

October 21, 1999

MEMORANDUM FOR GENE SPERLING

FROM: NATASHA BILIMORIA

SUBJECT: MEETING WITH LAWYERS FOR ONE AMERICA

Tomorrow's meeting that you will be attending is Lawyers For One America's monthly meeting. Lisa attended the last one and basically gave an overview of the New Markets initiative. The meeting will focus on a discussion on their long-term plan (part of which is included in your binder) to expand on current efforts. Many of these projects have a connections with the President's New Markets initiative and you will see that a few of their on going projects are based in Newark and other parts of New Jersey. Perhaps they could be highlighted on the second New Markets trip. Since this is an informal meeting, you should take this opportunity to talk with the group about getting involved with the New Markets initiative and brain storming about potential long-term, sustainable projects.

- **Lucent Technologies** has established a \$25,000 annual scholarship for minority and economically disadvantaged law students at Rutgers University and Seton Hall University, both located in Newark. Lucent's law division also operates summer internship programs focused on women, minorities and economically disadvantaged law students. The program is currently in its third year.
- In alliance with Legal Services of New Jersey, **Merck & Co.** has established an in-house pro-bono program based upon a "small firm" concept. Merck attorneys meet the needs of their clients, often practices in unconventional areas for corporate attorneys such as guardianship, custody, and bankruptcy issues. The legal department provides assistance in four separate locations in New Jersey and Pennsylvania.

I have attached the following for your convenience:

- "Model Programs: Lawyers Taking Action" (this is a portion of what they refer to as their "marketing materials")
- Tomorrow's meeting agenda
- A memo regarding Lawyers for One America and New Markets.

List of Attendees

Deputy Attorney General Eric Holder, Neal Katyal, Kim Simmons, Rob Weiner - DOJ
Cynthia Adcock - Director, American Association of Law Schools
Barbara Arnwine - Executive Director of the Lawyers Committee
Lawrence Baca - President Native American Bar Association
Teveia Barnes - Executive Director, LFOA
Susan Hackett - American Corporate Counsel Association (ACCA)
Nancy Choy - Executive Director, National Asian Pacific Am Bar Association
Susan Hackett - Senior VP & General Counsel, ACCA
Kay Hodge - American Bar Association designate
Dan Kolb - Co-Chair Lawyers Committee, Davis, Polk

Fred Krebs - President, ACCA

Esther Lardent - Board of Governors, Pro Bono Institute

Jack Londen - Co Chair Lawyers Committee for Civil Rights, Morrison & Foerster

Harold Pope - President, National Bar Association

Drucilla Ramey – Executive Director and General Counsel of San Francisco Bar Association

Veta Richardson - VP, ACCA

Carl Smallwood - Columbus Bar Association

Gregory Smith - Native Am Bar Association

David Stern – Executive Director, National Association for Public Interest Law (NAPIL)



Kathleen K. Ahn
10/21/99 12:05:34 PM

Record Type: Record

To: Lisa Green/OPD/EOP@EOP, Natasha F. Bilimoria/OPD/EOP@EOP

cc:

Subject: lawyers for One america

hi. below is some model programs I thought might be of interest for tour. Please note the programs in NJ with Merck (NJ&PA) and with Lucent (partnership with Rutgers & Seton Hall law schools in Newark), DuPont and the NYC Bar. Thank you.

MODEL PROGRAMS: LAWYERS TAKING ACTION

The following programs offer examples of creative and effective approaches undertaken by the legal community – corporate counsel, bar associations, law firms and law schools - that serve to heighten diversity and promote equal justice. These examples illuminate our shared vision of one America. Yet, they are only a few of the many laudable efforts that illustrate the positive impact lawyers and the legal profession can achieve. Although it is not possible to include here all of the many other initiatives and projects that have contributed to bringing this nation closer to the goal of equal justice, the participating organizations in the Lawyers For One America coalition will distribute as much information about models and programs as we can gather. We hope you will let us know about your own efforts and other exemplary programs so that we can share this information with others. We will be announcing a new website for this purpose in the near future.

Corporate Counsel

- **Making an In-house Commitment to Diversity**
BellSouth Corporation Legal Department

BellSouth, a company with a long history of support for diversity in its workplace and the communities it serves, has made diversity a focus of its legal department. BellSouth has led a nationwide effort among corporate legal organizations to promote opportunities for women and minorities throughout the profession.

Most significant among these efforts has been BellSouth's leadership in obtaining as signatories more than 125 general counsel to "Diversity in the Workplace: A Statement of Principle." This statement not only includes a recognition of each company's commitment, it notes the expectation that the law firms representing these companies should also "work actively to promote diversity within their workplace." BellSouth will host a symposium of all the statement signatories to discuss ways to put the statement's principles into effect.

The full text of the Statement of Principle, along with a current list of signatories is available online at www.acca.com.

- **In-house Lawyers Deliver Critical Legal Services**
in Northern Virginia
Freddie Mac Legal Department
Legal Services of Northern Virginia

In 1991 Freddie Mac formed a working relationship with Legal Services of Northern Virginia (LSNV). Through this pro bono program, Freddie Mac lawyers deliver critical legal services, including client intake, advice and counseling, litigation representation, volunteer training, and community outreach that make a profound and lasting difference in the lives of countless under-served Northern Virginians. Freddie Mac has hosted legal clinics and volunteer recognition events, assisted LSNV clients in their job searches, hired unemployed clients, provided training facilities, donated computers, assisted LSNV staff with computer training, and helped to publish community education brochures.

A substantial grant from the Freddie Mac Foundation enabled LSNV to open the Law Center for Children in 1995. Recently, the Freddie Mac Foundation made a two-year, \$405,000 grant to the American Bar Association Center on Children and the Law to improve the quality of the court process for foster children.

- **California Minority Counsel Program**
Wells Fargo Bank

Wells Fargo Bank's legal department was the initial founder of the California Minority Counsel Program and remains one of the strongest corporate supporters of the CMCP, the largest and most successful state program in the nation. Wells retains over thirty minority-owned law firms each year on its work, successfully persuades the majority firms that it retains to be members of the Program, requires that they regularly report their overall minority attorney statistics, and mandates monthly reports indicating the dollar amount of the bill attributable to the work of minority partners and/or associates on each matter. Within its own department, Wells has achieved a 26% minority attorney work force.

- **Corporate Counsel Partnering with Law Schools**
Lucent Technologies

Lucent Technologies and its law division believe that they benefit from increased diversity. In 1997, Lucent established a \$25,000 annual scholarship fund for minority and economically disadvantaged law students at Rutgers University and Seton Hall University, both located in Newark, New Jersey. To date, six students at the two schools have been selected as Lucent Scholars and have received scholarship grants during their second and third years of schooling. Furthermore, Lucent sponsors the Minority Student Program at Rutgers Law School. Lucent's law division also operates a summer internship program focused on women, minority and economically disadvantaged law students. The program is currently in its third year and, to date, has provided twenty-four summer internships.

- **Fostering Pro Bono Service and Diversity**
General Motors Corporation
Ford Motor Company
Detroit Metropolitan Bar Association

General Motors' pro bono activities are focused on the Detroit Legal Services Clinic (DLSC). GM, along with Ford Motor Company and the Detroit Metropolitan Bar Association, founded the DLSC in late 1997 as an exciting new way for Detroit-area lawyers to meet the legal service needs of large numbers of needy clients. Funded by GM, Ford, other area companies and the Michigan State Bar Foundation, the DLSC opens its offices to clients approximately twice a month and assigns cases screened by local legal service providers. DLSC attorneys have handled more than 800 cases in the first eighteen months of its existence.

The GM law department commitment to promoting diversity both within its own ranks and those of the law firms it retains is longstanding. Ten years ago, GM sent letters to over 700 law firms directing them to be sure to include minority attorneys on GM projects. And today, GM's strategy for advancing, retaining, and recruiting outstanding women and minority attorneys includes casting a wide recruiting net, enlisting the aid of recruiters, its own in-house staff, and its counsel to attract talent. In 1998, 12 of GM's 13 new hires to its legal staff were women or minorities.

- **In-house Pro Bono Program**
Merck & Co., Inc.

Merck's commitment to corporate-wide diversity and promotion of pro bono service is well recognized. In keeping with this corporate commitment, in 1994 Merck's law department challenged itself to devise an effective way to meet its obligation to provide pro bono legal services and expand equal access to justice for the disadvantaged. The result was an alliance with Legal Services of New Jersey to create a unique in-house pro bono program based upon a "small law firm" concept. Merck attorneys meet the needs of their clients, often practicing in unconventional areas for corporate attorneys, including matrimonial, guardianship, child custody, bankruptcy and tenancy. Having grown from a handful of attorneys participating in 1994 to currently half its 125 attorney legal department, the program now provides assistance at four separate locations in New Jersey and Pennsylvania and has handled in excess of 150 cases since its inception.

- **Turning Corporate Lawyers into Elder Law Counselors for a Day**
American Corporate Counsel Association
Legal Counsel for the Elderly

In 1998, ACCA initiated the first On-site Pro Bono Clinic to be held at the annual meeting of a national bar association. This unique experience was the result of a partnering of efforts by ACCA and the Legal Counsel for the Elderly, a Washington, D.C.-based public interest organization supported by the AARP Foundation. The clinic offered the opportunity for in-house counsel to receive onsite training in elder law and then put those skills to work on behalf of indigent minority seniors, assisting them with the preparation of wills, powers of attorney and health care directives. The event's success has made it a mainstay for future ACCA meetings.

- **Promoting Economic Incentives for Diversity**
DuPont Company

In corporate law department circles, DuPont has been recognized as an acknowledged leader in the creation of new models for the retention of legal services. The highly regarded Dupont legal model helped to establish that the convergence of legal service providers could be successfully accomplished in a manner that also promotes DuPont's diversity commitment. Having made performance in the diversity area one of the critical elements used to evaluate the law firms it retains, DuPont has created an ongoing economic incentive to expand opportunities for minority and women attorneys. In addition, the DuPont minority job fairs have become an important source of minority candidates for DuPont, as well as its primary law firms and service providers who are seeking means to boost their minority recruitment efforts. Many successful placements of summer associates and permanent hires have resulted from these job fairs. Building upon its success, this year DuPont will sponsor four job fairs in Wilmington, Houston, Los Angeles, and Chicago, thereby opening more doors for minority advancement.

Bar Associations

American Bar Association Presidential Diversity Initiative 1999-2000

Throughout the 1999-2000 year, the American Bar Association will implement a far-reaching Presidential Initiative to launch a national drive to achieve racial and ethnic diversity in all sectors of the legal profession. The initiative aims to increase substantially minority participation and leadership at all levels of the legal profession by both encouraging minorities to consider a legal career and eliminating barriers to entry, equal advancement, and achievement in the profession.

The initiative will be launched on October 14-16, 1999, at a diversity colloquium convening leaders of the profession in Aspen, Colorado, to create a comprehensive action plan. Academicians, corporate counsel, bar leaders, and managing partners will address barriers to entry (e.g. over emphasis on the LSAT; disparate impact of bar examination) and barriers to success in the profession, including lack of mentoring programs, inadequate diversity training within law offices and subtle bias in work assignments, client contact, and performance evaluations. The action plan endorsed by colloquium participants will recommend guidelines for implementation efforts of law schools, law firms, corporate law departments, and bar associations. The initiative will also include the development and national distribution of a "best practices" publication as well as a minority judicial clerkship project.

