb J. Wesson, Jr., Speaker  
California State Assembly*



*Associate Justice  
Ming W. Chin*



*Mablean Ephriam,  
Divorce Court*



*Stewart Kwoh  
Co-Author of Searching  
for the Uncommon  
Common Ground*



*Angela Blackwell  
Co-Author of Searching  
for the Uncommon  
Common Ground*

### Special Greetings From



*Mayor Beverly O' Neill  
of Long Beach*



*Jim Herman  
President, State Bar  
of California*

*No mandatory dues paid to the State Bar are used for the State Bar Midyear Meeting.*

# BAR LEADERS' MEETING

"MAKING IT ALL WORK: LEADERSHIP FROM A TO Z"

## Friday, March 21, 2003

8:30a - 10:00a	<b>Registration for Bar Leaders' Meeting</b>	3:30p - 4:30p	<b>Bar Leader Roundtables</b> (concurrent sessions)
10:00a - 10:45a	<b>Welcome:</b> Beverly O'Neill, Mayor of Long Beach, Jim Herman, State Bar President, Daniel J. McDonald, President Elect Long Beach Bar Association. Keynote Address: Herb J. Wesson, Jr., Speaker, California State Assembly		<b>[3] Money, Money, Money:</b> How to Increase Revenues Discussion on increasing bar membership and sources of non-dues revenue.
11:00a - 12:15p	<b>Plenary:</b> Follow the Leader Perspectives from various bar leaders highlighting leadership qualities and skills and providing insight on how they address challenges.	4:45p - 5:45p	<b>[4] Reflections on Diversity:</b> A Self Assessment This highly interactive and participatory workshop will explore effective and practical strategies to understand and self-monitor for the influence of unconscious bias.
12:30p - 1:45p	<b>[1] Luncheon:</b> Associate Justice Ming W. Chin		<b>Bar Summits</b> (concurrent sessions) 1. Metro Bars                      3. Statewide Bars 2. Small Bars                      4. Minority, women and other specialty bars
2:00p - 3:15p	<b>[2] Plenary:</b> Raising the Bar: Responding to Community Needs	6:00p - 7:30p	<b>[5] Reception</b>



## Saturday, March 22, 2003

7:30a - 8:30a	<b>[6] Continental Breakfast</b>	11:15a - 12:00p	(2 concurrent sessions)
8:30a - 10:00a	<b>"Searching for the Uncommon Common Ground":</b> Joint Plenary Session (Bar Leaders and Minority Attorneys): Angela Blackwell and Stewart Kwoh This dynamic session will include a summary of a recent study on new dimensions in race in America, highlighting the skills needed by future leaders to be effective in the context of a changed demographic landscape. Following the presentations, there will be opportunity for dialogue among Bar Leaders and Minority Attorneys on leadership, inclusion and diversity from various perspectives.		<b>[9] Money, Money, Money:</b> Fiduciary Responsibility In this session, you'll learn about the fiduciary responsibilities of the officers and the board of your bar association. You will learn the types of fiscal policies and guidelines your bar should have in place for operating, insurance and other financial controls.
10:15a - 11:00a	(2 concurrent sessions) <b>[7] Leading the "Pack":</b> What Bar Presidents Should Know About Board Management Learn how to make effective use your board by getting tips on tactics and techniques to manage your board meetings and ways to ensure that each of the players is moving in same direction with you, the Leader. <b>[8] Spread the "Word":</b> President's Pages and Electronic Communications As the bar president and spokesperson for your association, you will need to effectively use electronic and hardcopy methods for the delivery your association's message. How do you properly utilize electronic communications? Learn how to use websites effectively. And, how in the world do you ever come up with topics for interesting president's columns? This session will give you tips to help you spread the "word".	12:00 - 1:30p	<b>[10] Spread the "Word":</b> In Person As your organizations' leader, you will be called upon to speak at a variety of programs and events and possibly even on T.V. Are you up to the task? Learn about preparation, delivery, use of notes and engaging the audience. What color shirt should you be wearing if you're on T.V.?
		1:45 - 2:30p	<b>[11] Joint Luncheon:</b> Mablean Ephriam of Divorce Court fame has more than 20 years of experience as a California trial lawyer and mediator. She has delighted audiences with her wit and wisdom and this luncheon keynote promises to be inspirational as well as entertaining. You won't want to miss it!
		2:30p	<b>Wrap Up:</b> Making It All Work Explore the roles and relationships among the key players of your organization: the president, the board, committee and section leaders and last but not least, the executive director. <b>End of Midyear/Bar Leadership Event</b> (Bar Leaders welcomed to remain and attend remaining CMAC sessions.)

