

AGENDA ITEM

MARCH 54-151

**California ALL Board
Ratification of Appointment
of Member**

Date: February 11, 2008
TO: Members of the Board Volunteer Involvement Committee
Members of the Board of Governors
FROM: Patricia Lee, Director,
Office of Legal Services, Access & Fairness Programs
RE: California ALL Board - Ratification of Appointment of Member

Executive Summary

In June 2007, the Board of Governors received an initial report describing the proposal for the creation of California ALL (originally referred to as California Aspire Achieve Lead Pipeline Project or CAAL). The proposal was the result of a collaborative partnership including the California Public Utilities Commission (CPUC), CalPERS, the California Department of Insurance (CDI) and the State Bar of California. The purpose of the new entity was to close the student achievement gap along the pipeline and to generate a competent cadre of individuals ready to ensure the success of California's economic and political future. At that time the Board authorized staff to work with the California ALL founding partners to determine in what ways the State Bar can assist their efforts and define the State Bar's possible role as a "founder" or other appropriate status. Since that time the State Bar has participated as a partner in ongoing planning to create the California ALL entity as a separate, non-profit corporation. California ALL bylaws provide for two board appointments to the California ALL Board by each of the four partners and a "consensus" appointment, to be agreed upon by all four partners. During the January 2008 Board meeting the board ratified President Bleich's appointments of the two California ALL board members from the State Bar. The appointments were made to allow the two members to attend the initial organizational meeting of the California ALL board on November 29, 2007. Following the January 2008 Board meeting, the four founding partners identified Freada Kapor Klein, San Francisco, as the "consensus" appointment to the board. On January 16, 2008 President Bleich agreed to confirm her appointment on behalf of the State Bar of California, with ratification by the full Board at the March 2008 meeting. The appointment of Ms. Klein allowed her to participate in the first regular meeting of the California ALL Board on January 22, 2008. Subsequent appointments to the California ALL Board will be made through the regular State Bar appointments process.

This item seeks Board ratification of the "consensus" board appointment of Ms. Klein made by President Bleich. Her biographical information is attached (Attachment B).

BACKGROUND

California ALL was created through a collaborative partnership with the goal of closing the student achievement gap along the pipeline and generating a competent cadre of individuals ready to ensure the success of California's economic and political future. The Initial partners include the California Public Utilities Commission (CPUC), CalPERS, the California Department of Insurance (CDI) and the State Bar of California.

The project will focus on creating the structure and initiatives, as well as providing support to build the pipeline along a different career pathway each year, starting with the legal profession in the first year and moving to the financial institutions in the second year and the high tech industry in the third year. Thereafter, additional career pathways will be identified and incorporated into the California ALL programs. (See Attachment A for a description of California ALL.)

The legal profession was identified for the first year's focus, due to the extensive work done by the State Bar Diversity Pipeline Task Force and continued work by the Council on Access & Fairness. The diversity pipeline efforts of the State Bar will also serve as the basis for the work done in the other professional areas.

In 2005, the State Bar of California created the Diversity Pipeline Task Force, which was assigned the task of creating a resource of model programs tracking the full diversity pipeline, including preschool to high school, college and law school, the profession and the judiciary. These model programs were screened and met specific criteria, including continuity, sustainability, impact and replicability (CSIR). The Bar's pipeline resources were developed to enable any entity to build and replicate pipeline programs in partnership with existing programs and to assist in the creation of pipeline programs nationwide.

The work of the Pipeline Task Force has provided the impetus for other pipeline initiatives. The Task Force Courts Working Group presented the 2006 Judicial Summit, culminating in a collaborative effort between the Judicial Council, Legislature, Governor's Office and State Bar to address judicial diversity and to achieve the passage of SB 56 and AB 159 providing for demographic information related to the judicial appointments process. The Pipeline Task Force information served as the framework for the June 2007 Los Angeles County Bar Association Diversity Summit, convening close to 500 stakeholders with interests along the diversity pipeline. The demographics and other information compiled by the Task Force also provided support for the Santa Clara County Bar President's Blue Ribbon Commission on Diversity in the Profession, as well as the Los Angeles County Superior Court Diversity Summit. The Task Force material has been used on numerous occasions during diversity presentations at State Bar events and at meetings of the ABA, local bar associations and other entities.