American Corporate Counsel Association Corporate Pro Bono and Diversity Initiatives 1999-2000

ACCA will leverage its influence in the corporate legal community to take the following steps to make our shared vision of a diverse legal profession and a renewed commitment to corporate pro bono service a reality:

- launch a substantive and interactive website to share corporate best practices and provide access to pro bono information, service opportunities and networks for corporate counsel;
- use economics as a powerful force for change by encouraging its 11,000 members, who control the distribution of billions of dollars of legal fees, to retain minority counsel and law firms;
- promote corporate pro bono service through training and educational resources at its national meetings and through its extensive chapter network;
- expand its databank devoted to practical resources enabling corporate counsel to implement diversity and pro bono initiatives at the local level;
- use its forty-three local chapters as catalysts for a grassroots effort to advance corporate counsel commitment to pro bono service and diversity in the legal profession.

Hispanic National Bar Association

The Hispanic National Bar Association is a network of Hispanic lawyers and bar associations across the United States. Its goals include the following:

- promoting equal justice and opportunity for all Hispanics;
- educating the Hispanic community about relevant legal issues and about its legal rights and responsibilities;
- promoting the professional development of Hispanic lawyers and law students;
- encouraging Hispanics to enter the legal profession;
- promoting the appointment of Hispanics to leadership positions in federal, state and local governments; and
- promoting the appointment of Hispanic judges.

National Asian Pacific American Bar Association

The National Asian Pacific American Bar Association is the national association of Asian Pacific American attorneys, judges, law professors and law students that strives to be a national network for its members and affiliates. NAPABA advocates for the legal needs and interests of the APA community. NAPABA represents over 10,000 attorneys in more than thirty-five local APA bar associations, whose practice settings range from solo practices to large firms, corporations, legal services organizations, nonprofit organizations and governmental agencies. Through its network of committees, NAPABA is at the forefront of national and local activities in the areas of civil rights reform, combating anti-immigrant backlash and hate crimes, increasing the diversity of the federal and state judiciaries, and professional development.

National Bar Association

The purpose of the National Bar Association is "to advance the science of jurisprudence, uphold the honor of the legal profession, promote social intercourse among the members of the bar, and protect the civil and political rights of all citizens of the several states of the United States." When the NBA was organized in 1925, there were fewer than 1,000 African-American lawyers in the nation, and less than 120 belonged to the association. By 1945, there were nearly 250 members representing 25% of the African-American members of the bar. Over the past 72 years, the NBA has grown enormously in size and influence.

At present, the NBA is the nation's oldest and largest national association of predominately African-American lawyers and judges. It has eighty-seven affiliate chapters throughout the

United States, Canada, United Kingdom, Africa and the Caribbean and represents a professional network of over 17,000 lawyers, judges, educators and law students.

Native American Bar Association

The Native American Bar Association (NABA) was originally incorporated as the American Indian Lawyers Association in the District of Columbia in 1973. In 1976 it was reorganized as the American Indian Bar Association (AIBA). In 1991 the AIBA members felt the name did not reflect the broad spectrum of members who had come to include Native Alaskans (Indians, Eskimo and Aleut) and Native Hawaiians. In 1992 the name of the organization was changed to the Native American Bar Association.

NABA was founded to assist tribal governments achieve their political goals and assist newly admitted Native American lawyers in the development of their practice. For over two decades NABA has been a cosponsor of the Federal Bar Association's Annual Indian Law Conference held in the spring of each year in Albuquerque, New Mexico. The NABA annual membership meeting is held at this annual conference. NABA will initiate an annual fall Indian law conference in Washington, D.C., beginning on November 10, 1999.

State and Local Bar Associations

Many state and local bar associations sponsor extensive diversity initiatives as well as broad-ranging pro bono programs, a number of which focus on assisting individuals and communities of color. A few illustrative bar diversity programs are set forth below.

The Bar Association of San Francisco

The linchpin of BASF's decade of minority diversity efforts has been the 1989 adoption by over 100 employers of Minority Goals and Timetables, which are monitored and nationally reported upon every three years. In 2000, the goals call for employer commitment to 25% minority associates and 10% minority partners. BASF co-founded and houses the California Minority Counsel Program and co-sponsors a tri-county First Year Minority Clerkship Program. The association has also produced model programs, publications, videotapes, instructional materials, conferences, seminars, town hall meetings and law firm/in-house/law school programs on issues including minority mentoring, hiring, retention, evaluation, assignment, marketing and affirmative action. BASF was a leader of the statewide coalition to defeat Proposition 209 and recently has raised and distributed over \$700,000 in minority law student scholarships.

State Bar of Texas / State Bar of Georgia

The state bars of Texas and Georgia administer effective and growing minority counsel programs on a statewide basis. The Georgia bar is also inaugurating an innovative program to assist minority lawyers obtain financing to open offices in small towns in Georgia. The Texas bar's goals and timetables have greatly influenced the hiring and retention practices of medium and large firms in Texas. The Texas bar's 1997 Symposium for Excellence in the Profession set the stage for a statewide dialogue on the importance of diversity and inclusion efforts by educational institutions, legal employers, and bar associations in the post-Hopwood environment. Recently the bar has supported state legislative initiatives that foster diversity in law schools, including the successful passage of a scholarship matching program, enabling law schools to match scholarships offered by out-of-state schools to encourage Texas graduates to stay in-state.

Association of the Bar of the City of New York

Over the past decade, the Association of the Bar of the City of New York has devoted substantial resources to minority diversity efforts, including the early hiring of a full-time director of racial diversity programs and the passage of minority hiring goals. The Association is launching a four-year study of retention of minority associates by city legal employers and an examination of firms' and corporate law departments' policies and practices to enhance retention of minority attorneys. The bar's Fellowship Program subsidizes summer employment positions in New York for first-year law students from area law schools.

Law Firms

- **Law Firm Pro Bono Challenge**
A National Pro Bono Standard for Larger Law Firms

The Law Firm Pro Bono Challenge is a unique institutional pro bono standard, tailored to the resources and structure of major law firms (in other words, those firms with more than fifty lawyers) throughout the United States. Issued by the Law Firm Pro Bono Project, a project administered by the Pro Bono Institute in cooperation with the American Bar Association, the challenge calls upon major law firms to annually contribute at least 3% of their total billable hours to pro bono legal services to individuals and nonprofit groups to secure basic rights, including civil rights. To date, more than 150 of the nation's major law firms have become signatories to the Law Firm Pro Bono Challenge, pledging 3% or 5% of their total billable time to pro bono and committing to structure their firm's evaluation, compensation and advancement policies and practices to ensure that they encourage pro bono participation by attorneys at these firms. During 1998, challenge signatory law firms contributed almost two million hours of pro bono service to their communities. For more information about the challenge see www.probonoinst.org.

- **City First Bank: Investing in the Community**
Wilmer, Cutler & Pickering

Washington, D.C.'s Wilmer, Cutler & Pickering's role in establishing that community's City First Bank offers an inspiring example of how lawyers can help inner-city residents secure financial stability and improve their residential community. Committing more than 3,000 hours of pro bono time and the specialized skills of more than thirty of its lawyers to this project, Wilmer, Cutler used its expertise in banking and regulatory work and 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 community leaders' vision and the firm lawyers' expertise, the concept of a community bank -- first envisioned at a meeting in 1993 -- is now a reality. City First Bank offers credit and financial services to individuals, businesses and nonprofits, and thus it provides the financial resources to take advantage of the human capital already available.

- **Partnering with a Neighborhood in Minneapolis**
Leonard, Street & Deinard PA

Having signed onto the Law Firm Pro Bono Challenge, Minneapolis' Leonard, Street & Deinard looked for an innovative pro bono project to meet the challenge's goal for volunteer service. The Community University Health Care Center, located in a poor, minority neighborhood in Minneapolis, sought to provide more comprehensive services, including legal

assistance and advocacy, to its patients and to other residents of the Philips neighborhood.

Leonard Street hired a full-time coordinator to establish 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 a third of them are Asian refugees. Through the clinic, hundreds of clients have received assistance with family law, housing, consumer, employment, immigration and public benefits issues. Furthermore, firm lawyers author a regular column on legal rights in the neighborhood newspaper and brochures on common legal topics that are translated into several languages. They also work closely with community nonprofit groups to sustain affordable housing in the neighborhood and deal with environmental hazards.

- **Legal Services for Entrepreneurs**
San Francisco Lawyers' Committee for Civil Rights of the San Francisco Bay Area
Heller, Ehrman, White & McAuliffe
Brobeck, Phleger & Harrison
Morrison & Foerster
plus twenty San Francisco law firms

To assist low-income and minority entrepreneurs in disadvantaged neighborhoods, a Silicon Valley-based project, Legal Services for Entrepreneurs, matches pro bono transactional attorneys with clients who propose to start or develop for-profit businesses that will enhance the economic infrastructure of their neighborhoods, but who are not experienced in starting or running a venture and who have limited access to capital. Lawyers from twenty Northern California law firms work with community economic development organizations to provide that assistance.

In its first two years of operation, Legal Services for Entrepreneurs assisted over sixty clients with a wide range of services required to grow a new business. Since good legal representation is only one aspect of creating strong and successful new ventures, the project, along with fourteen other community development organizations has formed a limited liability company that seeks to raise \$75 million from banks, insurance companies and corporations to make equity investments in these businesses.

- **Seeking Environmental Justice in El Sereno, California**
Morrison & Foerster
Environmental Defense Fund
Mexican-American Legal Defense and Educational Fund
National Resources Defense Council
NAACP Legal Defense and Educational Fund

All too often minority communities have been disproportionately affected 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 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. They alleged discrimination in the design of the freeway expansion because it imposed greater environmental hazards on the citizens of El Sereno yet mitigated those problems in nonminority areas affected by the expansion. While the lawsuit continues, the firm has already achieved several mitigation measures for the community of El Sereno that will reduce substantially the adverse environmental effect on that community. Currently in settlement negotiations, the firm's efforts will continue to ensure environmental justice for this minority community.

- **Righting Wrongs after the Rosewood Massacre**
Holland & Knight
Rosewood, Florida

In the 1920s, Rosewood, Florida, was a prosperous working class African-American community whose residents were independent, free and industrious people. In 1923, however, the community was decimated by an allegedly revenge attack by whites. At least six African Americans were killed and the town was burned to ashes. The governor and the local sheriff ignored the events. The surviving African Americans escaped into the nearby wilderness. In 1992, the law firm of Holland & Knight filed a claims bill to compensate the twelve known Rosewood survivors for their losses. As a result, a study was commissioned to determine the events of the Rosewood Massacre. The claims of the survivors that the state was on notice of the likelihood of an attack on Rosewood and failed to act to prevent the tragedy were substantiated. A special master recommended that compensation in the amount of \$2.1 million be appropriated for the survivors and their descendants.

- **Law Firm's Memorandum for Immigrant Students**
Secures Equality
Crowell & Moring
National Asian Pacific American Legal Consortium

The law firm of Crowell & Moring completed a memorandum on behalf of the National Asian Pacific American Legal Consortium and a coalition of local advocates, which was submitted to the Virginia Attorney General. The memorandum challenged Loudoun County's practice of requiring students to disclose their immigration status when registering for public school. The Virginia Attorney General agreed with the analysis and told Loudoun County that its practice was unconstitutional, which resulted in the County discontinuing its practice.

- **Equality in Education in Thomasville, Georgia**
Dorsey & Whitney

In Thomasville, Georgia, some 2,500 African-American school children are facing the

possibility of equal schooling for the first time as a result of legal representation by Dorsey & Whitney, a Minneapolis-based law firm, and the Lawyers' Committee for Civil Rights Under the Law. In Thomasville, African-American children are segregated from white students and receive far inferior educational instruction. They attend segregated schools or are segregated from white children in schools with substantial numbers of both white and black students, while the most experienced teachers are assigned to schools with white students. In addition, white students are predominately placed in gifted and talented classes, yet black students have few educational resources, such as books and computers. On October 2, 1998, the Lawyers' Committee and Dorsey & Whitney filed a federal lawsuit on behalf of nine parents of African-American school children and the county NAACP in *Thomas County Branch of the NAACP v. City of Thomasville School District*. The complaint charged the Thomasville school system with operating racially segregated and unequal schooling for white and black students.