# CALIFORNIA MINORITY ATTORNEYS' CONFERENCE (CMAC)

ETHNIC MINORITY RELATIONS COMMITTEE ■ "BARRING NONE: POSITIONING OURSELVES FOR POWER AND LEADERSHIP"



## Saturday, March 22, 2003

7:30a - 8:30a **[6] Continental Breakfast**  
**Registration for CMAC**

8:30a - 10:00a **"Searching for the Uncommon Common Ground":**  
 Joint Plenary Session (Bar Leaders and Minority Attorneys): Angela Blackwell and Stewart Kwoh

This dynamic session will include a summary of a recent study on new dimensions in race in America, highlighting the skills needed by future leaders to be effective in the context of a changed demographic landscape. Following the presentations, there will be opportunity for dialogue among Bar Leaders and Minority Attorneys on leadership, inclusion and diversity from various perspectives.

10:15a - 11:45a (3 concurrent sessions)

**[12] Brokering Power: Networking Your Way into Your Dream Job**

Does it seem like everyone else is advancing quicker than you are in your career? Are you still searching for the perfect legal job? This session will explore ways to develop your own personal network, provide strategies for developing and achieving your career goals, and offer insights into the practice of law that you don't learn about in law school.

**[13] Secrets of Success: What Nobody Tells You about How to Succeed in the Private Sector**

This panel, comprised of senior attorneys of color at law firms and corporations, will offer unedited advice about how to thrive in private practice. In addition to broad goals and guidelines to follow, the discussion will include specific instances of what to expect and how to overcome obstacles, including bias and unlawful discrimination of attorneys practicing in the private sector. MCLE 1 hour elimination of bias\*

**[14] Winning Trial Practice**

How do attorneys consistently obtain great settlement offers or jury verdicts? How do these successful trial lawyers transform their courtroom victories into power and leadership in the profession? Learn techniques for a successful litigation practice, including resource management, strategic planning, and multi-tasking and how to use courtroom success for professional development and advancement. MCLE 1.5 hours\*

12:00p - 1:30p **[11] Joint Luncheon:** Mablean Ephriam of Divorce Court fame has more than 20 years of experience as a California trial lawyer and mediator. She has delighted audiences with her wit and wisdom and this luncheon keynote promises to be inspirational as well as entertaining. You won't want to miss it!

1:45p - 3:15p (3 concurrent sessions)

**[15] Building a Diverse Bench: How Minority Attorneys Become Judges**

This session will provide practical guidance for attorneys of color to maximize their chances of becoming a judge such as learning the procedures for nomination and confirmation of federal judges,

application process for becoming a state judge, what selection committees look for in judicial candidates and more, including references to the Final Report of the California Judicial Council Advisory Committee on Racial and Ethnic Bias in the Courts. MCLE: 1 hour elimination of bias\*

**[16] Leading with Law: Alternative Careers and Marketable Skills For JD's**

Ever think that the job you have just isn't what you went to law school for? This panel will discuss novel and non-traditional careers both within and outside of the law and those skills learned as a JD that are highly marketable in non-legal fields. Think outside of the box and learn to use your law degree in ways you never imagined!

**[17] Employment Law Roundtable**

Whether representing the employer or employee, hear the latest strategies for protecting your client in these changing times. Top employment law practitioners present updates on case law while offering strategies for representing your client's best interests. MCLE: 1.5 hours\*

3:30p - 5:00p

(3 concurrent sessions)

**[18] Securing Your Future Working in the Public's Interest**

Working for the government or a public interest organization provides a great opportunity to put your law degree to work towards the betterment of society. But what about your long-term career goals? A panel of experts offers guidelines for planning your future as a public interest or government lawyer.

**[19] Singing in the Rain: The Art of Cultivating Clients**

A strong, solid client base is critical to the development of a successful practice. How do you get the clients in the door? Once you get them, how do you keep them? This session will provide practical information on finding clients, and cultivating those relationships to maintain their business and access future clients.

**[20] Empower Yourself: Be Your Own Boss (and Stay Out of Trouble)**

The freedom of running your own law practice can also be a trap for the unwary. Panelists will present practical advice on how to more effectively manage a practice and how to avoid the common pitfalls that could lead to investigation and/or disciplinary action by the State Bar. The California Rules of Professional Conduct and other governing authorities will be reviewed as appropriate. MCLE: 1.5 hours, 1 hour ethics\*

\*MCLE approval pending

5:00p - 7:00p

**[21] Reception**

# INFORMATION

## MCLE

Earn up to 4.5 hours MCLE Credit.

The State Bar Office of Legal Services, Access and Fairness Programs is a State Bar of California MCLE Approved Provider.

