

ETHNIC MINORITY RELATIONS COMMITTEE (EMRC)
2002-2003 ANNUAL REPORT

I. COMMITTEE OVERVIEW:

The State Bar of California's Committee on Ethnic Minority Relations (EMRC) is a vital part of the State Bar of California's longstanding commitment to outreach to attorneys of color. The EMRC consists of 15 members who actively practice law as sole practitioners, government lawyers, public interest practitioners and law students, among others.

The EMRC works to increase participation and governance of the State Bar's programs and activities by attorneys who remain under-represented and as a result, do not otherwise participate in State Bar activities and events. This year the EMRC has remained vigilant in achieving this goal, highlighted by the successful revival of the California Minority Attorneys' Conference. The EMRC and its constituents continue to play an essential role in the State Bar of California.

II. COMMITTEE MEMBERS:

The EMRC consisted of 15 active members and was jointly chaired by Robert Brown, Jr. and Karriann Farrell Hinds. During the year the Committee held the following in-person meetings and conference calls:

<u>Date:</u>	<u>Location:</u>
November 16, 2002	Los Angeles
January 11, 2003	San Francisco
March 21, 2003	Los Angeles
May 31, 2003	San Francisco
July 11, 2003	San Diego
September 6, 2003	Anaheim

III. ACCOMPLISHMENTS TO DATE:

The highlight of the year was the revival after an eight year hiatus of the California Minority Attorneys' Conference held at the University of San Diego School of Law on June 12, 2003. With the theme of "Barring None: Positioning Ourselves for Power and Leadership", CMAC brought together over 180 attorneys and law students to participate in sessions relevant to attorneys of color. Bolstered by a remarkably dynamic and timely plenary discussing the landmark United States Supreme Court case of *Grutter v. Bollinger*, as well as engaging programming, the event was widely successful. Not only did the event reestablish the significance and importance of the EMRC, but also, by holding the event at the University of San Diego, solidified the importance of nurturing the relationship between bar associations and law schools.

The EMRC continued to provide outreach, service to the State Bar, continuing legal education opportunities and to encourage our constituents to have increased participation in State Bar activities. We have also participated in jointly-sponsored activities with various State Bar

Committees, local bar associations, the Judicial Council's Administrative Offices of the Courts' (AOC) Access and Fairness Committee and the American Bar Association's Commission on Racial and Ethnic Diversity in the Profession (ABA), which are designed to improve the quality of the practice of law and the services provided to our constituents.

In order to achieve these goals, EMRC met several times this year, both face to face as well as by conference call. Since viability plays a vital role in how ethnic minority attorneys are perceived in the legal community and by the general public, a core function of the EMRC is to monitor the presence and highlight the achievements of our constituents in the practice of law. The Committee identifies areas of the legal profession where minority attorneys excel and where their efforts at providing legal services are impeded. Identifying impediments allows the Committee to focus on finding solutions so that we can promote improved service by our constituents to their clients. Highlighting achievements fosters networking and the sharing of ideas on the successful practice of law.

IV. Publications

- The EMRC co-published with the other Access and Fairness Committees two editions of "*Diversity and the Bar*". Each newsletter included messages from all the Access and Fairness Committee chairs, a message from the State Bar president James Herman, and featured articles on committee activities, interesting attorneys, future State Bar activities and current legal topics. The Fall edition included three pages of articles on CMAC. Approximately 2,000 copies of the Spring edition and 2,500 copies of the Fall edition were distributed to local minority bar associations, practitioners interested in diversity issues, law schools, and pre-law school candidates. The Spring edition was also distributed at the 2003 State Bar Annual Meeting.
- EMRC published a committee brochure detailing the committee charge, workplan, current members, and benefits for getting involved in the committee. These brochures were distributed at CMAC, the Annual Meeting, and at the searing-in ceremonies for new admittees.

