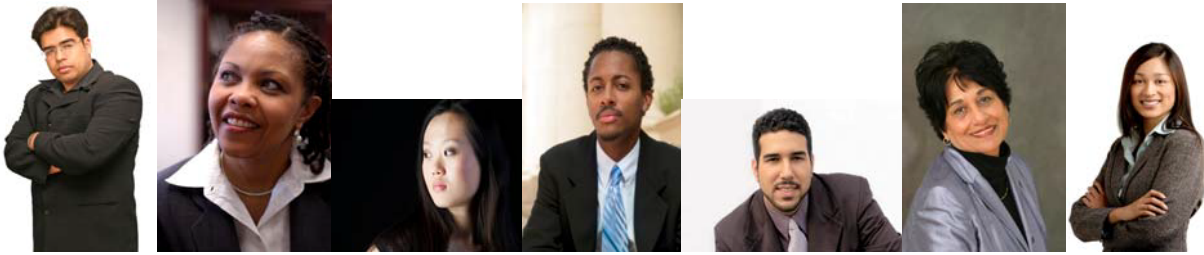


EMBRACING DIVERSITY



A publication of the TIPS Diversity in the Profession Committee



Dedicated to Sharing Ideas that Create a Diverse Profession

Winter 2011

MESSAGE FROM THE CHAIR



By John F. Stephens

Greetings from your very honored new chair of the TIPS Diversity Committee for the 2010-2012 bar years. I look forward to my term and accomplishing some great things for Diversity and TIPS.

One project we will focus on is greater involvement through outreach to national affinity bars. This will give us varied and geographically diverse platforms to recruit new members and to educate local bars on some of the successes we have had with diversity issues.

We will also work to ensure that each TIPS committee has a Diversity vice chair and invite each vice chair to our Diversity meetings. This will provide a strong bond and greater communication as well as an exchange of ideas throughout TIPS leadership.

We also want to ensure that our committee is helping local communities at each ABA meeting with public service projects. It is important as leaders to give back to each local community we visit and we can also learn more about socio-economic diversity from these experiences. We are working to ensure that all TIPS meeting hotels are accommodating for those with disabilities.

Please look for our future quarterly themed newsletter that features articles on the key aspects of Diversity: gender, ethnicity, disabilities and sexual orientation.

We look forward to a very exciting new bar year and invite you to get more involved with our Committee. Just ask me how: John.Stephens@sdma.com.

Warmest Regards,

John

John Stephens is a partner at the Los Angeles Office of Sedgwick, Detert, Moran & Arnold in the firm's Media, Entertainment and Sports Law Practice Group. John heads up a Live Entertainment Task Force and is also the LA Chair of the firm's Diversity Committee. John is the Chair of the TIPS Diversity Committee.

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TIPS Diversity In The Profession Committee

<http://www.abanet.org/tips/wami/home.html>

“A Moment to be Proud Of”



By [Jim Holmes](#)

I first became actively involved with the Tort Trial and Insurance Practice Section (TIPS) as the membership vice chair for the Media, Privacy and Defamation Law Committee. As part of my responsibilities in membership, I was encouraged to attend a meeting of the TIPS Committee on Diversity in the Profession. At that meeting, I inquired whether the scope of “Diversity” included lesbians, gays, bisexuals and transgender. The then chair of the Committee did not know. In fact, the scope did not include sexual orientation. Over the next year or so, with the help of some terrific “allies” (Janice Brown and Pam Carter), we were able to revise the scope to include sexual orientation. Although TIPS was not the only section to have a Diversity Committee, it was one of the first to include sexual orientation in its efforts for outreach, membership and leadership.

Fast forward a couple of years to the TIPS Section Meeting held this April in San Juan, Puerto Rico. The Section on Individual Rights & Responsibilities (IR&R) will be presenting a proposal to the ABA House of Delegates which has been referred to as the “Marriage Equality Recommendation”. The words are simple, but their impact is significant:

RESOLVED, That the American Bar Association urges state, territorial, and tribal governments to eliminate all of their legal barriers to civil marriage between two persons of the same sex.

IR&R has requested that TIPS consider co-sponsoring the proposal to the House of Delegates. The support of TIPS would be significant as we are one of the largest sections in the ABA.