## Registration

The \$175 registration fee includes all Friday and Saturday programs for both events. The \$125 registration fee includes CMAC only. For program information regarding the Bar Leadership Meeting call 213-765-1329. For program information regarding the California Minority Attorneys' Conference call 415-538-2219. For registration information 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 7, 2003. Only faxes accompanied with the Credit Card information will be processed.

## Hotel

To make hotel reservations call 1-800-WESTIN1 or 562-436-3000 and identify yourself as attending the State Bar of California Midyear Meeting. Reservations must be made before February 21, 2003 to receive the reduced rate of \$159 plus tax. A card deposit equal to one (1) night's stay is required to hold each reservation. Your credit card card will be charged upon making reservations. Should it be necessary to cancel your reservation the deposit is refundable if notice is received by the hotel at least seventy-two (72) hours prior to arrival and a cancellation number is obtained. The Westin Long Beach Hotel is located at 333 East Ocean Blvd. Long Beach. Phone (562) 436-3000 Fax (562) 436-9176

## 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 call the United Meeting Desk at 1-800-521-4041 and refer to account #550QX. Additional discounts are available online.

## Special Assistance

For special assistance call 415-538-2328. TDD for speech and hearing impaired call 415-538-2231.

## For More Information

Bar Leader's Meeting Information: 213-765-1329  
California Minority Attorneys' Conference: 415-538-2219  
Registration: 415-538-2508

## Deadlines

Reserve hotel room by Friday, February 21, 2003

Registration deadline by Friday, March 7, 2003. After March 7, 2003 you must register on-site.

# Registration Form

Bar # \_\_\_\_\_  
 Name \_\_\_\_\_  
 Bar Association/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, but luncheons must be paid separately. Attorney spouse/guest must complete separate form and pay full registration fee.

## MIDYEAR REGISTRATION FEES (please check )

- \$175 State Bar Midyear Bar Leaders' Meeting** (Friday, March 21 & Saturday, March 22: includes all programming for both events, continental breakfasts, lunches, receptions, and materials)
- \$225 Late or Onsite Registration** (after Friday, March 7, 2003)
- \$125 California Minority Attorneys' Conference only** (Saturday, March 22)
- \$175 Late or Onsite Registration** (after Friday, March 7, 2003)
- \$50 Friday Luncheon only**
- \$50 Saturday Luncheon only**

*Mail/fax your registration form before Friday, March 7, 2003 to guarantee your place at the Midyear Meeting. After Friday, March 7 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 to my/our Visa/Master Card account.

Account Number \_\_\_\_\_ Expiration Date \_\_\_\_\_  
 Cardholder's Name \_\_\_\_\_  
 Cardholder's Signature \_\_\_\_\_

## COURSE SELECTOR

Please check  the following courses and food events you will attend.

### Bar Leaders' Meeting: Friday, March 21, 2003

- [1] Luncheon: Associate Justice Ming W. Chin (included in registration fee)  
 Guest Lunch (also check  fee box above), *number attending* \_\_\_\_\_
- [2] Raising the Bar: Responding to Community Needs
- [3] Money, Money, Money: How to Increase Revenues
- [4] Reflections on Diversity: A Self Assessment
- [5] Reception

### Bar Leaders' Meeting: Saturday, March 22, 2003

- [6] Continental Breakfast
- [7] Leading the "Pack": What Bar Presidents Should Know About Board Management
- [8] Spread the "Word": President's Pages and Electronic Communications
- [9] Money, Money, Money: Fiduciary Responsibility
- [10] Spread the "Word" In-Person
- [11] Luncheon with Mablean Ephriam (included in registration fee)  
 Guest Lunch (also check  fee box above), *number attending* \_\_\_\_\_

### California Minority Attorneys' Conference: Saturday, March 22, 2003

- [6] Continental Breakfast
- [12] Brokering Power: Networking Your Way into Your Dream Job
- [13] Secrets of Success: What Nobody Tells You about How to Succeed in the Private Sector
- [14] Winning Trial Practice
- [11] Luncheon with Mablean Ephriam (included in registration fee)  
 Guest Lunch (also check  fee box above), *number attending* \_\_\_\_\_
- [15] Building a Diverse Bench: How Minority Attorneys Become Judges
- [16] Leading with Law: Alternative Careers and Marketable Skills for JD's
- [17] Employment Law Roundtable
- [18] Securing Your Future Working in the Public's Interest
- [19] Singing in the Rain: The Art of Cultivating Clients
- [20] Empower Yourself: Be Your Own Boss (and Stay Out of Trouble)
- [21] Reception