V. Seminars and MCLE Programs

- CMAC, held on July 12, 2003, provided a plenary session, a keynote speaker, and nine break-out sessions for a total of 7.5 MCLE units. The plenary session addressed the history of case law relating to Affirmative Action programs in educational institutions, analyzed the Supreme Court Majority Opinion and the Dissent in the case of *Grutter v. Bollinger* and debated its impact on future efforts to achieve diversity. The Panel composed of Professor Roy Brooks of University of San Diego, Charlotte Hesse, Law Student at University of San Diego, Godfrey Dillard, Lead Counsel for Interveners in *Grutter v. Bollinger* and Andrea Guerrro, Author of "Silence at Boalt Hall: The Dismantling of Affirmative Action." It was one of the first, if not the first, sessions to examine the just released United State Supreme Court's decision in *Grutter vs. Bollinger*.

- Carlos Singh, Assistant United States Attorney and President-Elect of the Hispanic National Bar Association gave the Keynote Address. Mr. Singh offered numerous suggestions for diversifying the profession
- CMAC break-out sessions included programs on:
 - **“Brokering Power: Networking Your Way into Your Dream Job”**;
 - **“Secrets of Success: What Nobody Tells You About How to Succeed in the Private Sector”**;
 - **“Winning Trial Practice”**;
 - **“Building a Diverse Bench: How Minority Attorneys Become Judges”**;
 - **“Leading with Law: Alternative Careers and Marketable Skills for JD’s”**;
 - **“Employment Law Roundtable**;
 - **“Securing Your Future Working in the Public’s Interest”**;
 - **“Singing in the Rain: The Art of Cultivating Clients”**; and
 - **“Empower Yourself: Be Your Own Boss (and Stay Out of Trouble)”**.
- EMRC also presented two panels at the 2003 State Bar Annual Meeting. The first entitled **“How to Use Internet Resources and Service Providers to Enhance Your Practice”** provided actual onscreen examples of how small firm and solo practitioners could use the Internet to further their practice. EMRC member Eric brooks served as moderator of this panel that also included speakers Stacy Sterns, Esq., Professor J. Denny Haythorn, and Tyree Jones, Esq..
- The second panel **“A Friendly Introduction to the California Disciplinary System”** featured two attorneys from the State Bar’s Office of Chief Trial Counsel, Jayne Kim and Russell Weiner. The panel was hosted by EMRC member Denise Eaton-May.

VI. Legislative Activity

Because the Access and Fairness Committees have been prohibited from participating in legislative advocacy, EMRC did not take any positions with regard to any legislation this year.

VII. Special Projects

- The Committee has expanded its outreach to local bar associations to keep them informed of State Bar events and encourage their involvement in State Bar activities. The Committee forwarded a letter to local minority bar associations to let them know EMRC exists, and also to encourage them to contribute to the elimination of bias fund by electing not to take the \$5 deduction that funds Access & Fairness activities.
- In addition, the Committee began collaborating with CYLA in attending the June swearing-in ceremonies in Los Angeles and San Diego.

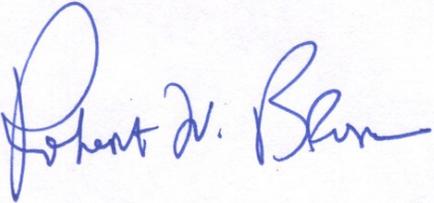
VIII. Elections

On March 21, 2003, the Committee elected new officers including chair, Blanca Quintero, and Vice-Chair, Rebecca Archer.

IX. Future Goals

- Continue to develop and present cutting-edge MCLE programs and seminars;
- Continue to recruit for EMRC and other State Bar Committees and Sections;
- Publish two issues of *Diversity and the Bar* in conjunction with the other Access and Fairness Committees;
- Recognize attorneys in various areas of practice who make extraordinary contributions to the advancement of ethnic minority attorneys or ethnic minority communities or make extraordinary strides in providing or ensuring the availability of legal services to ethnic minority communities;
- Outreach to law students to encourage participation in State Bar activities and monitor the presence of ethnic minority students in legal education;
- Participate in the upcoming 2004 Spring Summit in San Diego and Annual Meeting in Monterey;
- Continue outreach to local minority bars and minority/diversity subcommittees of local bar associations; and
- Continue to collaborate with the other Access and Fairness Committees and ABA and Judicial Council AOC counterparts.

Respectfully submitted,



Robert Brown, Jr



Karriann Farrell Hinds

2002-2003 Co-Chairs
Committee on Ethnic Minority Relations