At the April 14, 2010 meeting of the TIPS Council, the question of co-sponsoring the Marriage Equality Recommendation was heard. Led by the strong, very personal and compelling presentations of Council members Holly Polglase and Kay Hodge, the sentiment in the room was clear: TIPS, which has always been a leader in the ABA on issues of LGBT rights, would join IR&R. In fact, the vote was unanimous and by acclamation!

This was one of my proudest moments in TIPS and in the ABA. To see that the leadership of TIPS, a group of people from across the country, plaintiff, defense and insurance company attorneys, were unanimous in support of LGBT

rights. When the rubber hit the road, TIPS was clear that all attorneys, regardless of gender, ethnicity, physical ability or sexual orientation, are welcome, valued, respected and included.

So, you should never wonder why I am involved in TIPS. Now, maybe you understand why I want all of you to become involved in TIPS. Take a look at the list of TIPS General Law Committees which appear in this newsletter. Contact any one of the incoming chairs and become involved.

My thanks to the following for their contributions to this newsletter:

- Ginger Busby, TIPS Chair
- John Stephens, Chair of the TIPS Diversity Committee
- Courtney Joslin, Chair of the ABA Commission on Sexual Orientation and Gender Identity (SOGI)
- Mario Sullivan, Diversity Director for the ABA Young Lawyers Division (YLD)
- D’Arcy Kemnitz, Executive Director for the National LGBT Bar Association
- Donica Parker, ABA TIPS Staff (without whom we could have never gotten this done!)

See you all in Atlanta for the Mid-Year Meeting!

Jim

Jim Holmes is a partner in residence at the Los Angeles Office of Sedgwick, Detert, Moran & Arnold, where he heads his firm’s Media, Entertainment and Sports Law Practice Group and LGBT Action Committee. Jim is Vice Chair of the TIPS Diversity Committee, immediate past Chair of the TIPS Media, Privacy & Defamation Law Committee and is currently a member of the ABA Commission on Sexual Orientation and Gender Identity (SOGI).

TIPS: Diversity As A Priority



By [Ginger Busby](#)

I hope that you enjoy this edition of the Tort Trial and Insurance Practice “TIPS” Diversity Newsletter and that it will assist you in appreciating the opportunities for all attorneys to become involved with TIPS and the ABA. Diversity

is very important to TIPS and we recognize that the best organizations embrace all kinds of diversity. In that regard, I would like to encourage all lesbian, gay, bisexual and transgender (LGBT) attorneys to join and become active members of TIPS.

Diversity is not just a word, it is an action, it is a feeling, it is a way of life. Diversity is understanding that while everybody is different, everybody is the same and you have to include all manner of people and thought processes in order to be successful. Diversity is something that TIPS has long recognized. We have put our heart, our soul and our money into diversity and inclusion efforts so that we could get this message out not only to our members but to other organizations, law firms and corporations. We very much appreciate the fact that everyone we talked to and everyone who was touched by our efforts recognized that you can't just talk about diversity, you have to actually embrace it and encourage inclusivity.

TIPS is very proud of our long standing history of efforts at diversity. We were one of the first ABA Sections to have a Diversity Committee and a Diversity Officer. In fact, I was the first TIPS Diversity Officer and I am very proud of that. Specific to LGBT, TIPS was one of the first ABA Sections to specifically enumerate the goal to promote involvement and advancement of LGBT attorneys in membership and leadership. Since announcing our goal of promoting LGBT attorneys in membership and leadership, TIPS has consistently reported the highest number of self-identified LGBT attorneys in leadership positions - including chairs of our general law and standing committees, as well as on our Section Council. True to our word, we have not just announced a goal of inclusiveness, we have made direct and affirmative steps toward achieving those goals.

Most recently, the TIPS Council unanimously and by acclamation was the first ABA Section to co-sponsor the Marriage Equality Recommendation from the Section on Individual Rights and Responsibilities. We did this, not because we have so many LGBT members and leaders in TIPS, but because it was the right thing to do.

Why You Should Become Involved with TIPS.

