

Jonathan Ben

7/20
2:30 pm
East Room

ABA Event - 7/9

One America - 4 gaps - legal, education

man point/message

Pro Bono

Diversity in legal profession

Message
Renew
Call to
action

- Potomac Kennedy - Call to action 1993 - litigation
- 1997 Lawyers can do more than litigation - putting
deals together, chartering etc.

Chris began mtg w/ group - about year ago

Opportunity
Gaps
- New mkt

Renews calls Pres Kennedy's Call to Action
to in a new way to closing the opportunity
gaps

Deane new markets mtg message

Innovation
ways
highlight
examples

models
- Law firm adopted a entry barile + chartered it
- Diversity - ABA initiative -
- Mentoring - corporate counsel environment, SF
Bar

Any delineation

- Stephanie Cuffe (communication)
- Govt - Open a website - how lawyers
can get involved

~~DOJ~~

WH - One America -

DOJ - Regulatory Regime - Enz will report + work w/ Bar

(2)

Dinner - At ~~at~~ dinner - key persons - will speak about what they plan to do from a private ~~sector~~ sector.

~~Private Sector~~ - List - Total 180 people - focus on lawyers.

Audience

- Dir. Advisory Board
- Judiciary Comm. ^{WH} Leg. Affairs - 20 additional
- Caucus
- Kennedy's
- Elected Officials - 16A
- Staff?

Name - Presidential ~~Review~~ Call to Action to the Legal Profession for Racial Justice

Audience

- Law Schools
- Minority Bar
- Part of NAC - for Civil Rights
- Civil Rights organization

Programme

(Lawyer) President - Small meet + greet - passing comm (12) but no

(DOJ) ~~AG Reno~~ ~~skit~~

(Bryan) ~~will be~~ ~~conf~~ DAG Eric Holder

② Incoming Pres. BABA - accept the call - Bill Paul - OK

③ Real Person - see list of examples/models

No meet + greet

MEMORANDUM

TO: Interested Persons

FROM: Esther F. Lardent

RE: More Developed Profiles/President's Speech and Dinner Program

DATE: July 11, 1999

As we discussed, here are several longer profiles of examples of pro bono work done by law firms that have benefited persons of color and minority communities. I have erred on the side of transactional examples because I assume that Barbara will provide litigation models from the Lawyers' Committee docket as well. I can certainly add additional examples if people think more is better. I have not yet contacted the law firms mentioned because I don't want to raise expectations, but I am quite confident of the details and will be happy to follow-up with the firms if we decide to send these examples on. Please give me a call to discuss this further if you like.

Example 1:

One of the greatest problems facing inner city communities is the lack of investment capital available to residents of those communities seeking to establish or expand community-based businesses, microentrepreneurs focused on moving from joblessness to independence by taking small steps to manufacture and sell goods and services, or to non-profit groups or residents eager to restore abandoned or neglected housing stock or own their own homes. Helping minority communities secure the resources to build affordable housing, create jobs, and build businesses strengthens communities and promotes permanence and commitment to vital, healthy, and safe neighborhoods.

How can lawyers and law firms help? Washington, DC's Wilmer, Cutler & Pickering's role in establishing that community's City First bank offers an inspiring example. Committing more than 3000 hours of pro bono time and the specialized skills of more than 30 of its lawyers to this project, Wilmer, Cutler used its expertise in banking and regulatory work, corporate, tax, and other business practices to address a systemic problem in the District's poorest neighborhoods - the unavailability of loans at reasonable rates for potential homeowners and small businesses.

Thanks to the vision of community leaders and the expertise of firm lawyers, the concept of a community bank - first envisioned at a meeting in the basement of a Washington, DC church in 1993 - is now a reality. City First Bank, with more than \$12 million dollars in deposits, offers credit and financial services to individuals, businesses, and non-profits - providing the financial resources to take advantage of the human capital already available. One of the key Wilmer lawyers working on the project - a Harvard Law-educated African-American young woman associate - was so inspired by the potential of City First that she left the law firm, at

considerable financial sacrifice, to serve as general counsel for the bank.

Example 2:

When Minneapolis' Leonard Street & Deinard, after signing on to the Law Firm Pro Bono Challenge, went looking for an innovative pro bono project that would increase the firm's pro bono time to meet the Challenge's goal for volunteer service, they developed an innovative program with strong ties to the firm's past as well.

Headed by the grandson of one of the firm's founders, the Community University Health Care Center, located in a poor, minority neighborhood in Minneapolis, was seeking to provide more comprehensive services, including legal assistance and advocacy, to its patients and to other residents of the Phillips neighborhood. The law firm determined that it would partner with this neighborhood as a special pro bono effort of the 150-lawyer firm, and the results of that partnership have been extraordinary.

First, Leonard, Street, with the assistance of a full-time coordinator hired by the firm for this purpose, established a full-service legal assistance clinic at the health center. Nearly 95% of the clinic's patients have household incomes at or below 200% of the poverty level, and the majority are persons of color - more than one-third of them Asian refugees including Vietnamese, Hmong, and Cambodian families. Hundreds of clients have received assistance through the clinic with family law, housing, consumer, employment, immigration, and public benefits issues.

However, Leonard Street's participation in the improving the stability of the Phillips neighborhood and the quality of life of its residents goes beyond assistance to individuals. To empower residents, firm lawyers author a regular column on legal rights in the neighborhood newspaper and have prepared brochures on common legal topics that are translated into the many languages spoken by neighborhood residents. Business lawyers at the firm work closely with community non-profit groups to strengthen affordable housing in the neighborhood and to deal with environmental hazards. One such effort is the lead paint prevention project initiated by the firm. Since much of the neighborhood housing is quite old, flaking paint contains high levels of lead - a dangerous health problem particularly for young children who ingest paint chips. Working with the health center and other groups, the firm is seeking to correct and abate lead paint problems and increase awareness of the health hazards involved. More than three-quarters of the firm's 150 lawyers have, in some way, worked to improve the lives of those living in Phillips, using their legal skills and expertise.