- **Improving Housing and Community Development**
Pine Street Community in Leesburg, Florida
Sullivan & Cromwell

In Leesburg, Florida, the Lawyers' Committee for Civil Rights under Law, with the firm of Sullivan & Cromwell serving as cocounsel, secured a far-reaching consent decree for the Pine Street African-American community in *Tri-City Branch NAACP v. City of Leesburg*. They used civil rights laws to challenge the city's long neglect, and more recently, the outright destruction of portions of the African-American community. The litigation employed the Fair Housing Act and Title VI of the Civil Rights Act of 1964 to challenge residential segregation, zoning practices, municipal housing assistance policies, discriminatory community development and municipal expenditures, and building code enforcement practices that have segregated the African-American community and choked off investment and opportunity. The consent decree promotes "desegregative housing choices and other economic opportunities" and provides funds for the first community development corporation (CDC) ever established for the Pine Street community; this corporation will formulate a comprehensive development plan for the Pine Street area.

- **Voting Rights**
Hogan & Hartson

In May 1997, the U.S. Supreme Court remanded to the District Court for the District of Columbia a case for determination of the intent of the Bossier Parish School Board in adopting a 1992 districting plan with no black majority districts. At the time of the proposed plan, no black majority districts existed, and only white candidates had ever been elected to the school board. On remand, the court refused to consider any evidence presented by the United States or the intervenors regarding the board's general intent to discriminate against blacks. Instead, the court held that there was insufficient evidence of a specific intent to reduce black representation on the board. The United States and the intervenors, represented by the Lawyers' Committee for Civil Rights Under the Law and the law firm of Hogan & Hartson, filed notices of appeal to the U.S. Supreme Court. On April 26, 1999, arguments were held before the U.S. Supreme Court.

Law Schools

- **Legal Assistance for Urban Communities Clinic at the University of Michigan Law School**

A couple of years ago, Northwest Detroit Neighborhood Development (NDND), a community-based nonprofit organization that is committed to doing something about the impoverished Detroit neighborhood of Brightmoor, approached the Legal Assistance to Urban Communities Clinic (LAUC) at the University of Michigan Law School. There law students receive academic credit for helping groups like NDND. Working with the sure-footed counsel of the LAUC students, NDND has facilitated the commencement of construction of fifty units of new scattered-site housing. The students' accomplishments include helping the group to acquire 100 lots of property, structure a construction limited partnership, acquire the first Michigan low-income housing tax credits for scattered-site development, and negotiate and monitor construction contracts.

This project typifies students' work in the LAUC, an eight-year-old program at the University of Michigan Law School. Jointly funded by the Law School, the State of Michigan, the Fannie Mae Foundation and others, its faculty and professional staff supervise twenty-four students a year, working on behalf of thirty clients.

- **Small Business Clinic at the George Washington University Law School**

The George Washington University Law School for many years has had a small business development clinic that works collaboratively with the Small Business Administration advising and setting up small businesses in the D.C. area. The clinic focuses on arts and cultural entrepreneurship. It also has worked closely to establish a pro bono involvement with the D.C. Bar.

- **Legal Assistance Program of the University at Buffalo Law School**

The State University of New York at Buffalo Law School has had an affordable housing clinic for many years. The clinic has been a major policy force on *Brownfield* redevelopment issues. The project also has a small business development component and venture-capital component.

- **Law Fellows Outreach Program at the UCLA School of Law**

In 1997-98, after the passage of Proposition 209, the UCLA School of Law began developing a program designed to encourage the participants to consider seriously a career in law and increase their academic competitiveness for admission to law school. The school has hired a full-time director of outreach and has admitted undergraduate students from UCLA and six other local universities. Fellows participate in six Saturday Academies at the Law School, in which they receive workshops on legal reasoning, case analysis and legal writing, culminating in a moot court competition. Law school students, alumni, staff and members of the legal community provide panel discussions, exercises and other informative academies designed to demystify the law school experience and the legal profession. The school also makes a financial commitment to provide participants with LSAT preparation course scholarships.

- **Pre-Law Summer Institute (for Native American students) at the University of New Mexico Law School**

The Pre-Law Summer Institute (PLSI) at the University of New Mexico Law School is an intense program for Native Americans. PLSI has been very successful at preparing Native American students to make the transition into the rigorous law school environment. It has served as a critically important first step in the legal careers of many Native American lawyers. It also provides a tremendous networking and mentoring opportunity for its students.

The program simulates the first year of law school in eight weeks. Students take federal Indian law, as well as such standard law school courses as torts, contracts and constitutional law. These courses are taught by law professors using legal casebooks. Legal writing and advocacy is a big part of the summer, with moot court arguments on Indian issues being judged by distinguished Native American legal scholars.

- **D.C. Law Students and Lawyers Team Together to Deliver Legal Services**
Asian Pacific American Legal Resource Center
Georgetown University Law School
George Washington University Law School
American University Law School

In Washington, D.C., the Asian Pacific American students at the law schools of Georgetown University, George Washington University and American University formed the Asian Pacific American Legal Resource Center. It has a hot line that refers clients to attorneys in Virginia, Washington, D.C., and Maryland who have agreed to take on pro bono work. Because many of the program's students and lawyers are bilingual, they can assist their many clients who have limited proficiency in English.

Agenda
Lawyers For One America
October 22, 1999

1. Introductions
2. Mission Statement: Attachment I
Susan Hackett, Teveia Barnes
3. Strategic Plan: Attachment II
Teveia Barnes
4. Action Teams: Attachment III
 - a. Best Practices For Increasing Diversity in the Profession,
Drucilla Ramey, Team Leader
 - b. Best Practices For Increasing Access to Legal Resources.
Charles Lester, Team Leader
 - c. Best Training Programs and Resources to Assist Attorneys
Anthony Green, Team Leader
 - d. Baseline Information and Continued Tracking
Teveia Barnes, Team Leader
 - e. Marketing
Teveia Barnes, Team Leader

5. Public Sector Best Practices:

We seek assistance from the Department of Justice and the White House in identifying other public agencies that have established practices and programs that should be included in the LFOA strategic plan as models for achieving our goals. Eric Holder, Neal Katyal, Kathleen Ahn.

6. Road shows:

We seek speakers from other agencies that have expressed or demonstrated a commitment to achieving the LFOA goals. These speakers can promote the LFOA coalition and the One America initiative at the many conferences and events that the coalition organizations have planned for the upcoming year. Participation by these additional agencies will demonstrate the broad commitment to these issues within the public sector.

7. Update on the status of the letters from the President. Kathleen Ahn.
8. Other Business
9. Adjournment

Schedule I
Mission Statement
Lawyers For One America

Lawyers For One America is a coalition of lawyers and organizations in the legal profession committed to working together to insure both that the legal profession reflects the diversity of the society we serve and that the profession provides full service to communities of color so that those communities can enjoy equal access to our system of justice.

To achieve the mission, Lawyers For One America will

- ❖ Collect and magnify the work of the lawyers and organizations participating in this effort so that their coordinated efforts may be of exponential value and their stakeholders more informed and united in this effort.
- ❖ Identify the leaders of the legal community who are not yet pursuing the goals of LFOA and obtain their commitment to take action in furtherance of those goals.
- ❖ Seek more active involvement from all sectors of the legal community by developing avenues of participation in our efforts that are targeted to draw from their strengths.
- ❖ Survey, collect and disseminate information about best practices for enhancing diversity and pro bono work from the individuals and organizations that are making a difference and develop means that will allow other organizations to adopt those practices.
- ❖ Provide the means by which all stakeholders in the legal profession – lawyers, law schools, law firms, corporate employers of lawyers, bar associations, public interest organizations and others in the legal community – can work with LFOA to actively pursue equal justice and diversity.

Schedule II
Strategic Plan
Lawyers For One America

1. The Lawyers For One America coalition will focus over the next year on collecting information about all practices and programs within the legal profession and other professions and industries that are aimed at increasing diversity in the profession at all levels and increasing access to legal resources to assist people and communities of color.
2. After the information is collected, the LFOA coalition will identify those practices and programs that are considered to be the best practices and programs to promote and to serve as models for others to emulate.
3. The best practices will then be promoted throughout the profession through the network provided by the attorneys and organizations that are part of the coalition. This network includes our respective conferences, events, websites, publications and other contacts with the constituents of the LFOA coalition.
4. The organizations that are participating in the LFOA coalition will simultaneously continue to promote their own individual programs and where appropriate joint venture with others in the profession, including members of the coalition, on new programs, often modeled in whole or in part on identified best practices. These organizations also will periodically provide feedback to LFOA on the success of their programs or other information that is aimed at making these programs a success.
5. LFOA will gather and disseminate to the Working Group currently available information that establishes a baseline for our efforts.
6. LFOA will track the numbers, including the change in the number of attorneys of color in all sectors and at all levels of the profession and the change in the number of attorneys and organizations in each sector of the profession who are involved in providing pro bono services to determine the effect of our efforts. To the extent available, LFOA also will track the change in the number of hours of pro bono work that is conducted over the next year and the change in the number of cases and transactions handled.
7. The Working Group has established several Action Teams that will be focused on implementing discreet parts of the strategic plan and periodically reporting back to update the Working Group on the progress of each Action Team to maintain consistency and direction. The periodic updates also will serve as information on the continued feasibility and significance of our strategic plan.
8. By the fall of 2000, a report will be presented by LFOA to President Clinton on the strategic plan. The report will describe our first steps in achieving the goals of Lawyers For One America and the success of the effort as reflected by the numbers and the anecdotal evidence of progress.

Schedule III
Action Teams
Lawyers For One America

1. Best Practices For Increasing Diversity in the Profession,
Drucilla Ramey, Team Leader
 - a. Develop categories of practices in diversity: hiring, retention, mentoring, promotion, and others to be determined
 - b. Develop criteria for selecting best practices to be promoted by LFOA and the coalition:
 - ❖ Existing programs
 - ❖ Significant evidence of success
 - ❖ Recognized in the legal community
 - ❖ Easily duplicated
 - ❖ Other criteria
 - c. Survey within and outside the legal profession for practices that should be considered in determining best practices
 - d. Identify potential best practices that meet the established criteria
 - e. Present the best practices to the Working Group for confirmation
 - f. Disseminate the best practices throughout all sectors of the legal profession through LFOA and the coalition members
2. Best Practices For Increasing Access to Legal Resources.
Charles Lester, Team Leader
 - a. Identify the different sectors of the legal profession that contribute to increasing access to legal resources
 - ❖ attorneys
 - ❖ civil rights and pro bono organizations
 - ❖ corporations
 - ❖ diversity, state and local bar associations
 - ❖ law firms
 - b. Develop criteria for selecting best practices to be promoted by LFOA and the coalition:
 - ❖ Existing programs
 - ❖ Significant evidence of success
 - ❖ Recognized in the legal community
 - ❖ Easily duplicated
 - ❖ Other criteria
 - c. Survey the attorneys and organizations in the sectors listed above that are already involved with pro bono work and/or have access to potential sources of clients for practices that should be considered in determining best practices.