TIPS is an investment in yourself! In addition to our efforts to recruit and involve LGBT attorneys into our Section, there are many great reasons to join TIPS:

1. TIPS is the leading ABA Section for lawyers who actually try cases.
2. TIPS members represent plaintiffs, defendants, and insurers and collaborate in this unique forum.
3. TIPS members enjoy insider-level insight into insurance

trends and policies.

4. The TIPS network is an unparalleled national referral source.
5. TIPS provides its members with up-to-date, practice-specific, "in the can" materials.
6. The TIPS network provides robust opportunities for employers and job-seekers.
7. TIPS newsletters focus on relevant information narrowly tailored to member practice areas.
8. TIPS members are never too junior or too senior to be leaders – TIPS leadership reflects the full diversity of the profession.
9. TIPS members enjoy discounts and special offers from companies that partner with TIPS.
10. TIPS is a relationship and its members frequently form lifelong friendships through their work and play in TIPS.

How You Can Become Involved with TIPS.

While TIPS is very proud of what we have accomplished, we are aware that there is so much more we can and need to do in the cause of diversity and inclusiveness for all attorneys, especially LGBT attorneys. Please join us in our efforts.

Committee Membership - At the heart of TIPS you will find 32 general law committees which focus on substantive and procedural matters in specific areas of practice and provide members with a plethora of opportunities to interact with, write for and learn from your peers. Take a look at the list of our general law committees in this Newsletter. Every committee and task force of TIPS is dedicated to diversity and would welcome your membership and participation. Please feel free to contact any one of the incoming committee chairs.

Leadership Academy - The TIPS Leadership Academy provides participants with the tools, knowledge and skills necessary to lead the legal profession and to improve leadership service in the community as a whole. Leadership Academy participants are selected from around the country and come from diverse backgrounds and job settings. The project demonstrates the section's commitment to increase the diversity of leaders in the legal profession; to nurture effective leadership with respect to ethical, professional and community service values; to build relationships among leaders from across the country and from disciplines within the profession; and to raise the level of awareness among lawyers regarding the broad range of issues facing the profession.

TIPS Writing Competition - TIPS has established an annual Law Student Writing Competition with \$1,500.00 cash, plus paid air and hotel accommodations to the ABA Annual Meeting, awarded to the first place winner and \$500.00 cash awarded to the second place winner.

I will be at the 2011 Midyear Meeting in Atlanta and at the Annual Meeting in Toronto and I would love to speak with you on how we can assist you in joining and becoming active in TIPS. Remember, diversity is not just a word - it is an action, a feeling and a way of life. We welcome your involvement!

Ginger

ABA Commission on Sexual Orientation and Gender Identity Update



Courtney G. Joslin, Chair

On behalf of the ABA Commission on Sexual Orientation and Gender Identity (SOGI), I thank you for once again granting SOGI some space to update you on the work of the Commission. We appreciate TIPS's commitment to diversity and inclusion, and particularly the Section's leadership on LGBT-related issues in your practice area. We are especially grateful to Jim Holmes, former TIPS liaison and now SOGI Commissioner, and to Holly Marie Polglase, the current TIPS liaison, for their work with the Commission.

As you may know, SOGI seeks to secure for lesbian, gay, bisexual and transgender persons full and equal access to and participation in the ABA, the legal profession and the justice system. Through educational efforts, policy development, building relationships with leaders in the profession and other activities, the Commission works to remove barriers to professional advancement, to promote diversity and to enhance the ABA's diversity efforts.

The SOGI Commission has enjoyed an active 2009-10 bar year, expanding on efforts that began the previous year and exploring new projects and programs. As reported in our previous update, SOGI held public hearings on the experiences of LGBT lawyers at the 2009 Annual Meeting in Chicago, "The Gay Bar: LGBT Attorneys in the Profession." The hearings were very successful, representing a wide range of practice settings and professional experi-

ences. Lawyers from across the country convened to share their stories, offer tips, and identify successful strategies for creating positive workplaces. The program was designed to increase understanding of what it means to be LGBT and work in the legal profession, as well as how to attract and retain LGBT talent. Guest speakers included then ABA President Tommy Wells, Immediate Past President Bill Neukom, Gail Morse of Jenner & Block, and Kathleen Nalty, Executive Director of the Colorado Campaign for Inclusive Excellence. Information about the program, including speaker bios, photos, and testimony, is available at SOGI's website (www.abanet.org/sogi). Drawing from this rich resource, the SOGI Commission is now drafting a set of best practices. The Committee working on this important project is chaired by Jim Holmes, and includes Judge Jodi Levine, Gail Morse, Elaine Arabatzis, D'Arcy Kemnitz, Anthony Gipe, Jack Jackson, Cathy Reuben, Brian Oubre, and Frank ReDavid.