Example 3:

All too often, minority communities have been disproportionately impacted by potential development and expansion without consideration of the environmental consequences of that development. In California, plans to extend a freeway in the southern part of the state did not adequately take into account the concerns of El Sereno, a predominately Latino community in the City of Los Angeles that freeway construction be conducted in a manner that minimized

noise, air, and visual pollution. The law firm of Morrison & Foerster, working with the Natural Resources Defense Council, the Mexican-American Legal Defense and Educational Fund, the Environmental Defense Fund, and the NAACP Legal Defense and Educational Fund, represented the residents of El Sereno in a class action lawsuit alleging discrimination in the design of the freeway expansion by imposing greater environmental hazards on the citizens of El Sereno while mitigating those problems in other, non-minority areas impacted by the expansion. While the lawsuit continues, the firm has already achieved several mitigation measures for the community of El Sereno that will substantially reduce the adverse environmental effect on that community. Currently in settlement negotiations, the firm's efforts have and will ensure environmental justice for this minority community.

Example 4:

On New Year's Day of 1923, a white woman in the town of Sumner, near Florida's west coast, reported that she had been assaulted by a black man. A posse was formed, with bloodhounds, and within a day or so the posse had lynched an black man for allegedly helping the assailant to get away. In a frenzy of hate, the mob then attacked the tiny black community of Rosewood, three miles east of Sumner. As a result of that attack, at least seven more people were killed and the town of Rosewood was reduced to ashes and its surviving residents scattered to all corners of the state. Through it all, Florida officials looked the other way. For decades, nothing was done to to remedy the horrors of Rosewood, while the name became an emblem of racism and official neglect among African-Americans throughout the state. Nothing was done, that is, until Florida's largest law firm - Holland & Knight - came to the aid of the Rosewood "family."

As a result of the firm's efforts, the Florida legislature approved a claims bill that will compensate the survivors of the Rosewood Massacre, as the incident has come to be known and created a fund to provide scholarships for needy students. Expending thousands of hours of time - including the involvement of some of the firm's most senior and experienced lawyers - the law firm finally achieved justice in one of the most tragic episodes of racial hatred in our nation's history.

Irene Bueno

 07/09/99 12:05:48 PM

Record Type: Record

To: Paul J. Weinstein Jr./OPD/EOP@EOP
cc: Karin Kullman/OPD/EOP@EOP
bcc: Irene Bueno/OPD/EOP
Subject: Re: Reminder: ABA message meeting 

I did attend and here are my notes.

NAME - The program is called the "Presidential Call to Action to the Legal Profession for Racial Justice."

DATE, LOCATION, AUDIENCE: The event is scheduled for 7/20 at 2:30 in the East Room. About 180 people will attend comprised of members of Congress, ABA leaders, dean of laws school, civil rights organization.

PROGRAM - The program will be:

- President - renews President Kennedy's call to action to encourage the legal profession to work to close the opportunity gaps.

- Incoming President of the Bar - Bill Paul - will accept the call to action and discuss the ABA's plan to focus on diversity in the legal profession and establish a mentoring program.

- Real person - will present an innovative ways to close the opportunity gaps (DOJ is gathering examples to review). One example that was mentioned is a law firm that adopted a community bank and chartered it but we will get other examples to review.

- AG or Eric Holder will close the program and commit to work with the legal professions to respond to this call for action.

DELIVERABLES - We are still working on deliverables but they include - establishing a Web site that provides info to lawyers who want to respond to the call for action.

PRESS - we did not discuss this in detail but will want to want work with press, specialty press and do a stake out.

Let me know if you have any questions.

Karin - did I miss anything?

Paul J. Weinstein Jr.

(3)

ABA

Study

Meet w/ law firms

Chairman

Revitalize minority program

Monitor + modernize local Bar activities

Press

- Press

- Stake out

- minority plan

Ann C. Hertelendy 07/09/99 10:43:55 AM

Record Type: Record

To: See the distribution list at the bottom of this message
cc: See the distribution list at the bottom of this message
Subject: Reminder: ABA message meeting

Loretta will be holding a message meeting today (July 9) at 11:00am in the Roosevelt Room to discuss the upcoming ABA event. Please let me know if you will not be able to attend, as well as inform me of any substitutions. Thank you.
X62640

Message Sent To:

Robert B. Johnson/WHO/EOP@EOP
Kathleen K. Ahn/WHO/EOP@EOP
Laura D. Schwartz/WHO/EOP@EOP
Jennifer M. Palmieri/WHO/EOP@EOP
Mary E. Cahill/WHO/EOP@EOP
June Shih/WHO/EOP@EOP
Christine A. Stanek/WHO/EOP@EOP
Stephanie S. Streett/WHO/EOP@EOP
Sara M. Latham/WHO/EOP@EOP
Karin Kullman/OPD/EOP@EOP
Irene Bueno/OPD/EOP@EOP
Paul J. Weinstein Jr./OPD/EOP@EOP

Message Copied To:

Joshua S. Gottheimer/WHO/EOP@EOP
Joseph D. Ratner/WHO/EOP@EOP
Anne Whitworth/WHO/EOP@EOP
Mckenzie K. Davis/WHO/EOP@EOP
Rachel A. Redington/WHO/EOP@EOP
John Svare/WHO/EOP@EOP
Heather L. Davis/WHO/EOP@EOP
Courtney M. Manning/WHO/EOP@EOP
Carolyn T. Wu/WHO/EOP@EOP



"Jeffrey S. Lehman" <jlehman@umich.edu>
07/08/99 02:45:17 PM

Please respond to law-race@listserv.acca.com

Record Type: Record

To: law-race@listserv.acca.com

cc:

Subject: Re: Confidential Draft Speech -Forwarded

My suggestions are below. Suggested deletions are underlined and italicized.
Suggested additions are in bold.

