



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**

# SCHEDULE OF EVENTS

## 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 [4] “Shades of Success: Perspectives on Achieving in an Ever Diversifying 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 [6] “Access and Fairness in the Courts” (Part I)
- 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, ethnicity, 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

**[7] "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

**[8] 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

**[9] "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)*

**[10] "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

**[11] "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)*

**[12] "Domestic Partners and the Legal Employer: The Benefits of AB 25"**

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

**[15] "Staying Out of the Legal Doghouse—The Ins and Outs of Avoiding Attorney Discipline"**

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)*

**[16] "Elder Law: The Greying of America Can Mean the Growth of A Law Practice"**

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 ..... \$ \_\_\_\_\_

## 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  
 12. Domestic Partners and the Legal Employer: The Benefits of AB25  
 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  
 16. Elder Law: The Greying of America Can Mean the Growth of a Law Practice  
 17. Effectively Representing Limited and Non-English Speaking Clients  
 18. Flying Solo

## 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 \_\_\_\_\_



THE STATE BAR OF CALIFORNIA

## MIDYEAR MEETING ON ACCESS & FAIRNESS IN THE LEGAL PROFESSION

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

### **KAREN NOBUMOTO**

President of the State Bar of California

Friday

Noon to 1:30PM

State Bar Luncheon Welcome



### **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

# INFORMATION

## **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.