In the Fall, SOGI joined with the ABA Commission on Women in the Profession, the ABA Section of Individual Rights and Responsibilities, the ABA Commission on Mental and Physical Disability Law, the ABA Center for Racial and Ethnic Diversity in the Profession and the ABA Center for Continuing Legal Education to present "Removing Bias from Attorney Evaluations," a live CLE webcast. The program was the first in ABA President Carolyn Lamm's Diversity Program Series: Strategies for Success. The program revealed the keys to reducing the impact of bias on partnership decisions: raising awareness and recognition of bias and designing a bias-free evaluation process. Jim Holmes represented the SOGI Commission on the panel. At the February 2010 Midyear Meeting in Orlando, SOGI served as a co-sponsor with the GP Solo Division for its webinar focusing on successful strategies for diverse solo practitioners, "Smart Soloing," which was the second in President Carolyn Lamm's diversity CLE series. James Schwartz, our GP Solo liaison, participated on the forum.

As one of the Goal III entities, SOGI participates in the Association's annual Goal III Report on diversity in the leadership of ABA entities. In 2009, we participated for the first time with no prior years' data for comparison. This year, we were pleased to have a benchmark for our portion of the report, which was published in February 2010 and is available at the Commission's website. We commend the efforts by those entities such as TIPS that are committed to increasing participation by their LGBT members. Unfortunately, however, we continue to struggle to gather information and statistics on LGBT members in the Association. We encourage all ABA groups to develop LGBT leadership and to promote greater participation in the Association by those in the LGBT legal community.

Advocacy is an ongoing priority for the SOGI Commission, which has already partnered on a number of ABA policy recommendations. The Commission holds as a high priority working with other ABA entities on expanding and developing policy with regard to LGBT issues. SOGI cosponsored a recommendation urging Congress to repeal Section 3 of the federal Defense of Marriage Act, which denies federal marital benefits and protections to lawfully married same-sex spouses. This recommendation was approved by the ABA House of Delegates in August 2009. We partnered with other entities on crafting a letter to President Obama urging repeal of Don't Ask, Don't Tell, which was signed by President Lamm. At present, we are working closely with IR&R on Recommendation 111 and the accompanying report, which urges state, territorial and tribal governments to eliminate all of their legal barriers to civil marriage between two persons of the same sex who are otherwise eligible to marry. We are pleased that many ABA entities have joined as co-sponsors including IRR, TIPS, GP Solo, the Commission on Women in the Profession, and the Commission on Mental and Physical Disability; as well as other bar associations including the New York State Bar Association, the Washington State Bar Association, the Massachusetts Bar Association, the Vermont Bar Association, the Association of the Bar of the City of New York, the Bar Association of San Francisco, the Beverly Hills Bar Association, the Los Angeles County Bar Association, and the National LGBT Bar Association.

At the Annual Meeting in San Francisco, the Commission co-sponsored a Presidential Showcase CLE, "Same-Sex Marriage – Moving Beyond State Courts." To date, most of the litigation regarding same-sex couples and marriage has focused on state constitutional claims. Currently, however, a number of lawsuits raise federal constitutional claims with respect to same-sex couples and marriage. Some of these cases, including the pending *Perry v. Schwarzenegger* case, argue that excluding same-sex couples from the right to marry, or stripping same-sex couples of the right to marry, violate various federal constitutional principles. Other cases argue that denying federal recognition of valid marriages between same-sex couples violates the federal Constitution. In addition, in a number of states, same-sex couples obtained the right to marry through the legislative process. The panelists were all on the front lines of these developments. Ted Olson spoke about his pending *Perry v. Schwarzenegger* case. Mary Bonauto, an attorney who won several same-sex marriage cases in state courts, spoke about her pending federal challenge, *Gill v. OPM*. Beth Robinson, another veteran of state court same-sex marriage cases, spoke about the legislative victory in Vermont.