At 10:18 PM 7/7/99 -0400, you wrote:

>Please provide comments to the listserv by 5PM tomorrow. Thank
>you.Received: from bulldog.georgetown.edu
> ([141.161.178.188])
> by wpgate.law3.georgetown.edu; Wed, 07 Jul 1999 22:07:57 -0400
>Received: from mail03-oak.pilot.net (mail-oak-3.pilot.net [198.232.147.18])
>by bulldog.georgetown.edu (8.8.5/SCO5) with ESMTP id WAA22537 for
><katyaln@law.georgetown.edu>; Wed, 7 Jul 1999 22:05:33 -0400 (EDT)
>Received: from iscan-mofo.mofo.com ([206.24.101.62]) by mail03-oak.pilot.net
>with ESMTP id TAA28379 for <katyaln@law.georgetown.edu>; Wed, 7 Jul 1999
>19:09:45 -0700 (PDT)
>Received: from s030.mofo.com ([150.150.13.30]) by iscan-mofo.mofo.com with
>SMTP id TAA11291 for <katyaln@law.georgetown.edu>; Wed, 7 Jul 1999 19:07:56
>-0700 (PDT)
>Received: from 150.150.1.71 by s030.mofo.com with ESMTP (WorldSecure
> Server SMTP Relay(WSS) v3.6); Wed, 07 Jul 99 19:08:23 -0700
>X-Server-Uuid: e5504406-6931-11d2-9014-00805f657af0
>Received: by S010.MOFO.COM with Internet Mail Service (5.5.2448.0) id
> <3GAM2HF6>; Wed, 7 Jul 1999 19:08:24 -0700
>Message-ID: <839B335DA467D211AC1E00A0C922F85401C657DC@S010.MOFO.COM>
>From: "Londen, Jack W." <JLonden@mofo.com>
>To: "'katyaln@law.georgetown.edu'" <katyaln@law.georgetown.edu>
>Subject: Confidential Draft Speech
>Date: Wed, 7 Jul 1999 19:08:23 -0700
>X-Mailer: Internet Mail Service (5.5.2448.0)
>X-WSS-ID: 1B9AD79D259520-01-01
>Mime-Version: 1.0
>Content-Type: text/plain; charset=US-ASCII
>Content-Disposition: inline
>
>REMARKS BY THE PRESIDENT
>CALLING THE LEGAL PROFESSION TO ACTION
>FOR RACIAL JUSTICE AND DIVERSITY
>IN THE NEW MILLENNIUM
>

>Good afternoon. I'm glad to see all of you and I thank you all for coming,
>some of you from a very great distance. Thirty-six years ago, in this very
>room, President John F. Kennedy stood before a group of 200 leaders of the
>legal profession, seeking their commitment to the achievement of racial
>equality and justice in this nation. Just one week before, Governor George
>Wallace had stepped aside as two brave young African American students
>>walked through the doors of the University of Alabama, protected by federal
>guardsmen and defended by courageous lawyers like those of you who stand
>before me here today. That night, President Kennedy addressed the nation,
>calling for the passage of the sweeping legislation that would ultimately
>became the Civil Rights Act of 1964. "We are confronted," he said,
>"primarily with a moral issue. It is as old as the Scriptures and is as
>clear as the American Constitution. The heart of the question is whether
>all Americans are to be afforded equal rights and equal opportunities,
>whether we are going to treat our fellow Americans as we want to be
>treated."

>We are, above all, a government of laws. Many of our proudest moments as a
>nation have been those exemplified by the courage of tenacious and unselfish
>lawyers committed to the rule of law -- throughout the great civil rights
>struggles of the Fifties and Sixties and down to the present time, often in
>the face of brutal resistance. We as a people have depended upon the
>commitment and insistence of the legal profession that our Constitution's
>promise of equality must and will be fulfilled, once and for all. Now, as
>then, the profession sworn to uphold and defend America's system of justice
>must shoulder its special responsibility to ensure that this great moral
>commitment is finally met in the new Millennium. We must, once again, as
>Abraham Lincoln said, "motivate the better angels of our nature" to achieve
>a more just society.

>For the fact remains that despite four decades of remarkable advancements,
>there remain in this nation profound, and at times seemingly intractable,
>racial disparities. As Americans experience unprecedented levels of
>prosperity, for example, the gap between the rich and poor, who
>disproportionately include racial and ethnic minorities, has nevertheless
>widened. Forty-four percent of all African-American children under the age
>of six and 42 % of their Latino counterparts live in poverty, as compared to
>13% of all white children. Meanwhile, racial separation and isolation in
>our public schools has actually accelerated in recent years, with nearly 70%
>of African-American students, and over 75% of Latino students, attending
>predominantly minority schools. In California, over 35% of African-American
>students and 40% of Latino students attend schools that are 90% or more
>minority.

>Statistics relating to the legal profession and overall justice system are
>of similar concern. A recently released ABA study reports that half of all
>Americans believe that the justice system treats minorities less fairly than
>whites. Within the legal profession itself, African-Americans, Latinos and
>Native Americans continue to make progress, but too slowly, in attaining the
>positions of leadership where lawyers can make a difference. Over 10% of
>the nation's 250 largest law firms, for example, report employing at most
>one minority lawyer, and the numbers of senior minority corporate counsel
>and law firm partners remain miniscule. Minorities currently constitute
>only 2% of the partners in America's largest firms, a proportion which has

>increased hardly at all over the course of the past decade.

>I have asked each of you, as a leader embodying all that is the best in the
>legal profession, to join me today in issuing to all attorneys in this
>nation a Call to Action to help us become One America in the New Millennium.
>In this room are leaders from every major sector of the private bar,
>including the general counsel of some of our largest corporations, leaders
>of national, state, local and minority bar associations, managing partners
>of some of the country's leading law firms, law school deans and professors,
>and prominent civil rights attorneys from across the nation. In gathering
>you here today, I want to renew President Kennedy's Call-a Call that led to
>the formation of the Lawyers' Committee for Civil Rights Under Law and to
>the American Bar Association's increased commitment to the cause of racial
>justice through its Section on Individual Rights and Responsibilities and
>other efforts.