- d. Identify potential best practices that meet the established criteria, with an emphasis on transactional matters
 - e. Present the best practices to the Working Group for confirmation
 - f. Disseminate the best practices throughout the sectors of the legal profession through LFOA and the coalition
3. Best Training Programs and Resources to Assist Attorneys
Anthony Greene, Team Leader
- a. Identify the different programs that provide training and other assistance and support to the legal profession to increase diversity or increase access to legal resources
 - b. Develop criteria for selecting best training practices to be promoted by LFOA and the coalition:
 - ❖ Existing programs
 - ❖ Significant evidence of success
 - ❖ Recognized in the legal community
 - ❖ Easily duplicated
 - ❖ Other criteria
 - c. Survey the attorneys and organizations engaged in training and support for practices that should be considered in determining best practices.
 - d. Identify potential best practices that meet the established criteria
 - e. Present the best practices to the Working Group for confirmation
 - f. Disseminate the best practices through LFOA and the coalition
4. Baseline Information and Continued Tracking
Teveia Barnes, Team Leader
5. Marketing
Teveia Barnes, Team Leader

September 23, 1997

MEMORANDUM TO GENE SPERLING

FROM: NATASHA BILIMORIA
LISA GREEN

CC: TOM KALIL
BEN JOHNSON
KATHLEEN AHN

SUBJECT: LAWYERS FOR ONE AMERICA

You had asked Lisa to provide you with information on the Lawyers for One America program as well as their possible participation in the President's New Markets initiative. The group has asked to meet with you and we are currently trying to schedule a meeting. We have attached their steering committee list so you have an idea of the people and organizations involved in Lawyers for One America. Eric Holder, Deputy Attorney General, has played a pivotal role in coordinating the group's efforts to date.

This memo attempts to do the following:

- Provide you with a brief description of the Lawyers for One America Program
- An example of transactional pro-bono legal services
- Ideas on how Lawyers for One America can participate in the President's New Market initiative.

Lawyers for One America

Lawyers for One America (LFOA) is a loose-knit coalition of national, state and local legal organizations committed to one or both of the following goals:

- to promote greater diversity within the legal profession
- provide pro-bono service to those who are unable to retain legal services.

On July 20, the President, in his remarks to this group, challenged lawyers to not only continue striving for these two goals, but also to take part in the his New Markets initiative. Throughout his speech, the President made numerous connections between the services lawyers provide and New Markets. He stated "You can help inner-city entrepreneurs negotiate loans to start new businesses. You can help nonprofits secure new supermarkets and merchants in under-served communities."

Community Economic Development Pro-Bono Project, Washington, DC. An Example of How Lawyers can Participate in New Markets

In 1998, the DC Bar Public Service Activities Corporation established the Community Economic Development (CED) Pro-bono project to provide a vehicle for corporate and transactional lawyers to provide pro-bono services to the community. The project is designed to deliver legal services to organizations operating in low-income and distressed communities in DC. The project works by matching large law firms with established community development organizations and other non-profits that are operating without the benefit of legal council.

The goal of the project is for lawyers to work with organizations serving a targeted area (usually a low-income or economically distressed) and provide them with corporate, real estate, tax and general business advice that they would not ordinarily have.

The group also holds clinics in economically distressed neighborhoods where community organizations or small disadvantaged businesses can get brief advice or full representation from volunteer attorneys. **An example of the group's success is the work Latham and Watkins (DC law firm) have been doing with the East River Community Development Corporation (ERCDC).** ERCDC is a community development group that is working to revitalize Ward 8 in southeast Washington, DC. While the group already has several housing development projects underway, their current plan is to try and attract a major commercial tenant to anchor a large retail center that will bring an influx of jobs to the neighborhood. ERCDC would purchase the land, develop it and then lease it to the business. Initially, Latham and Watkins attorneys reviewed ERCDC's articles of incorporation, bylaws and provided advice on what improvements were needed. Now the attorneys are providing advice on a \$200,000 local initiative loan program that focuses on buying, rehabilitating and reselling houses in the community as well as other major initiatives. An article from the DC Bar magazine on this project is attached for your convenience.

Possible Ideas on how to get Lawyers for One America involved with New Markets

Natasha spoke with Tevia Barnes, the new Executive Director of Lawyers for One America (who is very excited to participate in New Markets) on September 22nd about some of their ideas on how to become involved in the President's New Markets initiative. During their last meeting, the group devised the idea of creating a partnership between lawyers, private investors including venture capitalists and small businesses in low-income communities. Tevia said that there are a number of minorities who have small businesses or microenterprises that are having difficulty expanding for two reasons: lack of funding and sound legal advice. Lawyers for One America would coordinate their lawyers to work with small businesses by providing them legal counsel as well as connecting them with venture capital firms, private investors and other business connections to assist in the development of these businesses. Tevia is currently located in San Francisco and she feels strongly about somehow getting the Silicon Valley companies involved with this project.

The one drawback that currently exists (according to Tevia) is that most venture capital firms are not interested in working with such small businesses. Tevia believes that if the President challenges venture capital firms and larger individual investors to participate in the New Markets initiative, that more firms would participate.

Follow-up

- During their last meeting, the group decided to gather information on which venture capital firms have already targeted development in LMI communities. Tevia said she would forward this information to us as soon as possible.
- A subgroup of the steering committee would like to meet with you to discuss in detail how Lawyers for One America can participate in the New Markets Initiative. The individuals that would participate in this meeting include Eric Holder from Justice; Bill Paul, President of the American Bar Association; Jack London and Dan Kolb from Lawyers Committee for Civil Rights Under the Law.

“Law-Race Listserv” Participants as of 9/10/99. Please note changes or corrections to Susan Hackett (202/293-4103, ext. 318; hackett@acca.com)

Cindy Adcock
Pro Bono Project Director
American Association of Law Schools
Address:
Phone:
Fax:
Email: cadcock@aals.org

Kathleen Ahn
President's Council on Race
White House
Phone: 202/456-7929
Fax: 202/307-3904
Email: Kathleen_K_Ahn@who.eop.gov

Philip Anderson
Past President
American Bar Association
750 North Lakeshore Drive
Chicago, IL 60611
Phone: 312/988-5134
Fax: 312/988-5100
Email: PAnderson@williamsanderson.com
Email: psa@wmsandrsn.com

Lillian Apodaca
1999 President
Hispanic National Bar Association
Crider, Calvert & Bingham, PC
3908 Carlisle NE
Albuquerque, NM 97105
Phone: 505/881-4545
Fax: 505/889-0988
Email: ccbnm@aol.com

Barbara Arnwine
Executive Director
Lawyers Committee for Civil Rights Under the Law
1450 G Street, N.W., Suite 400
Washington, DC 20005
Phone: 202/662-8300
Fax: 202/638-0482
Email: barnwine@lawyerscomm.org

Lawrence R. Baca
President-Elect
Native America Bar Association (NABA)
P.O. Box 65958
Washington, DC 20035
Phone: 202/514-3874
Fax: 202/514-8337
Email: Lawrence.Baca@intmail.usdoj.gov

David A. Balcom
Lawyers Committee for Civil Rights Under the Law
1450 G Street, N.W., Suite 400
Washington, DC 20005
Phone: 202/662-8300
Fax: 202/638-0482
Email: dbalcom@lawyerscomm.org

Professor Derek Bok
Kennedy School of Government
Harvard University
79 JFK Street
Cambridge, MA 02138
Phone: 617/495-1199
Fax: 617/496-6886
Email: derek_bok@harvard.edu

Alpha Brady
Office of the President
American Bar Association
Address:
Phone:
Fax:
Email: BRADY@staff.abanet.org

Professor James E. Coleman, Jr.
Duke University School of Law
Address:
Phone:
Fax:
Email: jcoleman@law.duke.edu

Robert D. Evans
American Bar Association, Washington Office
Address:
Phone:
Fax:
Email: rdevans@staff.abanet.org

Jim Goh
Organizational Affiliation:
Holland & Hart
555 17th Street, Suite 3200
Denver, CO 80202
Phone: 303/295-8406
Fax: 303/295-8261
Email: jgoh@hollandhart.com

"Law-Race Listserv" Participants as of 9/10/99. Please note changes or corrections to Susan Hackett (202/293-4103, ext. 318; hackett@acca.com)

Anthony Greene
Sr. Vice President & General Counsel
Herbert L. Jamison & Co. Insurance Group
100 Executive Drive
West Orange, NJ 07052-3362
Phone: 800/526-4766, ext. 323
Fax: 973/731-3035
Email: agreene@jamisongroup.com

Susan Hackett
Senior Vice President & General Counsel
American Corporate Counsel Association
1025 Connecticut Ave., N.W., Suite 200
Washington, DC 20036
Phone: 202/293-4103, ext. 318
Fax: 202/293-4701
Email: hackett@acca.com

Kay Hodge
Organizational Affiliation:
Stoneman, Chandler & Miller
99 High Street
Boston, MA 02110
Phone: 617/542-6789
Fax: 617/556-8989
Email: KHodge@scmlp.com

Brian Jackson
Associate Deputy Attorney General
U.S. Department of Justice
950 Pennsylvania Ave., Room 4214
Washington, DC 20350
Phone: 202/514-1855
Fax: 202/514-6897
Email: Brian.A.Jackson@usdoj.gov

Neal Katyal
Professor of Law, Georgetown University
& Department of Justice
600 New Jersey Avenue, N.W.
Washington, DC 20001
Phone:
Fax:
Email: katyaln@law.georgetown.edu
Email: Neal.K.Katyal@vsdoj.gov

Dwight Kirk
Organizational Affiliation:
D'Flat Public Relations
Address:
Phone:
Fax:
Email: dflat@novanetwork.com

Daniel F. Kolb, Co-Chair
Lawyers Committee for Civil Rights Under the Law
Davis Polk & Wardwell
450 Lexington Ave.
New York, NY 10017
Phone: 212/450-4394
Fax: 212/450-5586
Email: kolb@dpw.com

Frederick J. Krebs
President
American Corporate Counsel Association
1025 Connecticut Ave., N.W., Suite 200
Washington, DC 20036
Phone: 202/293-4103, ext. 321
Fax: 202/293-4701
Email: krebs@acca.com

Esther Lardent
President
The Pro Bono Institute
50 F Street, N.W., Suite 8300
Washington, DC 20001
Phone: 202/662-9231
Fax: 202/662-9683
Email: elardent@probonoinst.org

Jeffrey S. Lehman
Dean, The University of Michigan Law School
AALS
328 Hutchins Hall
Ann Arbor, MI 48109
Phone: 734/764-0514
Fax: 734/763-1055
Email: jlehman@umich.edu

Charles T. Lester, Jr., Esquire
Sutherland, Asbill & Brennan
Address:
Phone:
Fax:
Email: CTLESTER@SABLAW.COM

Jack Londen
Co-Chair
Lawyers Committee for Civil Rights Under the Law
Morrison & Foerster
425 Market Street
San Francisco, CA 94105
Phone: 415/268-7415
Fax: 415/268-7522
Email: jLonden@mofo.com

“Law-Race Listserv” Participants as of 9/10/99. Please note changes or corrections to Susan Hackett (202/293-4103, ext. 318; hackett@acca.com)

Carl Monk
American Association of Law Schools
Address:
Phone:
Fax:
Email: cmonk@aals.org

Scott Palmer
Organizational Affiliation:
Hogan & Hartson
555 13th Street, N.W.
Washington, DC 20004
Phone: 202/637-6551
Fax: 202/637-5910
Email: srpalmer@hhlaw.com

Rachel Patrick
Staff Director
ABA Commission on Minorities
750 N. Lake Shore Drive
Chicago, IL 60611
Phone: 312/988-5408
Fax: 312/988-5647
Email: patrickR@staff.abanet.org

William G. Paul
President, American Bar Association
Crowe & Dunlevy
1800 Mid America Town
20 N. Broadway
Oklahoma City, OK 73102
Phone: 405/239-6676
Fax:
Email: paulw@crowedunlevy.com

Dana Peterson
National Bar Association
Minority Partners Committee
Whiteford, Taylor & Preston L.L.P.
Seven Saint Paul Street
Baltimore, MD 21202-1626
Phone: 410/347-8792
Phone: 410/659-6470
Email: dpetersen@wtplaw.com