The SOGI Commission welcomes your participation in its activities, and invites you to participate as a volunteer or liaison and always welcome guest. We look forward to collaborating with you throughout the bar year and to serving as your resource for LGBT-related issues.

The National LGBT Bar Association: Making the Business Case for Diversity



By [D'Arcy Kemnitz](#)

National LGBT Bar Association

In the wake of the recession, the legal profession is more competitive than ever before. In law firms and board rooms across the country, smart employers know they must ensure that their best and brightest are not inhibited by any barriers to success. At a time when everyone must make do with fewer resources, continued investment in LGBT workplace diversity is not a feel-good extravagance—it is an ongoing business imperative.

LGBT Bar Corporate Counsel Division

It makes perfect sense then, that those leading the charge would be some of the most successful companies in the world. Companies like American Airlines, Google, Walmart, NBC Universal, Clorox, Accenture, GlaxoSmithKline and many others understand the simple premise: Employees with a wide range of backgrounds, experiences, contacts and sensitivities better meet corporate America's increasingly diverse needs.

Increasingly, as the corporate world recognizes and caters to the larger LGBT community as a crucial market, companies are beginning to demand that the people they do business with be gay-affirming and representative as well. Being up front with pro-LGBT policies and openly gay personnel helps law firms recruit and retain lucrative corporate clients. In addition to making a firm more competitive to diversity-minded clients, the inclusion of pro-LGBT policies can make the firm more competitive to its diversity-minded employees. When a capable associate jumps ship to another, more inclusive, firm, employers lose not only that employee's talents, but also the historic knowledge, client relationships and time and money spent to train the employee. As budgets tighten, employers can ill afford to squander these valuable investments.

The National LGBT Bar Association has been working with companies with a demonstrated commitment to LGBT diversity to help get their message across: “Diversity matters.” To that end, the LGBT Bar has focused on developing its Corporate Counsel Division, comprised of professionals from around the country to address the specific needs of the LGBT corporate legal community.

The LGBT Bar’s Corporate Counsel Division has hosted a series of networking events to recognize leaders in the profession, both “out and proud” corporate counsel and our straight allies. The division’s first event of 2010 was held in Los Angeles, California, where our honoree was Frank Smith, the Executive Vice President of Business & Legal Affairs for Walden Media, a major motion picture production company. The LGBT Bar recently hosted similar events in San Francisco, Washington, DC, and New York honoring Wayne P. Sobon (Associate General Counsel & Director of Intellectual Property Legal Group, Accenture), Dawn Smith (Senior Vice President and General Counsel, VMWare, Inc.), Charles Berardesco (Senior Vice President, General Counsel, Corporate Secretary, and Chief Compliance Officer, Constellation Energy) and Lawrence Chanen (Senior Vice President and General Counsel, JPMorgan Chase), respectively.

These companies have some of the most successful LGBT-inclusive business practices around, which the National LGBT Bar Association hopes to see replicated more broadly in the corporate sphere.

The 2010 Lavender Law® Career Fair & Conference

The Corporate Counsel Division played a pivotal role in the LGBT Bar’s 2010 Lavender Law® Career Fair and Conference. This year, over 130 recruiters and over 1,200 practicing attorneys, law students, scholars, and members of the judiciary attended the three-day conference which featured over 35 workshops on such topics included employment and labor law, transactional business practice, constitutional law, diversity on the bench, family law, HIV/AIDS, immigration, and leveraging diversity in today’s economic climate. The LGBT Bar was also honored to feature guest speakers from our corporate counsel division, including representatives from Microsoft, GlaxoSmithKline, Walmart, Accenture, American Airlines, Bristol-Myers Squibb, and Clorox, among many others.

In addition to providing law firms with an opportunity to demonstrate their commitment to LGBT diversity by recruiting some of the best and brightest LGBT law students and attorneys in the country, the Lavender Law® conference featured dozens of corporate counsel attorneys who will headline presentations focused on everything from the best

practices for winning business to social networking legal issues and intellectual property law.