>My Call today is two-fold, calling upon you to mobilize and direct the
>incalculable wealth of talent and resources of the private bar in the
>service of two essential goals. First, I call on all lawyers to use your
>legal skills to help achieve equal racial and ethnic opportunity. Second, I
>call on every sector of the legal profession to take specific steps to
>achieve full racial and ethnic diversity in law school admissions and
>faculties, in leadership positions in law firms and corporate law
>departments, in the judiciary and other institutions central to our system
>of justice.

>In leading this Call, you will be following in the footsteps of such giants
>as Thurgood Marshall, Nicholas Katzenbach, Constance Baker Motley, Frank
>Wisdom, Cruz Reynoso and Sam Deloria, and so many others who have helped to
>transform our nation by their untiring efforts to use the law to end
>discrimination and achieve equal opportunity for our nation's racial and
>ethnic minorities. You will also join visionaries within the corporate
>legal community, organized bar and legal academia who have recognized our
>potential as One America by working to achieve a racially and ethnically
>diverse legal profession. They include Mayor Dennis Archer, former ABA
>President Chesterfield Smith, Conrad Harper of New York, former General
>Motors General Counsel Harry J. Pearce and former Wells Fargo General
>Counsel Guy Rounsaville.

>In short, I call upon every individual lawyer, law dean and law professor,
>every law firm, corporate law department, bar association and law school, to
>become a part of the legal profession's magnificent tradition of service. I
>call on each of you to give generously of your time, talents and resources
>to meet this challenge.

>You have at your disposal an enormous legacy of private bar efforts to
>achieve the first goal of this Call to Action, a legacy of contributions to
>racial and ethnic equality which can serve as models and guideposts for the
>new initiatives which lawyers must pursue in the next Century. Fundamental
>rights of equal opportunity in employment, education, housing, voting, and
>citizenship for tens of millions of hard working and productive Americans
>and immigrants have been secured through the unflagging efforts of such
>national civil rights organizations as the Lawyers Committee for Civil
>Rights Under Law, the NAACP Legal Defense Fund, the Mexican-American Legal

>Defense and Educational Fund, the Puerto Rican Legal Defense Fund, the
>National Asian and Pacific American Legal Consortium, the Native American
>Rights Fund, and their local counterparts. Millions of hours of pro bono
>lawyer time have been contributed to supplement the reduced provision of
>services to low income and impoverished minority individuals and communities
>available through legal aid programs funded in part by the Legal Services
>Corporation.

>Where illegal discrimination still exists, we must root it out through
>litigation. But today and in the next century there is other essential work
>for lawyers. Lawyers can help members of all racial and ethnic groups seize
>opportunities to move past the racial and ethnic divisions of the past. Pro
>bono work by transactional lawyers, negotiators, and others outside the
>litigation arena, can help overcome problems and transform ambitions into
>realities. Individual attorneys, bar associations, law firms, and corporate
>law departments have formed lasting attorney-client relationships with
>minority communities, schools, and community-based non-profit organizations.

>Together, lawyers and clients pour human, legal and fiscal skills and
>resources into new approaches to solving problems in housing, employment,
>environmental policy, education, credit, political representation and health
>care.

>Let me give you some examples. A major national law firm provides lawyers
>to meet with residents of a primarily African-American neighborhood here in
>Washington, D.C. Together, they identify, plan, and work to achieve
>improvements for the neighborhood, like attracting a new bank branch or a
>way for parents to participate in a local school. Many civil rights and
>legal services organizations around the country provide volunteer lawyers to
>assist community development nonprofits. A pro bono organization in Silicon
>Valley works with clients who have the ideas and ambition to create
>businesses. Volunteer lawyers work with the clients to develop a business
>plan, comply with applicable laws, and access sources of capital. With the
>help of problem-solving lawyers, the clients can earn their way out of
>low-income status, and provide jobs for others.

>My "New Markets" initiative aims at providing capital and leadership for
>new, private sector investments in communities, including racial and ethnic
>minority communities, that can become revitalized participants in our
>national economy. But as you all know, private sector investment always
>requires the involvement of lawyers. I call on you to develop opportunities
>for pro bono lawyers to become counsel to the communities that will become
>New Markets in the 21st Century.

>Lawyers want to spend their time on pro bono work. To make it possible for
>them to do so, law firms and corporate law departments must support their
>lawyers in doing this key form of public service. I applaud the progress
>made already in institutionalizing pro bono work. There is now a broad
>consensus that all lawyers should work without charge for those in need and
>to serve the public interest. The ABA's standard is for every lawyer to
>spend fifty hours per year or 3% of billable time on pro bono work, with
>full credit. I urge every law firm and corporate law department that has
>not yet adopted this standard to do so.

>Through Attorney General Reno's leadership, a pro bono work ethic has become
>part of the rules of the Justice Department. She regularly does pro bono
>work herself. I call on managing partners, and other experienced lawyers,
>in particular, to follow Attorney General Reno's example. Do pro bono work
>yourselves. There is no better example you can set for younger lawyers.
>As the second prong of this Call to Action, I want to underline the
>paramount importance of the commitment by the people in this room, and the
>organizations you represent, to diversifying what remains a painfully
>segregated profession and, in many areas, an overwhelmingly white judicial
>establishment. As has long been stressed by Mayor Archer and by wise
>general counsel and managing partners across this nation, a diverse legal
>profession is essential to the reality and perception of equal justice among
>minorities and the larger community. The diversity of our nation's
>population will give us a great advantage in the global economy of the 21st
>Century. We must have a legal profession that fully reflects our diversity
>as a nation.