Much of the State Bar's work is ready to be implemented along the diversity pipeline. The rich potential for involving identified stakeholders and building on current activities makes the legal model an ideal first foray for California ALL, as well as the stepping-stone and basis for the creation of similar models in the other identified career pathways.

This information was presented to the Board of Governors in July 2007. At that time the Board agreed that given the State Bar's accomplishments and ongoing focus on pipeline activities, and the reliance of California ALL on the State Bar's pipeline model, methodology and materials, that the State Bar staff would work with the California ALL founding partners to determine how the State Bar can assist with their efforts and to define the State Bar's ongoing role as a "founder" or other appropriate status. Staff was asked to provide status reports and further recommendations to the Board through the Board Stakeholders Committee.

Since then, staff from the Office of Legal Services, Access & Fairness Programs and Office of General Counsel have participated on the planning committee with the other original partners to create California ALL as a separate, non-profit entity. The resulting California ALL by-laws provide that each of the four original partners will have two appointments to the California ALL Board. Further, the four partners also have a joint "consensus" appointment, with all four entities agreeing on the consensus candidate. Once appointed to the California ALL Board, the State Bar appointees (as well as the other partner appointees), will serve in their individual capacities, independent of the State Bar or other appointing entities.

Given the State Bar appointments process, candidates were solicited and encouraged to submit applications and accompanying information for review by the Board of Governors. By the time two State Bar candidates were identified, the timing did not allow for presentation through the regular board process. To enable the candidates to be seated and to participate in the November 29, 2007 organizational meeting of the California ALL board, President Bleich agreed to make appointments on behalf of the State Bar, with ratification by the full Board at the January 2008 meeting. The two board appointments at that time were James Hsu, Los Angeles, Partner, Sonnenshein, Nath & Rosenthal and Douglas Scrivner, San Jose, General Counsel and Secretary, Accenture.

Since that meeting, the four founding partners have identified Freada Kapur Klein, San Francisco, Founder and Board Chair, Level Playing Field Institute, as the "consensus" appointment to the board. (See Attachment B for Ms. Klein's biographical information, taken from a Level Playing Field Institute's website.).

Ms. Klein was confirmed by the other three founders and on January 16, 2008 President Bleich agreed to confirm her appointment on behalf of the State Bar of California, with ratification by the full Board at the March 2008 meeting. The appointment of Ms. Klein allowed her to participate in the first regular meeting of the California ALL Board on January 22, 2008.

Fiscal Impact: No State Bar general funds will be used for this project. Support will be covered by the current approved budget, with funding coming from voluntary contributions to the Elimination of Bias/Bar Relations Fund.

Personnel Impact: No additional staff required. Support will be provided by existing staff funded through the Elimination of Bias/Bar Relations Fund.

Administrative Manual/ Board Book: No impact.

Rules: No impact

Alignment with Strategic Plan: The project promotes diversity in the legal profession through the building of the diversity pipeline, consistent with Goal 5 of the State Bar Strategic Plan, Strategies 5.1 (Diversity of Bar Membership).

RECOMMENDATIONS

Proposed Board Committee Resolution

Should the board committee concur, the following resolution would be in order:

RESOLVED, that the Board Committee on Volunteer Involvement recommends that the Board ratify the appointment of **Freda Kapur Klein**, San Francisco public member, to the California ALL Board, effective January 22, 2008, and expiring December 31, 2010, or until further order of the Board, whichever occurs earlier.

Proposed Board Resolution

Should the Board concur with the recommendation by the Board Committee on Volunteer Involvement, the following resolution would be in order:

RESOLVED, upon recommendation of the Board Committee on Volunteer Involvement, that the Board hereby ratifies the appointment of Freda Kapur Klein, San Francisco public member, to the California ALL Board, effective January 22, 2008, and expiring December 31, 2010, or until further order of the Board, whichever occurs earlier.