Harold Pope
1999-2000 President, NBA
Jaffe, Raitt, Heuer & Weiss
One Woodward Avenue, Suite 2400
Detroit, MI 48226-3412
Phone: 313/961-8380
Fax: 313/961-8358
Email: hpope@jafferaitt.com

Drucilla Ramey
Executive Director
Bar Association of San Francisco
465 California Street, Suite 1100
San Francisco, CA 94104-1826
Phone: 415/988-5134
Fax: 312/988-5100
Email: dramey@sfbbar.org

Veta Richardson
Vice President & Deputy General Counsel
American Corporate Counsel Association
1025 Connecticut Ave., N.W., Suite 200
Washington, DC 20036
Phone: 202/293-4103, ext. 329
Fax: 202/293-4701
Email: richardson@acca.com

Josh Rosenkranz
Brennan Center
Address:
Phone:
Fax:
Email:

Jayne Schrieber
U.S. Department of Justice
950 Pennsylvania Ave., N.W., Room 4220
Washington, DC 20350
Phone:
Fax:
Email: jayne.schreiber@usdoj.gov

Ricki Seidman
U.S. Department of Justice
950 Pennsylvania Ave., N.W., Room 4220
Washington, DC 20350
Phone:
Fax:
Email: Ricki.L.Seidman@usdoj.gov

Carl Smallwood
Columbus Bar Association
Vorys, Sater, Seymour & Pease LLP
52 East Gay Street
Columbus, OH 43215
Phone: 614/464-5623
Fax: 614/719-4968
Email: cdsmallwood@vssp.com

"Law-Race Listserv" Participants as of 9/10/99. Please note changes or corrections to Susan Hackett (202/293-4103, ext. 318; hackett@acca.com)

Gregory Smith, Esquire
Native American Bar
1918 18th Street, N.W., Suite 24
Washington, DC 20009
Phone: 202/265-1551
Fax: 202/265-4901
Email: nativeamericans@compuserve.com

Name:
Organization Affiliation:
Address:
Phone:
Fax:
Email: coopen@mcglaw.com

Deneen Stambone
Director of Communications
American Corporate Counsel Association
1025 Connecticut Ave., N.W., Suite 200
Washington, DC 20036
Phone: 202/293-4103, ext. 319
Fax: 202/293-4701
Email: stambone@acca.com

Karen Stevens
U.S. Department of Justice
950 Pennsylvania Ave., N.W., Room 4220
Washington, DC 20350
Phone:
Fax:
Email: Karen.L.Stevens@usdoj.gov

Peter Suzuki, Esquire
1999 President, NAPABA
Lucent Technologies, Inc.
535 Mountain Ave., Room D325
Murray Hill, NJ 07974
Phone: 908/673-3051
Fax: 908/673-3269
Email: psuzuki@lucent.com

Alice Velazquez, Esquire
President-Elect.
Hispanic National Bar Association
Office of the District Attorney
Bronx County
198 East 161st Street
Bronx, NY 10461
Phone: 718/590-2295
Fax: 718-590-6477
Email: valicia520@aol.com

Walter White
Organizational Affiliation:
Bryan Cave
Address:
Phone:
Fax:
Email: whw@bryancave.com

Sixth Floor
1250 H Street, N.W.
Washington, D.C.
20005-5937
(202) 737-4700
FAX (202) 626-3471



D.C. BAR PUBLIC SERVICE ACTIVITIES CORPORATION

What is the Community Economic Development Pro Bono Project?

The DC Bar Public Service Activities Corporation established the Community Economic Development Pro Bono Project in 1998 to provide a vehicle for corporate, transactional and business lawyers seeking non-litigation pro bono assignments. The project is designed to deliver critically needed legal services to organizations operating in and serving low income and distressed communities in the District of Columbia.

The Project receives policy guidance and direction from the Project Advisory Committee, composed of transactional attorneys and representatives of non-profit community organizations with substantial expertise and commitment to community economic development issues.

How Does the Project Serve Communities?

Through the Law Firm Partnership Program, Community Economic Development Clinic and education and information sessions the CED Pro Bono Project provides pro bono legal counsel, and education and information to organizations serving and operating in low income communities in the District.

The Law Firm Partnership program matches large law firms with established community development organizations and other mature community based non-profits that are operating without benefit of legal counsel. The goal of the program is to establish an outside general counsel relationship between the firm and the client organization, which transcends a single project or legal issue, and provides access to counsel on a range of matters that arise in the non-profit client's operations and programs.

The Community Economic Development Clinic program matches the specific expertise of individual volunteer lawyers with discrete legal issues faced by smaller or start-up non-profit organizations and small and disadvantaged businesses. The goal of the clinic is to work in partnership with an established non-profit serving a targeted area and to deliver corporate, real estate, tax, and general business law advice to organizations in the service area who otherwise would not have access to counsel.

Through the education and information component of the Project, topics related to low income community economic development are offered to interested non-profits and other community development practitioners. A seminar was held in 1998 on D.C. Enterprise Zones. PSAC's training schedule for attorneys this year includes a session on non-profit incorporation. Brown bag luncheon discussion are now being planned for Fall '99 on issues relating to non-profit partnerships and business enterprise.

How Do I Get Involved?

Law firms interested in the Law Firm Partnership program, lawyers interested in volunteering for the clinic and attorneys wishing to donate their time and expertise in education and training programs should contact Deborah Austin, Esq., Project Director on (202)737-4700 ext. 376.

Legal Information
Help Line
(202) 626-3499

Joan H. Strand
President

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Pro Bono Goes Cor

new world

BY LISA FINNEGAN

The words *pro bono* can make a corporate attorney's eyes glaze with visions of courtroom litigation, landlord-tenant disputes, or complicated immigration briefs. Traditionally, *pro bono* has been the province of litigators and young law firm associates eager to gain some hands-on experience. By and large, corporate and transactional lawyers have found that their skills have little relevance in the *pro bono* arena.

That is, until recently. A new program sponsored by the D.C. Bar's Public Service Activities Corporation (PSAC) is making the words *pro bono* relevant to business lawyers. Rather than matching one attorney with one individual client, the Community Economic Development (CED) Pro Bono Project finds a corporate law firm to act as general counsel for an established nonprofit CED organization. The goal is to help highly skilled transactional and corporate attorneys use their knowledge and skills to assist nonprofits that are working to rebuild local neighborhoods. The attorneys are asked to provide the same range of legal advice and expertise they offer their commercial clients—with the added benefit of being able to give back to the community.

Lisa Finnegan is a Washington-based freelance writer.

photography by Cade Martin

North Capitol's Arthur Dade with Ken Pollack, Carey Smith and Michael Goodwin of Arnold & Porter

corporate

James W. Jones, cochair of the project's advisory committee and senior vice president of APCO Associates, says the program serves as an antidote to a problem that has long plagued a vital segment of the Bar. "One of the traditional problems with pro bono work," he says, "is there has often been inadequate opportunities for nonlitigation lawyers to become involved in pro bono work. If you look at the typical pro bono assignment, it involves representing an indigent defendant or client. While I'm not diminishing the value of that in any way, it takes some lawyers so far out of their specialties—we're talking about lawyers who haven't darkened the door of a courtroom in 30 years—that it tends to leave half of the legal profession with nothing to do in the pro bono arena."

The PSAC program provides a framework for corporate attorneys "to use their transactional and business skills to effect significant and lasting change in the District," Jones continues. "It provides an opportunity to serve a wider range of needs and to provide significant pro bono work that uses all the skills of the legal profession, while taking on the daunting task of rebuilding the city."

The idea was developed as the District's financial problems became impossible to ignore. In recent years, local nonprofits experienced a cut in federal funding for community economic development programs at a time when federal welfare reform legislation was heaping new burdens on them.

"Many local nonprofits, especially those concerned with community revitalization and development, take a broad view of their mission and seek comprehensive solutions," says CED project director Deborah Austin. "They are providing social services, producing affordable housing, carrying out job training, and lending funds to community entrepreneurs who can't get help at a bank. Yet they are also feeling the pinch of reduced federal funding and ever-increasing competition for foundation grants. To survive in this arena, they must be savvy about raising and leveraging the dollars available to them. Consequently, they are spinning off for-profit subsidiaries, forming joint ventures, managing real estate, or merging with other groups. All of these activities, which are common in the corporate world, are familiar to nonprofit directors as well. The huge problem is the community organizations don't have a budget that can pay for the legal expertise needed to help plan, structure, and implement these strategies. The skills of pro

bono business lawyers are badly needed."

PSAC screens the requests for assistance from established nonprofit community development organizations that need legal advice, and assesses their needs. Once that is done, the search commences for a corporate law firm with expertise in the relevant practice areas to meet the community group's needs.

"We couldn't do it without some help," says Donna Grigsby, director of the Washington Area Community Investment Fund. Grigsby's group has a \$3 million loan fund that is allocated to other nonprofits in the District to help them develop affordable housing, community-based day care, and homeless shelters. "We had pro bono counsel before becoming involved in the CED program, but the lawyers were pretty busy and getting their help was always hit or miss."

Since enrolling in the CED program, Grigsby has been matched with Hunton & Williams, where Rob Hawkins is the responsible partner. Grigsby says, "He has been really helpful in coordinating his time and energy and expertise." The partnership is new, but Grigsby says she is looking forward to help with a project that combines job training with affordable housing to low-income residents in the District.

"We've hit it off with them," she says of the attorneys at Hunton & Williams. "They've helped us explore the possibility of merging with other loan funds and have put forward ideas we never would have thought of. It's working out well."

Since the CED project was established in 1998, seven matches have been made, with several more on the brink of being finalized. With only a handful of other programs of this type currently operating across the nation, the CED project is being closely watched by other state and local bars that are interested in integrating nonlitigators into the pro bono workforce.

The CED project has a second component, which uses a clinic model to match individual lawyers with smaller nonprofits and disadvantaged businesses needing more discrete legal assistance. Beverly Wilbourn, a partner with Curry & Wilbourn, and cochair of the project's advisory committee, says, "This component of the project meets critical community needs and allows attorneys from all types of practice settings to join in."

The first community economic development clinic was held in the Shaw neighborhood last February. PSAC partnered with the Manna Community Development Corporation. The law students from the Small Business Clinic at George

Washington University screened requests from area start-up nonprofit organizations and disadvantaged small businesses. Attorneys from large law firms, solo practice, government agencies, and corporations all came together to provide pro bono advice on a diverse range of issues. The Bar sections were instrumental in recruiting volunteer lawyers. "Thirteen matches were made at the clinic," Wilbourn notes. "The organizations are receiving help with incorporation, commercial lease negotiations, as well as personnel and real estate issues. One client is also receiving assistance in working with the city to ameliorate the impact of construction for the new convention center on business operations, a case which will have beneficial results for similarly situated businesses along that corridor."

PSAC is planning to conduct a second clinic this summer in cooperation with East of the River Community Development Corporation. "Summer associates," Wilbourn explains, "will be used to screen the requests. We are very pleased with the clinic approach and are looking forward to a big turnout of clients and volunteer lawyers."