>The American Bar Association, through its Commission on Minorities in the
>Profession and the Commission on Racial and Ethnic Justice, has blazed a
>path for bar associations across the country to undertake comprehensive and
>innovative programs to open the doors of opportunity for minorities in the
>law. One program I would particularly like to highlight is the ABA's
>Demonstration Minority Counsel Program, a partnership among leading
>corporate law departments, minority-owned firms, and majority firms which is
>designed to create greater opportunities for minorities to be retained on
>major corporate matters. The program has been replicated with great success
>across the country, from the largest statewide programs in California and
>Texas to the smaller, but no less important local programs, including, most
>recently, in Cincinnati.

>The leadership of the National Bar Association, the Hispanic National Bar
>Association, the National Asian and Pacific Bar Association, and the Native
>American Bar Association, is equally essential to the success of our present
>undertaking. Their officers are present here today, and have long served as
>vocal and effective advocates for the advancement of minorities within the
>profession and judiciary.

>This Call, then, is directed in some major part to the many hundreds of
>state, local and minority bar associations across this nation. I ask that
>each and every one of your Boards formally commit in the coming months to
>the long-term expenditure of substantial human and fiscal resources for the
>support of concrete programs to achieve racial diversity in your own legal
>community. I ask this because you have the unique ability, duty and
>privilege to marshal the enormous collective human and economic resources of
>your entire legal community in the service of racial and ethnic equity. I
>am especially pleased that the American Corporate Counsel Association has
>launched a national drive to secure the written commitment of hundreds of
>corporate counsel to racially diversify their inside and outside legal
>teams. This effort complements Minority Counsel Programs across the country
>and other aggressive corporate efforts to level the playing field for
>minorities in the legal profession.

>I would like to recognize the undertaking by the American Bar Association in
>the coming year to organize task forces on diversity in several critical

>sectors of the legal profession. Working together with the Justice
>Department, the ABA will stimulate, monitor and report on initiatives by the
>organized bar to achieve this second goal of my Call to Action. The ABA
>itself, through its State and Local Bar Clearinghouse, as well as local bars
>such as San Francisco and New York City, have already archived volumes of
>information on dozens of bar-sponsored programs that can be replicated
>elsewhere.

>I call upon every law firm and corporate law department, and every lawyer
>they employ, to engage in any of a wide variety of programs to help achieve
>an integrated profession. To achieve success in attaining, maintaining and
>increasing diversity at all levels, it takes active participation in
>specific, targeted efforts to address unconscious attitudes and patterns of
>exclusion. No one size fits all, of course, but among the approaches which
>have proven successful are: recruitment at schools known to have larger
>numbers of minority students; study and elimination of hiring criteria which
>fail to adequately predict success in the law for otherwise qualified
>minority candidates; active participation in Minority Counsel Programs;
>diversity training tailored to the specific corporate culture; examination
>and reform of work assignment and associate evaluation systems to ensure
>against the potential for bias; mentoring programs; adoption of aspirational
>goals for hiring and retention of minorities; and payment of minority bar
>association dues.

>Lastly, I want today to call upon law schools, their deans and professors,
>to aggressively address the problem of how we can achieve, maintain and
>increase racial and ethnic diversity in the student bodies and faculties of
>all our nation's law schools, which are, after all, the gatekeepers to the
legal
>profession. There is a compelling national interest in ensuring that every
one of our nation's law schools, and especially our most selective law schools,

teaches its students how to think about the law in a racially and ethnically
diverse
environment. And there is a compelling national interest in ensuring that we
never
return to the days when some racial and ethnic minority groups were virtually
absent from the classrooms of our most distinguished law schools.

>This is particularly critical with respect to African American,
>Latino and Native American students, whose numbers have been decimated in
>California and Texas in the wake of the passage of Proposition 209 and the
>Hopwood decision's misinterpretation of the Constitution. I ask that the bar
and the legal academy join together to ensure that the standards set forth by
Justice Powell in Bakke, standards that promote diversity without quotas,
remain
the controlling law of the land and are reaffirmed within the Fifth Circuit. I
ask that the bar and the legal academy join together to reverse such ill-fated
experiments as Proposition 209 and Initiative 200. Where those efforts fall
short, I ask that each law school consider how its admissions policies can best
promote the national interest in having an integrated bar. And I urge
law schools everywhere to
>I ask that the legal academy strongly support efforts to
>study the role of the LSAT and other admissions criteria which may fail to

>accurately predict potential for success in law school, bar passage and law
>practice for African Americans, Latinos and/or Native Americans. Beyond
>that, I ask your commitment to
>develop comprehensive admissions, retention
>and bar preparation programs that ensure that the enormous talent residing
>in the minority communities across this country is ultimately reflected in
>the new lawyers of tomorrow.

>In closing, I ask that we all gather here one year from now to assess our
>progress in this all-important endeavor. We must not and cannot fail, lest
>we, as Professor Cornel West has said, fuel "a passionate pessimism
>regarding America's will to justice." With the leadership of the people
>assembled here today, I am confident that the members of the legal
>profession will prove worthy of their oath as officers of the court, and
>will help to lead us in building One America in the new Millennium.

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>=====

>



- att1.htm



"Esther F. Lardent" <elardent@probonoinst.org>
07/09/99 10:57:52 AM

Please respond to law-race@listserv.acca.com

Record Type: Record

To: law-race@listserv.acca.com

cc:

Subject: Re: Implementation Outline For Discussion

I know we'll be discussing Jack's implementation plan further on our call today, but I did have a few initial thoughts.

With respect to IIA logistics, I do think we should follow up with those invitees who didn't attend, in writing and as quickly as possible after the 7/20 date. Given the tightness of deadlines and people's schedules, a number of key and enthusiastic people simply won't be in D.C., but we shouldn't lose them.

With respect to the item, support for involvement of peer role models, you asked about funding. I would suggest that for law firms, corporate counsel, and "majority" bars, we should ask them to make an in-kind contribution by funding their own travel (that has certainly worked for the Law Firm Project where no one's travel costs are paid). For civil rights groups and some minority bars, expenses could pose a problem and should be reimbursed.

Re VI (Media), I am convinced that we could get a public relations firm to take this on on a pro bono basis, and would be happy to help in identifying and enlisting a firm.