The Lavender Law® conference also featured the LGBT Family Law Institute, a joint venture of the LGBT Bar and the National Center for Lesbian Rights. The annual Institute allows experienced LGBT family law practitioners to share collective wisdom and to discuss cutting-edge legal strategies for representing members of the LGBT community on such matters as family creation, surrogacy from the clients’ perspective, ethics, interstate parentage issues, estate planning, collaborative law, transgender issues, dissolution of relationships, and elder law.

Ways You Can Support the National LGBT Bar Association

- Become a member of the LGBT Bar
- Make a tax-deductible donation
- Attend the 2011 Lavender Law Career Fair & Conference
- Attend one of our upcoming Out & Proud In-House Counsel Award Receptions
- Sign up for our e-newsletter to receive periodic updates and late-breaking news
- Join our Board of Directors

For more information about these and other ways you can support the LGBT Bar, please visit: www.lgbtbar.org

D’Arcy Kemnitz is the Executive Director of the National Lesbian, Gay, Bisexual and Transgender (LGBT) Bar Association, which promotes justice in and throughout the legal profession for the LGBT community in all its diversity.

Finding Your Own Voice – Ethical Dilemmas, Race and Gender Challenges and the Pitfalls of Practice

***Presented by the American Bar Association Tort Trial &
Insurance Practice Section’s Corporate Counsel Committee
Sponsored by Alston + Bird LLP and Carlock,
Copeland & Stair LLP***

**Thursday, February 10, 2011
4:00pm-6:00pm
Hyatt Regency Atlanta Hotel
Hanover Hall F, Exhibit Hall Level
265 Peachtree Street NE
Atlanta, GA**

**Networking Reception to Follow: 6:30pm-8:00pm:
Regency Ballroom V, Ballroom Level**

To RSVP, please contact Erin Ruehrwein at
Erin.Ruehrwein@americanbar.org

Helpful Websites

American Bar Association Diversity Center for Racial and Ethnic Diversity

www.abanet.org/diversity

American Bar Association Commission on Sexual Orientation and Gender Identity (SOGI)

www.abanet.org/sogi

American Bar Association Commission on Women in the Profession

www.abanet.org/women

American Bar Association Commission on Mental and Physical Disability Law

www.abanet.org/disability

Hispanic National Bar Association

www.hnba.com

Minority Corporate Counsel Association

www.mcca.com

National Asian Pacific American Bar Association

www.napaba.org

National Association of Law Placement

www.nalp.org

National Association of Women Lawyers

www.nawl.org

National Bar Association

www.nationalbar.org

National LGBT Bar Association

www.lgbtbar.org

National Native American Bar Association

www.nativeamericanbar.org

The Association of the Bar of the City of New York (Diversity Statement and Signatories)

www.abcny.org/pdf/diversity_principles.pdf

The Bar Association of San Francisco Breaking the Glass Ceiling Commitments

www.sfbar.org/about/diversity.html

The Bar Association of San Francisco Goals and Timetables for Minority Hiring and Advancement

www.sfbar.org/about/goals.html

Williams Institute

www.law.ucla.edu/williamsinstitute

“Walking the Talk—Creating a Law Firm Culture Where Women Succeed”, 2004, by Sharon E. Jones and Jane Pigott, ABA Commission on Women

www.abanet.org/women

TIPS Diversity in the Profession LGBT Newsletter contribution from Mario Sullivan



The ABA Young Lawyers Division (“YLD”) is the home for young lawyers, with over 150,000 members and 300 affiliated groups. We are the largest young lawyer organization in the world. The YLD is strongly committed to ensuring that our Division reflects the society it serves and provides the tools and opportunities that young lawyers need to succeed.

In furtherance of that commitment, we recognize that diversity based on respecting individual differences, and therefore, the YLD promotes full and equal participation in the Division for a membership inclusive of lawyers of varying gender, national origin, racial and ethnic backgrounds, sexual orientation, and lawyers with disabilities. The YLD further recognizes that our strength and success are due, in large part, to the diversity that our membership brings to our Division.