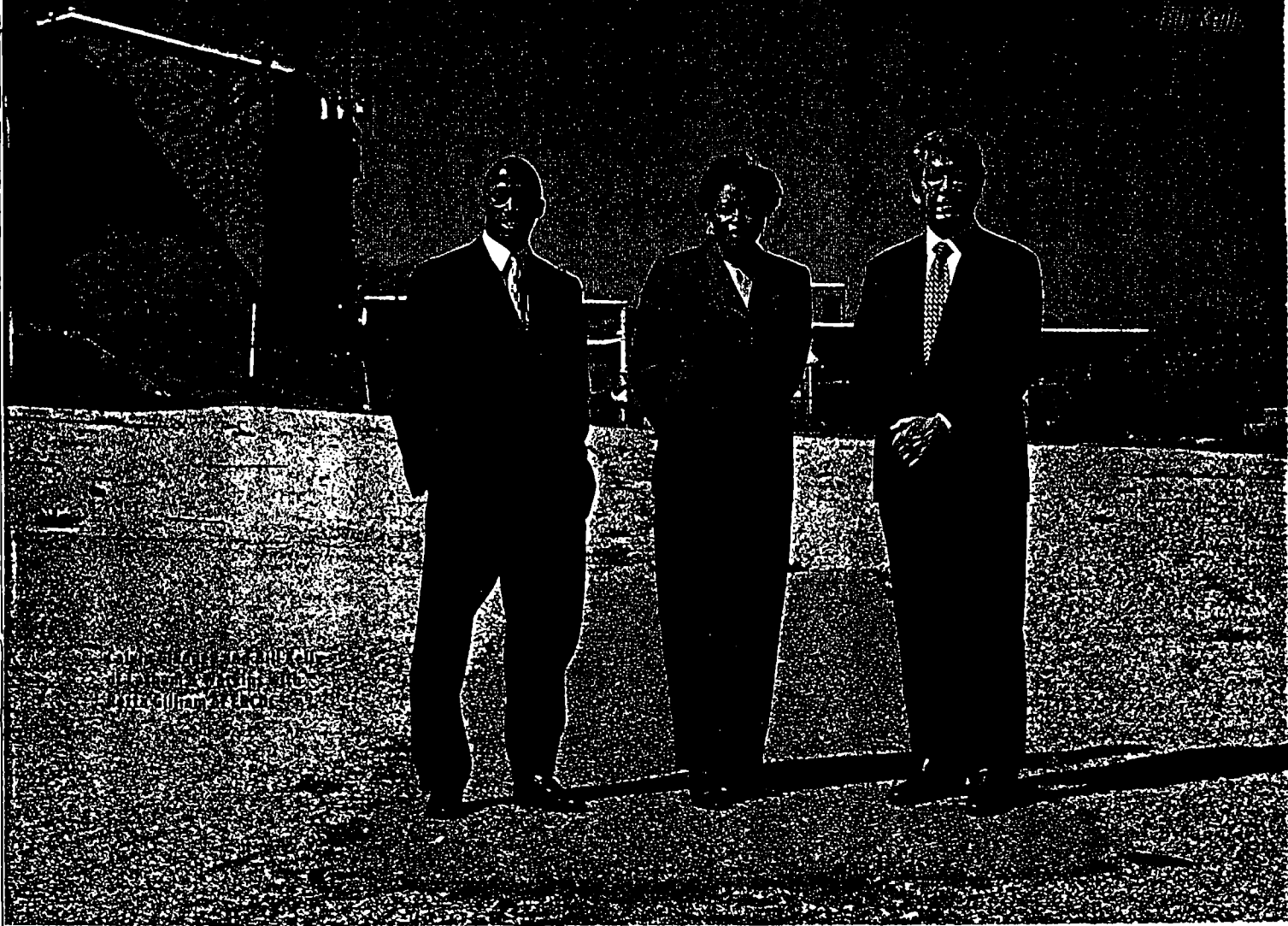
In assessing the early success of the CED Pro Bono Project, Jim Jones says, "Bar associations everywhere are struggling with the issue of how you can constructively engage the bar in the process of rebuilding cities. I think you are going to see an awful lot of long-range benefit out of the CED Pro Bono Project—even more than the benefits you get out of the individual litigation pro bono umbrella. It is a great opportunity for nonlitigators who are looking to make a contribution in the pro bono arena."

Latham & Watkins

Bill Kelly, a partner with Latham & Watkins, shares Jones's assessment. Kelly and a group of associates at Latham & Watkins have been working with East of the River Community Development Corporation (ERCDC) to help revitalize Ward 8 in southeast Washington. A 10-year-old community development organization, ERCDC has several housing development projects under way in the Washington View neighborhood and is trying to attract a major commercial tenant to anchor what it envisions as a large-scale retail center that will bring an influx of jobs to the neighborhood. The plan is to have ERCDC purchase the land, develop it,

East of the River is receiving much needed legal counsel, and for us it's a way to contribute to the community we live and practice law in.

—Bill Kelly



and then lease it to businesses.

"The relationship has been beneficial for all of us," says Kelly. "East of the River is receiving much needed legal counsel, and for us it's a way to contribute to the community we live and practice law in. One of the things I like about the practice of law is getting to know clients and developing a relationship with them. Right now we are doing that with East of the River, and I'm really enjoying it."

At the outset, Latham & Watkins attorneys reviewed ERCDC's articles of incorporation and bylaws, and provided advice on what improvements were needed. The relationship has continued to progress.

At present, Kelly is working with ERCDC director Retta Gilliam to attract a supermarket or large chain restaurant to the neighborhood; providing advice on a \$200,000 local initiative loan program

that focuses on buying, rehabilitating, and reselling housing in the community; and establishing a for-profit subsidiary to deal with the environmental hazards involved with refurbishing old buildings.

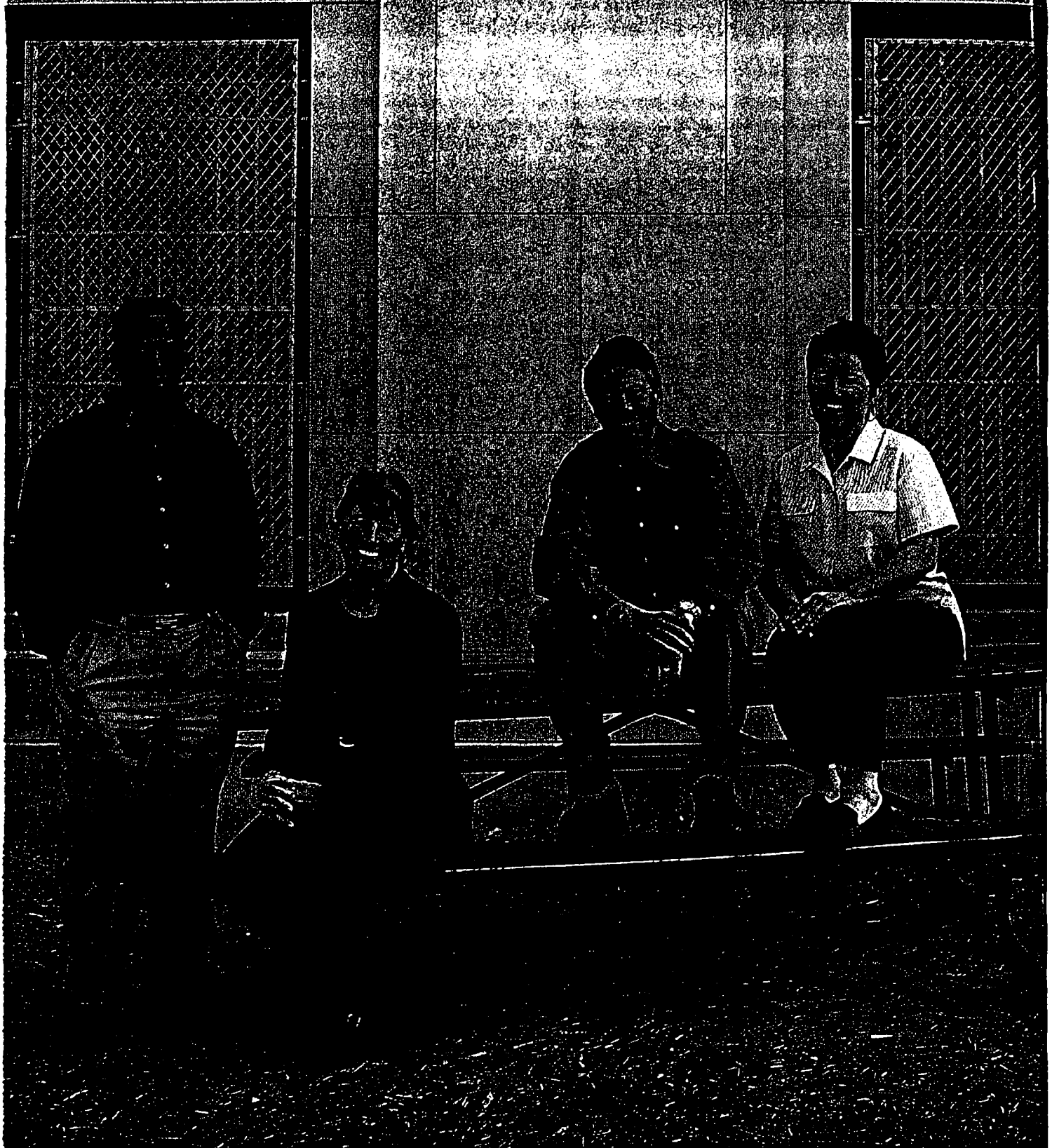
"A lot of old buildings have environmental problems, like asbestos," Kelly explains, "and East of the River wants to start an environmental subsidiary that will train local people to handle environmental work. We're counseling them on the potential liability of doing environmental work, and the steps they need to take in order to ensure the nonprofit and the subsidiary remain separate so they don't jeopardize their 501(c)(3) status."

Retta Gilliam says Kelly and his associates have been enormously helpful. In addition to offering practical advice, Gilliam says, the law firm is helping East of the River avoid mistakes before they occur.

"We had a situation a few years ago where we needed counsel, but didn't have it," she says. "Regulatory issues came up that we didn't know about. We approved all the plans [to build four single-family homes] and were ready to go, when an inspector came by and said we had to do A, B, and C before proceeding. It cost us an additional \$50,000 to get into compliance. If we had had legal advice, we would have taken a different route at the outset." Eventually, the homes were built, but Gilliam notes that the construction took longer and cost more than anticipated.

In addition to providing legal assistance, Gilliam feels, the Latham & Watkins attorneys give ERCDC "an air of credibility" when they meet with large corporations that are considering doing business in the neighborhood. "Their presence," she says, "accentuates the fact that

החברות המרכזיות של המערכת
הממשלתית והפרטית
המרכזיות של המערכת



we are serious. It lets the corporate officers know that we understand the bigger issues. In doing a corporate development project, it's nice to have them by our side."

Kelly says that he looks forward to watching ERCDC grow and evolve. "I hope we can use our business judgment to help them accomplish their goals," he says. As a law firm with 800 attorneys, he believes, Latham & Watkins is uniquely positioned to help a nontraditional client. "I can e-mail all of the lawyers in the firm and ask if they've come across a particular problem before," he explains. "I can get input from lawyers who may have a creative solution to a problem East of the River might be facing."

Already, at Kelly's suggestion, ERCDC is contemplating the creation of a community development bank capable of making District-wide loans to nonprofits. "We try to help East of the River

been rewarding. He is particularly pleased by the opportunity to work with a community development organization on a pro bono basis "doing the work I am most comfortable and familiar with" rather than going to court and litigating on behalf of a single individual. "I wanted to have more of an impact, and East of the River fits the bill perfectly."

Fried, Frank, Harris, Shriver & Jacobson

Stephen Glover, a partner with the law firm of Fried, Frank, Harris, Shriver & Jacobson, has good news for law firms contemplating joining the CED program. "It is not a huge drain on time. It's not the kind commitment that is going to require lawyers to devote hun-

"It is not a huge drain on time. It's not the kind of commitment that is going to require lawyers to devote hundreds of hours. From the law firm's perspective, it is very doable, very reasonable."

—Stephen Glover

gain exposure to grants and financing they otherwise would not have," Kelly says. "A large law firm like ours is in a position to develop new strategies and find new resources to help smaller community development corporations carry out their missions. Retta Gilliam has the energy and the commitment to make things happen, and by working hand-in-hand with her we make a great team."