Re IV B., Coordinating outreach, the Pro Bono Institute and Law Firm Project can certainly assist in this effort which fits into ongoing and new projects here in several ways (though, certainly, we would not be the only laboring oar here). We can offer several resources:

1. A regular newsletter (bi-monthly) and as needed blast FAX/e-mail capabilities to the management and pro bono leadership in the country's 700 largest law firms.
2. Technical assistance to civil rights organizations to help them identify firms and structure more productive pro bono partnerships.
3. An electronic case, matter, and project placement newsletter that can enable civil rights and other groups to broadcast major cases, etc. to the 700 largest law firms for pro bono placement (almost completed and scheduled to be launched in the late fall).

4. An annual training program that attracts leadership from over 100 large firms and offers, as part of its program, brings civil rights, legal services, etc. groups together with law firm leaders to develop better vehicles for handling impact work, policy advocacy, etc.

As I mentioned, the Project is a modest effort and certainly could not and should not be the only source of info to law firms, public interest groups, etc., but we do have some expertise, existing publications and meetings, and, thanks to a recent foundation grant, a greater capacity to provide t/a and support to public interest groups, especially civil rights organizations.

"Londen, Jack W." wrote:

- >
- > OUTLINE FOR
- > IMPLEMENTATION OF THE PRESIDENT'S CALL
- > TO THE LEGAL PROFESSION FOR RACIAL JUSTICE AND
- > DIVERSITY IN THE PROFESSION AND THE JUSTICE SYSTEM
- >
- > Primary objective: To stimulate, support, monitor and evaluate a renewed
- > national effort by lawyers from all sectors of the legal profession to
- > achieve racial justice in our society and racial diversity within the
- > profession and the system of justice.
- >
- > I. Primary Components of the Effort
- >
- > A. Appointment of Planning Committee, representative of all relevant
- > sectors of legal community, to remain in place, with some additions, as
- > oversight group for minimum one-year period (Done)
- >
- > B. Selection of initial group of 150 leaders (Attendees) to be brought
- > together, with White House invitees, at White House event (Done)
- >
- > C. White House event, focusing on inspirational speech by President
- > Clinton issues Call to Action (7/20/99, afternoon)
- >
- > D. Follow-up reception and dinner intended to solidify Attendees'
- > knowledge of, and personal buy-in to,
- > overall effort and certain suggested strategies and actions
- > (7/20/99, evening)
- >
- > E. Development and preliminary implementation of fundraising plan for
- > one-year implementation
- > project, with appropriate organization serving as fiscal agent (July- Aug.
- > 1999)
- >
- > F. Selection, by Planning Committee subcommittee, of Coordinator: a
- > sophisticated, impassioned, politically savvy person willing to commit
- > solely to this project for one year, probably venued in D.C. or New York,
- > possibly situated in a friendly law school or law firm, possibly with the
- > active support/staff back-up of applicable local/state/national/minority
- > bar association(s) and civil rights organizations. (July-Aug.'99)
- >
- > G. Development and implementation by Coordinator and Planning Committee of

- > specific objectives and
- > strategies for one-year implementation of project's dual goals, relying
- > upon the leadership of the Attendees
- > (Aug.-Sept.'99)
- >
- > H. Monitoring, and dissemination among participants and to community at
- > large, of progress and success of implementation efforts across the country,
- > culminating in one-year Report (Oct.'99-July 2000)
- >
- > I. Second national meeting of Attendees and others (perhaps at White
- > House) to assess, celebrate progress, commit to future goals (July 2000)
- >
- > II. The July 20th Dinner Program-Logistics and Content
- >
- > (Assumption: Attendees will have left White House inspired and ready
- > for specific information about
- > the Plan and how they fit into it)
- >
- > A. Logistics:
- >
- > 1. All Attendees will be provided with very limited written materials,
- > including, at
- > least:
- > (a) a brief description of the enterprise;
- > (b) a list of the names, addresses, telephones, etc. of the Attendees.
- > (Queries: What to do about invitees who did not attend? White House
- > invitees? Should there be an indication that each of them is considered to
- > be an active participant unless they inform us that they decline? Should we
- > tell them that they will be
- > part of an ongoing system of communication among members, including an
- > E-mail list-server for
- > participants (unless they inform us to the contrary)?; and
- > (c) information about the planned website. (We have reserved the name
- > "LawyersforOneAmerica.Org.")
- >
- > B. Program
- >
- > 1. After the reception and dinner, Hon. Eric Holder (if he agrees that
- > this role is appropriate)
- > welcomes and thanks everyone for coming and gives a brief, forceful
- > overview. This
- > might include
- > (a) the fact that we know each Attendee is a leader in both his/her own
- > geographic
- > locale as well as in his/her own professional sector (e.g., general counsel,
- > law firm leader);
- > (b) that we are asking that each of them use this dual platform to secure an
- > active commitment
- > to this program's goals and to the establishment of specific programs in aid
- > of those goals;
- > (c) that we are in the process of hiring a Coordinator who, together with
- > the Planning Committee,
- > will work with Attendees to provide them with technical assistance
- > including, e.g., inspirational speakers,