While we are certainly proud of our efforts to increase diversity in our Division, we realize that meaningful diversity goes beyond citing high numbers and have, therefore, put diversity “in action” through our Diversity Plan. The Diversity Plan provides for a broad and inclusive definition of Diversity, one which includes, among others, sexual orientation and gender identity. The Plan sets forth the Division goals and strategies to increase the diversity of the profession and Division. In addition to the Plan, representatives from each of the four national diversity organizations (including the National LGBT Bar Association) sit as voting members of our Council and Assembly, and each national diversity organization has two additional voting delegates to our Assembly. Further, with the hard work of our Liaison, the YLD has been actively participating on the ABA Standing Committee on Sexual Orientation and Gender Identity.

As part of the implementation of the goals set forth in the Diversity Plan, the YLD hosts a Diversity Dialogue at the ABA Midyear Meeting. The YLD Diversity Dialogue brings together individuals representing various ABA entities, younger lawyers, pre-law students (CLEO), law students, and YLD Scholars. This format allows the various conference attendees to network and discuss new lawyer diversity programs, current issues in diversity, ABA’s efforts to increase diversity, issues facing diverse legal professionals and the legal system, and what we as legal professionals

should be doing to increase diversity. In the development of each Diversity Dialogue, the YLD has three goals: communication, collaboration, and connection.

In addition, the YLD is committed to implementing and presenting diversity programming and training pertaining to adversity facing persons of varying gender, national origin, racial and ethnic backgrounds, and sexual orientation, as well as those with disabilities. Past program topics have included Same-Sex Marriage, Employment Discrimination: Title VII, Americans with Disabilities Act, Diverse Judiciary, and The Last Thing Hanging in the Closet: LGBT Domestic Violence.

Further, our leaders play a key role in creating an inclusive environment and our members look to our leaders as role models. The YLD understands and is committed to training our leaders to fully appreciate what that means. Therefore, our leaders attend diversity training to ensure that they demonstrate inclusive behavior, communicate our mission, and educate their team about diversity and inclusion.

YLD offers several scholarships to encourage the participation of diverse, solo/small firm, government, private sector, and military service attorneys in the YLD. Each Scholar is provided with opportunities to meet and interact with the YLD leadership, and to be involved with the YLD's leadership, committees, and teams. In addition, YLD Scholars receive funding to attend the YLD's Fall and Spring Conferences, and its Midyear Meeting. Our goals are to provide our Scholars with an overview of the ABA and the YLD, to encourage them to remain active and apply for leadership positions in the ABA and YLD, and to increase the diversity of the ABA and YLD. The YLD Scholars Program continues to produce diverse young lawyers serving in various leadership positions in the Division.

Over the past several years, the YLD has made an assertive effort to strengthen its commitment to diversity, including LGBT diversity in the profession, Division, and community. This effort is reflected in past YLD Chair Christina Plum's 2005 public service project "Answering the Call: HIV Legal Check-up," YLD programming, YLD appointments, and the passage of several resolutions in support of LGBT rights and equality.

Answering the Call continues to raise awareness of legal issues affecting people with HIV/AIDS and encourages state and local bar affiliates and individual young lawyers alike to help address those issues, whether by

establishing an HIV/AIDS pro bono program, participating in a local AIDS fundraiser, or contacting their local AIDS legal services organizations to learn about the organizations' needs and provide assistance. In addition, Answering the Call seeks nationwide implementation of HIV Legal Check-Up, a diagnostic legal needs assessment program in which an attorney provides a brief consultation to identify the legal needs of someone living with HIV/AIDS and refers him/her to appropriate resources.

Finally, the YLD Assembly has passed and co-sponsored several resolutions in support of LGBT rights and equality. YLD Assembly is the principal policymaking body of the Division. Over the last several years, the YLD passed and co-sponsored resolutions urging equal treatment and justice for LGBT individuals and couples, including urging Congress to repeal 1 U.S.C. § 7 of DOMA, which denies federal marital benefits and protections to lawfully married same-sex spouses, and allowing LGBT individuals access to the protections under Title VII, employment discrimination based on sexual orientation or gender identity.