Calvin Gladney, a second-year associate at Latham & Watkins, has worked with ERCDC on several projects, and he points out that running a community nonprofit is not easy. As an example, he notes that he recently studied the Superfund regulations to make sure that potential liability problems with ERCDC's environmental subsidiary would not impact on the nonprofit. Additionally, while working on a bid to purchase an empty school building in Anacostia, Gladney found that there were other neighborhood groups who did not necessarily agree with what ERCDC wanted to do with the property. "I learned a lot about how hard it is for community organizations to get things done because of the variety of players they have to deal with," he says.

The experience, Gladney adds, has

dreds of hours. From the law firm's perspective, it is very doable, very reasonable."

Glover is in a position to know because his firm has been partnered with the Calvary Bilingual Multicultural Learning Center (CBMLC) since January. The center was founded in 1986 and initially was run out of the basement of a church. Since then, CBMLC has grown from a day-care center for about a dozen preschoolers to a full-blown community center that provides services to more than 200 children. Calvary provides parenting support for 40 infants and mothers in their homes, and it conducts classes to strengthen families and enhance the developmental process of young children.

In 1995 Bell Atlantic donated a 75,000-square-foot building to the center. CBMLC uses 10,000 square feet for its own programs, and is ready to renovate the rest of the building. A portion of the unused space will be developed as a gymnasium with a basketball court. Other sections will be leased to nonprofits, and Bell Atlantic will continue to lease space. CBMLC has looked to Glover for advice on potential lease arrangements and loan agreements.

"What has impressed me most," says

Glover, "is their record of success. For an organization dedicated to children, they have made enormous strides. They obtained a building and have received sponsorships from major corporations. They have grown into an organization with a budget of several million dollars, and have done so with very few resources—it's just phenomenal."

In describing his decision to sign on as counsel, Glover says, "I've felt for a long time that I haven't been doing enough pro bono work. I did litigation years ago when I was willing to draft complaints, but I reached a point where I didn't want to do that anymore. It's hard for corporate lawyers to find pro bono work that requires their expertise. But the center's needs involve corporate, tax, and business planning issues, all of which sounded great to me."

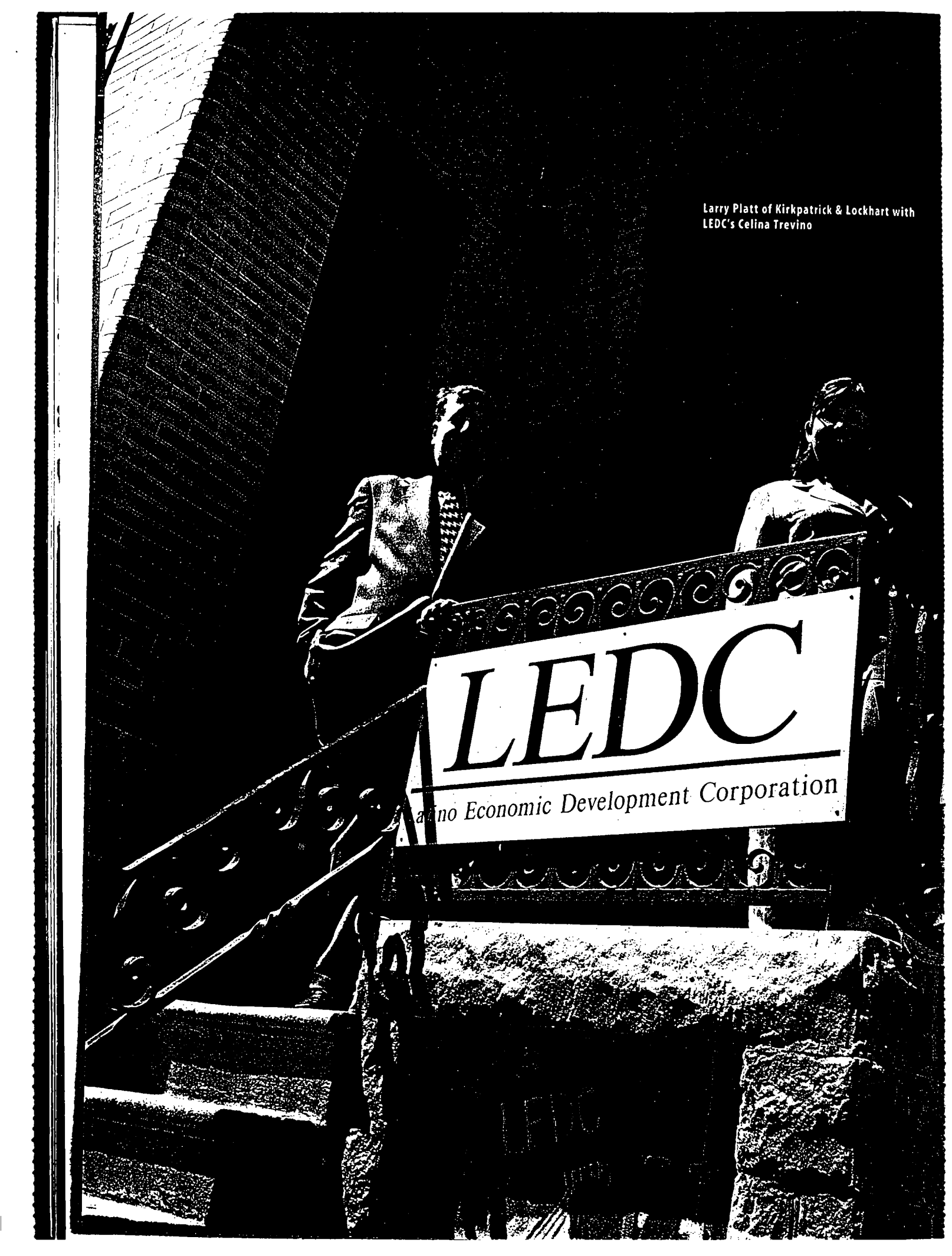
Glover's first major project with CBMLC has been to provide guidance on a two-phase \$3 million loan the center has obtained to finance building renovations. "Ownership of the building," says Gretchen Elsworth, the secretary of the CBMLC board of directors, "has thrust us into a whole new world. We have a lot of new questions: How do you meet the fiduciary responsibility that comes with owning a building? Can we develop micro enterprises? What are the tax implications of trying to do so? We really need sophisticated legal advice." But prior to being partnered with Fried, Frank, the legal help CBMLC obtained was piecemeal and inconsistent.

"We were," Elsworth says, "kind of winging it." But winging it created complications as the organization grew. While the new resources were welcome, Elsworth explains, "We didn't want to do something that would compromise our nonprofit status." The partnership provides CBMLC an opportunity to grow without having to worry about legal complications that might prove counterproductive in the long run.

Fifth-year associate Elton F. Norman is among the Fried, Frank attorneys who have devoted pro bono time to the project, and he says the work is rewarding because you "help a worthwhile organization develop. I have enjoyed learning about their mission. I was impressed with the enthusiasm and dedication of the people involved. An entity like the Calvary center can have a huge impact on a community—especially on children."

CBMLC's Beatriz Otero says the Fried, Frank attorneys have "provided excellent advice. They prevent us from making mistakes before they happen, something we could never be sure of in the past."

Larry Platt of Kirkpatrick & Lockhart with
LEDC's Celina Trevino



LEDC

Laredo Economic Development Corporation

Kirkpatrick & Lockhart

The Latino Economic Development Corporation (LEDC) was created in 1991 after the summer of civil unrest in the District's Mount Pleasant neighborhood. Originally focused on the Latino community District-wide, LEDC now targets the needs of a mix of people

might get to represent you. We don't have to worry about whether a volunteer lawyer is going to be qualified. We know the lawyers at Kirkpatrick & Lockhart, and we know that they are interested in what we do."

Platt says that his role with LEDC has been twofold: "What I do as a lawyer every day is help clients talk through problems. That's something I try to do with LEDC.

"I see myself as an intellectual resource to brainstorm on issues with them. Secondly, I see myself drafting and reviewing contracts and loan agreements." —Larry Platt

in the Mount Pleasant and Adams Morgan neighborhoods, focusing on issues such as housing, hunger, and access to medical care. The corporation has a \$300,000 loan fund to help small businesses and provide support services.

Recently, the law firm of Kirkpatrick & Lockhart was partnered with the LEDC. Larry Platt, a partner with the law firm, has helped the organization fulfill its business and housing development mission by drafting a conflict-of-interest policy for the board of directors, drafting a memorandum of understanding for a potential partnering with another area nonprofit, and reviewing contracts.

"Years ago," says Platt, "I did a lot of pro bono work involving individuals. I found it discouraging, because most of the problems came down to brutal economic need, and there wasn't anything I could do about that. I found I didn't enjoy that type of pro bono work."

When the opportunity to work with a community development organization came along, Platt was elated. "It gave me the ability to use my legal skills to benefit the community," he says. "That's a good feeling." Noting that LEDC is focused on economic development, he adds, "I have a particular interest in that. Nonprofits serve all kinds of needs, and it just happened that the LEDC was doing things that interested me."

LEDC director Celina Trevino says that the recent pairing of her organization with Kirkpatrick & Lockhart is already providing important benefits. In the past the LEDC received occasional pro bono assistance, but it was never consistent. The PSAC program, she says, "takes the guesswork out of who you

I see myself as an intellectual resource to brainstorm on issues with them. Secondly, I see myself drafting and reviewing contracts and loan agreements."

For her part, Trevino says Platt is becoming an indispensable resource for the organization. It is reassuring to know that legal assistance is only a phone call away. "When things come up," she says,

"they always come up suddenly," and Platt has been very responsive in handling issues that are time sensitive. "He's a team player," she says. "His expertise is invaluable."

Arnold & Porter

When Carey Smith read an officewide e-mail at Arnold & Porter inquiring about interest in working with the North Capitol Neighborhood Development Corporation through the CED project, he immediately signed on. A fourth-year associate who does real estate and transactional law, Smith saw a great opportunity to learn while doing interesting work for a good cause. "I like working with North Capitol," he says, "because they do real estate development, which I find to be very interesting. It's gratifying to be doing real estate development in different neighborhoods, rather than strictly in the downtown office area."

Under the supervision of partners Michael Goodwin and Rob Conley, Arnold & Porter performs a general outside counsel role for North Capitol. The

Continued on page 56

The D.C. Bar Public Service Activities Corporation

The D.C. Bar's Public Service Activities Corporation (PSAC) recruits, trains, and mobilizes attorneys to provide pro bono legal services for the neediest members of our community, encourages and assists law firms seeking to expand their pro bono activities, and fosters communication between volunteer attorneys and legal service providers in need of pro bono assistance. In addition to the Community Economic Development Pro Bono Project, PSAC programs include the following:

- The Law Firm Pro Bono Clinic matches low-income clients referred by D.C. legal service providers with volunteer attorneys from 33 major D.C. law firms, the U.S. Department of Justice, and the National Labor Relations Board.
- The Pro-Se-Plus Divorce Clinic assists unrepresented individuals who want to file an uncontested divorce in the family division of D.C. Superior Court.
- The Pro Bono Bankruptcy Clinic offers seminars where volunteer attorneys describe the implications of filing personal bankruptcy and helps match clients with volunteer attorneys.
- The Advice and Referral Clinic provides individuals with brief general information and advice on a wide range of civil matters.
- The Legal Information Help Line provides the public with information recorded in English and Spanish on more than 30 topics in family, consumer, public benefits, employment, and housing law.
- The Family Law Project develops informational materials and form pleadings to help pro se litigants navigate their way through family law matters without an attorney.
- The D.C. Bar Pro Bono Partnerships, a network of D.C. law firms committed to providing pro bono services, is coordinated by PSAC.

For more information on any of the programs, call PSAC at 202/737-4700 ext. 293 or visit the D.C. Bar Website at www.dcbar.org.