- > experts, videos and resource materials on pro bono issues, programs to
- > enhance diversity in law firms, corporations and law schools, and bar
- > association initiatives in both areas.
- >
- > 2. Other speakers could give brief (5-minute, scripted) first-hand
- > descriptions of ways to respond
- > to the Call. Examples: a prominent general counsel with a history of
- > insistence on diversifying her/his own legal department and demanding that
- > retained firms do pro bono work and put minority partners and associates on
- > their matters; a law firm leader who can describe the firm's commitment to,
- > and provision of billable hour credit for, work and programs designed to
- > achieve racial diversity within the firm at all levels; a law school dean or
- > academic who can talk about diversity in law schools; a leader of the
- > organized bar.
- >
- > III. Staffing and Support of the National Coordination Effort
- >
- > A. Fundraising for implementation.
- >
- > 1. This cannot be a government-sponsored, controlled, or funded effort.
- >
- > 2. We must not compete with our constituents in fund-raising.
- > 3. We should adopt achievable goals for fund-raising, and increase in
- > stages, if results justify it.
- > 4. We should ask for, and use, in-kind support from participating
- > organizations.
- > 5. Can we offer recognition as an encouragement to donors? What
- > pitfalls must we avoid in doing so?
- >
- > B. Finding and hiring a full-time coordinator.
- >
- > C. Using technology for efficient clearinghouse functions.
- >
- > 1. A website and e-mail facilities can be used to disseminate basic
- > information about models and opportunities, and to collect information about
- > results. We have reserved the domain name "LawyersforOneAmerica.Org."
- > 2. Can we begin now in soliciting in-kind donations of services and
- > equipment?
- >
- > D. Support for the involvement of peer role models.
- >
- > 1. How do we screen or control the requests for information and advice
- > addressed to the most attractive model programs (without outstripping our
- > own limited staffing and resources)?
- > 2. What funding do we need for reimbursing travel and expenses of
- > programs that agree to act as peer role models?
- >
- > IV. Coordination With Other Organizations' Efforts on the Two Prongs, Pro
- > Bono Work and Diversity Programs.
- >
- > A. Establishing liaison with ABA President-Elect's Initiative on Racial
- > Diversity in the Profession.
- >
- > B. Continuing outreach to civil rights organizations and other potential

- > partners in providing opportunities for pro bono work What can we do to
- > assist civil rights organizations in connecting with wider groups of pro
- > bono lawyers on a basis that tends to establish mutually rewarding
- > partnerships, and enlists more law firms in doing the most important impact
- > work, litigation and non-litigation?
- >
- > V. Continuing Involvement of The White House and The Justice Department
- >
- > A. Continuing role of the Justice Department.
- >
- > 1. How can we sustain the attention of Justice Department officials for
- > a year-long role in giving us leadership and visibility?
- > 2. Can we get a commitment to continue a "road show" at meetings
- > throughout the country for the whole year?
- > 3. Under what conditions, if any, would it be appropriate for Justice
- > Department officials to write letters or in some other way make specific
- > requests for participation in the response to the Call?
- > 4. We must not act so that the scope of our activities will be
- > governed by the same constraints as if the Justice Department were
- > conducting the program.
- >
- > B. Role of the White House Office on the President's One America
- > Initiative.
- >
- > 1. Can Ben Johnson play a leadership role? Can he participate in the
- > "road show?"
- > 2. Are there staff functions that the White House can perform?
- >
- > VI. Media Coordination and Strategy for the Implementation Effort
- >
- > A. Enlisting media professionals, on a pro bono basis if possible, to
- > develop a year-long strategy for reaching our target audiences initially,
- > and developing an awareness of the message.
- >
- > B. Developing recognition and favorable reaction to the Call in the
- > general media.
- >
- > C. Cultivating continuing, sympathetic coverage by major legal industry
- > media.
- >
- > D. Targeting local media coverage of local events.
- >
- > VII. Planning for the end-of-year event
- >
- > A. It is important to commit and announce in advance that our results
- > will be published.
- >
- > B. Can we count on another White House or Justice Department venue
- > in 2000?
- >
- > =====
- >
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> Neal Katyal at Neal.K.Katyal@usdoj.gov.

>

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> *****

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Neal Katyal at Neal.K.Katyal@usdoj.gov.

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Kathleen K. Ahn
07/07/99 07:02:28 PM

Record Type: Record

To: Irene Bueno/OPD/EOP@EOP

cc:

Subject: Recap of Conference Call

----- Forwarded by Kathleen K. Ahn/WHO/EOP on 07/07/99 07:02 PM -----



Neal Katyal <katyaln@wpgate.law3.georgetown.edu>
07/07/99 06:28:41 PM

Please respond to law-race@listserv.acca.com

Record Type: Record

To: law-race@listserv.acca.com

cc:

Subject: Recap of Conference Call

At 5PM today, we had a conference call to plan the lawyers & race event with the President.

Participants: Fred Krebs, Neal Katyal, Dru Ramey, Walter White, Jack Londen, Fred Krebs, Karen Stevens (Civil Rights Div/DOJ), Irene Bueno (WH/Domestic Policy Council), Barbara Arnwine, Laurence Baca, Scott Palmer, Dan Kolb, Richard Jerome/Ivan Fong (Associate AG's Office, DOJ), Ester Lardent, Peter Suzuki, Bob Joffe, Veta Richardson, and Kathleen Ahn/Ben Johnson (for a moment).

We agreed to have another conference call at 2PM EST this Friday, July 9. Barbara Arnwine will notify everyone via email of the passcode for this call.

The following was discussed:

1. Event details.

--The event will be at 2:30 PM on July 20, and will last 1 hour. There will then be a receiving line.

--WH has approved the list of 150 names. They will also have about 75 names of other people, including private and govt figures.

--As the WH finds out that people cannot come, it is the group's hope that the WH contacts Dru Ramey and Jack Londen to discuss the preferred substitute. Barbara and I will contact Kathleen Ahn about this.

--Bob Evans & Bob Stein will be on the list of 150 names.

--Want to be sure WH Photographer will be at the event. Also would like permission to have a private photographer there as well.

2. Invitations.

--We have heard that the WH is thinking about not issuing paper invitations. It is the group's strong view that paper invites should issue. Because time is close, we may want phone calls first, followed by paper invites.

--The group needs the final list of invitees from the WH, including the list of 75 people the WH wants to add, as soon as possible in order to invite the people to the dinner that night. Barbara and I will contact Kathleen Ahn about this.

--If possible, the social secretary's office should, when making the phone calls inviting the people to the event, notify them that there will be a dinner that night.

3. Press/Outreach.

--Barbara expressed the concern that the WH Press Office be brought into the loop as fast as possible. Want to be sure that legal media is contacted. Barbara and I will contact Kathleen Ahn about this.