While we have worked diligently to educate and advocate for equality, the work is not over. The YLD is committed to continuing the fight for equality and access to justice and the profession for all individuals no matter their race, gender, ethnicity, sexual orientation, gender identity, or disabilities.

Mario A. Sullivan is an associate at the Law office of Peter Anthony Johnson, P.C. and the ABA Young Lawyers Division 2009-2010 Diversity Director.

THE DIVERSITY FACTOR: Capturing the Competitive Advantage

*Presented by the ABA Tort Trial & Insurance Practice Section
& the TIPS Diversity in the Profession Committee*

This one-of-a-kind DVD presentation will help you discover the key advantages of creating a culturally competent legal team while also earning CLE credit!

- Explores the growing demand for a culture of diversity in corporations and law firms.
- Examines the compelling diversity practices of the Chubb Group of Insurance Companies and the Microsoft legal team.
- Explains the key competitive advantages gained through a diverse workforce.
- Provides the steps required to create a culturally competent legal team.



Available for Purchase Soon!
Watch for More Information at
www.abanet.org/tips



Tort Trial & Insurance Practice Section

Enjoy the benefits of TIPS membership by joining up to three substantive committees and receive free periodic newsletters on national and state issues, invitations to special CLE programs, publications and more. You'll have the opportunity to write articles, speak on panels, and interact with leaders in the field no matter the level of participation.

Admiralty and Maritime Law

Covers issues in the practice of admiralty and maritime tort liability.

Alternative Dispute Resolution

Examines issues on arbitration, mediation, negotiation and other non-litigation processes.

Animal Law

Addresses legal impact of a vast array of human/animal interactions.

Appellate Advocacy

Appellate judges and lawyers come together for discussion on a wide variety of substantive and procedural issues.

Automobile Law

Offers comprehensive coverage of all aspects of automobile litigation.

Aviation and Space Law

Addresses all issues relating to aviation law including manufacture, ownership, maintenance and use of aircraft.

Business Litigation

Covers all aspects of business litigation to present at trial.

Commercial Transportation Litigation

Examines laws governing liabilities of all forms of motor carriers.

Corporate Counsel

Explores legal, ethical and practical issues in corporate law practice.

Employee Benefits

Concentrates on changing developments in employee benefits litigation and compliance.

Employment Law and Litigation

Encompasses all aspects of employment law tort and litigation.

Excess, Surplus Lines and Reinsurance

Members are kept up to date with case law developments, insider information on federal legislation.

Fidelity and Surety Law

Focuses on the law of suretyship, fidelity, and forgery insurance.

Government Law

Concentrates on tort liability issues facing governmental institutions in state, federal, municipal, military and foreign settings.

Health and Disability Insurance Law

Examines laws and regulations governing health and disability laws.

Insurance Coverage Litigation

Explores tactical and procedural aspects of insurance litigation.

Insurance Regulation

Address regulation of both life and health, and property and casualty insurance entities at the state level.

Intellectual Property Law

Addresses patents, copyrights, competition and tort interference issues.

International

Addresses recent developments and international aspects of U.S. and international law.

Law and Technology

Provides domestic and international forums for monitoring insurance for electronic and internet law affecting conduct of insurance business through online channels.

Life Insurance Law

Focused on the existing and changing relationships among insureds, annuitants, contract owners, beneficiaries, agents, brokers and life insurance companies.

Media, Privacy and Defamation Law

Concentrates on the law of defamation and insurance coverage for it, including libel, slander and invasion of privacy.

Medicine and Law

Focuses on all aspects of health care law.

Products, General Liability and Consumer Law

Addresses all issues relating to litigation and regulatory matters of products liability.

Professionals', Officers' and Directors' Liability

Addresses laws governing the duties, responsibilities and liability of professionals.

Property Insurance Law

Focuses on broad area of property insurance law, the insurance consumer in the area of first-party property insurance.

Self- Insurers and Risk Managers

Examines matters relating to self insurance law and risk management.

Staff Counsel

Addresses the insurance staff counsel practice and management needs.

Title Insurance Litigation

Covers all subjects relating to laws of title insurance.

Toxic Torts and Environmental Law

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Workers' Compensation and Employer's Liability Law

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