--ABA will prepare a briefing paper in draft and circulate it around by Friday evening. This briefing paper can be used to sent to each organization's individual constituents, so that they know about the call ahead of time, and can talk to the press about it.

4. Speech

--Jack will send out the latest draft today. Comments are due to the listserv by COB tomorrow.

--Jack's draft --which incorporates comments from Dru and others -- should be treated as very close hold.

--Eric Holder will then take these comments and work them into his draft.

--Eric's draft speech will be given to Ben Johnson on Friday evening.

5. Dinner

--Dan Kolb reports that the money is in good shape. Lexis and Martindale have also agreed to provide funds.

--Lawyers Comte will handle invitations for dinner, once they get the WH list.

--Proposed time is 5:30 or 6:00 cocktail hour, followed by dinner.

--Location will probably be at Library of Congress.

--ABA may have a separate account for the funds that may be usable. We will discuss that in the Friday conference call.

--Jack Londen has some concrete ideas about the format of the dinner, as well as postimplementation ideas. He will circulate something around tomorrow, and that will form much of the agenda for Friday's conference call.

Thank you all so much for your participation.

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Reply to "Neal Katyal" <katyaln@wpgate.law3.georgetown.edu>
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Neal Katyal at Neal.K.Katyal@usdoj.gov.

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Neal
Barbara

ABA Event Conf Call - 7/7

List. Accepted list of 150 w/ 2 exceptions. Evans?
Alternate list - back-up email (local) - rank it.

~~Implementation~~ ^{Some people are heads up}

Invitations - ~~WH~~ ^{WH} will call to invite + short RSVP.

- Call from Kathleen - 2:30 pm 7/20

- NO invitations - concern

WH Press Office will contact ~~the press~~ Legal media,
in addition to regular ~~the~~ media.

Someone would need to brief them

Something in writing on Fri ~~the~~ 7/9/??

Fred - people want to see something in writing - won't endorse
~~but~~ unless see it.

- All of them - should send out a notice that this was
happening - to ask them to ~~write~~ contact local
media

- Do a brief - for groups.

Fred,
Barbara,
New - brief ~~to~~ sent out to everyone for comment.
Barbara will send email to

① Walter - ~~out~~ put together talking points

① White House Doc

② Summary + Talking Points - ABA

(2)

~~Don't let the first part go to the press~~
~~proceed~~

- Neal could draft + review
- Embargoed Date - on document.

Barbara - Doing - Reporting - Key - Monday - ~~the~~ morning
of event
- end of next week ~~7/16/99~~ 7/16/99

Speech? ~~Don't ask~~
- Get out to the list serve - wants draft by ~~COB~~ ^{COB} ~~COB~~ ^{Thurs}
- Eric has to give version ~~to~~ ^{to} WH mm am

Photograph

Dinner after the event

Lists - Social Security - additional invitees - Members of Congress
Cal Secretary, ~~the~~ attorneys.
They will knock out duplication

★ Fundraising - going with
Library of Congress - will add costs.

Implementation - Lawyers for One America.com = website
(1) Archiving - discussion of the call
(2) Info - how to pursue ^{pro bono} ~~discovery in~~ law firm
Bar school
(3) Feedback on papers

(3)

- Circulate implementation ~~test~~ document
- We need others to contribute

2pm Fri 7/9 Eastern time - Conf Call

202.514.5000 - Neal Katty
415.661.7479 -

5.10.11



Shirley Brown <Shirley.Brown@usda.gov>

07/07/99 04:24:00 PM

Record Type: Record

To: Irene Bueno/OPD/EOP

cc: alfrench@hq.usda.gov (Receipt Notification Requested) , Jim.Schaub@usda.gov (Receipt Notification Requested) , Keith.Collins@usda.gov (Receipt Notification Requested)

Subject: Analysis of the H-2A Reform/Legalization Proposal Attached

Irene Bueno-

Attached is a Word Perfect copy of my analysis of the H-2A Reform/Legalization proposal.

I will be out of the office on 7/7. However, this is being sent by Shirley Brown of our office at 720-5956.

I look forward to seeing you Friday at 10:30 and am assuming you or Genie are handling the necessary clearance.

Al French
al.french@usda.gov

Attachment: Bueno.wpd

 - Bueno.wpd



Kathleen K. Ahn
07/06/99 05:31:47 PM

Record Type: Record

To: Irene Bueno/OPD/EOP@EOP
cc:
Subject: Law/Race Conference Call tomorrow

hi.fyi.

----- Forwarded by Kathleen K. Ahn/WHO/EOP on 07/06/99 05:31 PM -----



Katyal Neal K <Neal.K.Katyal@usdoj.gov>
07/06/99 03:31:45 PM

Please respond to law-race@listserv.acca.com

Record Type: Record

To: "law-race@listserv.acca.com@inetgw2" <law-race@listserv.acca.com>
cc:
Subject: Law/Race Conference Call tomorrow

This Wednesday, at 5PM EST, there will be a conference call regarding lawyers & race. To participate, please call 1888 727 3378, pin 1710864, at 4:58 PM. Thank you.

Replying to this message will send it to the entire list.

Reply to Katyal Neal K <Neal.K.Katyal@usdoj.gov>
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Ann C. Hertelendy 07/07/99 02:06:00 PM

Record Type: Record

To: See the distribution list at the bottom of this message
cc: See the distribution list at the bottom of this message
Subject: ABA message meeting

Loretta will be holding a message meeting this Friday (July 9) at 11:00am in the Roosevelt Room to discuss the upcoming ABA event. Please let me know if you will not be able to attend, as well as inform me of any substitutions. Thank you.
X62640

Message Sent To:

Robert B. Johnson/WHO/EOP@EOP
Kathleen K. Ahn/WHO/EOP@EOP
Laura D. Schwartz/WHO/EOP@EOP
Jennifer M. Palmieri/WHO/EOP@EOP
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