A Brand New World

Continued from page 31

client is a 15-year-old nonprofit organization that revitalizes underserved neighborhoods, provides renovation opportunities for low-income individuals, and strives to create viable economic centers in low-income areas in and around the North Capitol Street corridor.

Arthur Dade, executive director of North Capitol, says the organization's mission also is to address the needs of local businesses in the Shaw, Mount Vernon Square, and Bloomingdale neighborhoods. Through North Capitol, local businesses can borrow up to \$25,000 for renovation of office space or equipment purchases. "We serve as another option for small businesses," says Dade. "When we review an application we are not as stringent as a loan officer in a bank. Our criteria are based on whether or not it's a viable business—not creditworthiness. We will take a risk." As an example, Dade explains that North Capitol would provide funding for a florist to purchase new vans, but it would deny funding to a liquor store. "There are enough liquor stores," Dade says, "and they are selling products we see as a problem in our community."

One project North Capitol currently has under way involves an attempt to buy land and construct affordable housing on small lots in the Mount Vernon Square and Shaw neighborhoods where buildings were torn down years ago. District planners have been hesitant to permit new construction because the lots are so small. "We believe," says Dade, "that because there used to be buildings there, we should be able to get rid of the blight by putting in some affordable housing."

To assist with this project, North Capitol is relying on Smith and Ken Pollack, another fourth-year associate at Arnold & Porter, primarily for contract review and drafting.

"Arnold & Porter has helped us on other legal issues," says Dade. "We don't have any legal expertise, so when they help us on small things, like contract reviews, it is incredibly helpful."

Pollack says that the work he does for North Capitol is similar to what he does for his paying clients. "They are different in the sense that North Capitol's main goal is community development in neglected areas of the city, whereas a paying client's goal is to maximize profit. But in terms of client contact and services provided, the work is pretty much the same."

At present, Pollack is also assisting on a project in which North Capitol is interested in purchasing a building and then leasing affordable space to start-up businesses. The goal is to have the location serve as an "economic incubator" that will encourage businesses to bring jobs and revenue to the neighborhood. "It's an interesting project," says Pollack. "Often start-up businesses don't have a lot of capital, and by providing affordable office space North Capitol might be able to give them a chance to get off the ground."

So far, Smith says the relationship has been rewarding. "There's nothing about North Capitol that I don't like. Six months ago I'd never heard of them, but now I see them as a strong force in the community. It's nice that I can help them in fulfilling their mission."

Arthur Dade is delighted. Originally, he was concerned that as a small, nonprofit, nonpaying client, North Capitol would not receive the same attention as Arnold & Porter's paying clients. But to his surprise, the lawyers have never hesitated whenever he has requested assistance. If North Capitol had to pay for the services received, he says, it could never afford them. "When we went to private developers before," he adds, "they always

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had their lawyers on retainer. Now I feel well armed with mine."

A Wonderful Example

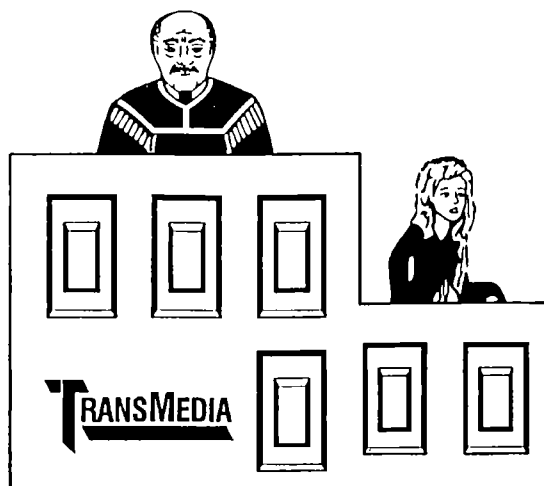
In assessing the tremendous strides the CED project has made over the past 12 months, D.C. Bar President Andrew H. Marks says, "One of my goals for my year as president has been to encourage our Bar to become more engaged in our community. The CED project is a wonderful example of the impact lawyers can have when we lend our skills and expertise to solving community problems. The lawyers and law firms who participate in the CED project are making a positive contribution that will result in new housing, new jobs, and stronger neighborhoods. The lawyers and law firms are enriched as well by working with inspiring community leaders and feeling that they are a vital part of our local community. The CED project is the newest example of the important role PSAC fulfills for this Bar—identifying unmet legal needs, filling gaps, and making it possible for all segments of our Bar to get involved in helping others in whatever way we can."

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To: Lisa Green/OPD/EOP@EOP, Natasha F. Bilimoria/OPD/EOP@EOP

cc:

Subject: lawyers for One america

hi. below is some model programs I thought might be of interest for tour. Please note the programs in NJ with Merck (NJ&PA) and with Lucent (partnership with Rutgers & Seton Hall law schools in Newark), DuPont and the NYC Bar. Thank you.

MODEL PROGRAMS: LAWYERS TAKING ACTION

The following programs offer examples of creative and effective approaches undertaken by the legal community – corporate counsel, bar associations, law firms and law schools - that serve to heighten diversity and promote equal justice. These examples illuminate our shared vision of one America. Yet, they are only a few of the many laudable efforts that illustrate the positive impact lawyers and the legal profession can achieve. Although it is not possible to include here all of the many other initiatives and projects that have contributed to bringing this nation closer to the goal of equal justice, the participating organizations in the Lawyers For One America coalition will distribute as much information about models and programs as we can gather. We hope you will let us know about your own efforts and other exemplary programs so that we can share this information with others. We will be announcing a new website for this purpose in the near future.

Corporate Counsel

- **Making an In-house Commitment to Diversity**
BellSouth Corporation Legal Department

BellSouth, a company with a long history of support for diversity in its workplace and the communities it serves, has made diversity a focus of its legal department. BellSouth has led a nationwide effort among corporate legal organizations to promote opportunities for women and minorities throughout the profession.

Most significant among these efforts has been BellSouth's leadership in obtaining as signatories more than 125 general counsel to "Diversity in the Workplace: A Statement of Principle." This statement not only includes a recognition of each company's commitment, it notes the expectation that the law firms representing these companies should also "work actively to promote diversity within their workplace." BellSouth will host a symposium of all the statement signatories to discuss ways to put the statement's principles into effect.

The full text of the Statement of Principle, along with a current list of signatories is available online at www.acca.com.

- **In-house Lawyers Deliver Critical Legal Services**
in Northern Virginia
Freddie Mac Legal Department
Legal Services of Northern Virginia

In 1991 Freddie Mac formed a working relationship with Legal Services of Northern Virginia (LSNV). Through this pro bono program, Freddie Mac lawyers deliver critical legal services, including client intake, advice and counseling, litigation representation, volunteer training, and community outreach that make a profound and lasting difference in the lives of countless under-served Northern Virginians. Freddie Mac has hosted legal clinics and volunteer recognition events, assisted LSNV clients in their job searches, hired unemployed clients, provided training facilities, donated computers, assisted LSNV staff with computer training, and helped to publish community education brochures.

A substantial grant from the Freddie Mac Foundation enabled LSNV to open the Law Center for Children in 1995. Recently, the Freddie Mac Foundation made a two-year, \$405,000 grant to the American Bar Association Center on Children and the Law to improve the quality of the court process for foster children.

- **California Minority Counsel Program**
Wells Fargo Bank

Wells Fargo Bank's legal department was the initial founder of the California Minority Counsel Program and remains one of the strongest corporate supporters of the CMCP, the largest and most successful state program in the nation. Wells retains over thirty minority-owned law firms each year on its work, successfully persuades the majority firms that it retains to be members of the Program, requires that they regularly report their overall minority attorney statistics, and mandates monthly reports indicating the dollar amount of the bill attributable to the work of minority partners and/or associates on each matter. Within its own department, Wells has achieved a 26% minority attorney work force.

- **Corporate Counsel Partnering with Law Schools**
Lucent Technologies

Lucent Technologies and its law division believe that they benefit from increased diversity. In 1997, Lucent established a \$25,000 annual scholarship fund for minority and economically disadvantaged law students at Rutgers University and Seton Hall University, both located in Newark, New Jersey. To date, six students at the two schools have been selected as Lucent Scholars and have received scholarship grants during their second and third years of schooling. Furthermore, Lucent sponsors the Minority Student Program at Rutgers Law School. Lucent's law division also operates a summer internship program focused on women, minority and economically disadvantaged law students. The program is currently in its third year and, to date, has provided twenty-four summer internships.

- **Fostering Pro Bono Service and Diversity**
General Motors Corporation
Ford Motor Company
Detroit Metropolitan Bar Association

General Motors' pro bono activities are focused on the Detroit Legal Services Clinic (DLSC). GM, along with Ford Motor Company and the Detroit Metropolitan Bar Association, founded the DLSC in late 1997 as an exciting new way for Detroit-area lawyers to meet the legal service needs of large numbers of needy clients. Funded by GM, Ford, other area companies and the Michigan State Bar Foundation, the DLSC opens its offices to clients approximately twice a month and assigns cases screened by local legal service providers. DLSC attorneys have handled more than 800 cases in the first eighteen months of its existence.

The GM law department commitment to promoting diversity both within its own ranks and those of the law firms it retains is longstanding. Ten years ago, GM sent letters to over 700 law firms directing them to be sure to include minority attorneys on GM projects. And today, GM's strategy for advancing, retaining, and recruiting outstanding women and minority attorneys includes casting a wide recruiting net, enlisting the aid of recruiters, its own in-house staff, and its counsel to attract talent. In 1998, 12 of GM's 13 new hires to its legal staff were women or minorities.

- **In-house Pro Bono Program**
Merck & Co., Inc.

Merck's commitment to corporate-wide diversity and promotion of pro bono service is well recognized. In keeping with this corporate commitment, in 1994 Merck's law department challenged itself to devise an effective way to meet its obligation to provide pro bono legal services and expand equal access to justice for the disadvantaged. The result was an alliance with Legal Services of New Jersey to create a unique in-house pro bono program based upon a "small law firm" concept. Merck attorneys meet the needs of their clients, often practicing in unconventional areas for corporate attorneys, including matrimonial, guardianship, child custody, bankruptcy and tenancy. Having grown from a handful of attorneys participating in 1994 to currently half its 125 attorney legal department, the program now provides assistance at four separate locations in New Jersey and Pennsylvania and has handled in excess of 150 cases since its inception.

- **Turning Corporate Lawyers into Elder Law Counselors for a Day**
American Corporate Counsel Association
Legal Counsel for the Elderly

In 1998, ACCA initiated the first On-site Pro Bono Clinic to be held at the annual meeting of a national bar association. This unique experience was the result of a partnering of efforts by ACCA and the Legal Counsel for the Elderly, a Washington, D.C.-based public interest organization supported by the AARP Foundation. The clinic offered the opportunity for in-house counsel to receive onsite training in elder law and then put those skills to work on behalf of indigent minority seniors, assisting them with the preparation of wills, powers of attorney and health care directives. The event's success has made it a mainstay for future ACCA meetings.

- **Promoting Economic Incentives for Diversity**
DuPont Company

In corporate law department circles, DuPont has been recognized as an acknowledged leader in the creation of new models for the retention of legal services. The highly regarded Dupont legal model helped to establish that the convergence of legal service providers could be successfully accomplished in a manner that also promotes DuPont's diversity commitment. Having made performance in the diversity area one of the critical elements used to evaluate the law firms it retains, DuPont has created an ongoing economic incentive to expand opportunities for minority and women attorneys. In addition, the DuPont minority job fairs have become an important source of minority candidates for DuPont, as well as its primary law firms and service providers who are seeking means to boost their minority recruitment efforts. Many successful placements of summer associates and permanent hires have resulted from these job fairs. Building upon its success, this year DuPont will sponsor four job fairs in Wilmington, Houston, Los Angeles, and Chicago, thereby opening more doors for minority advancement.

Bar Associations

American Bar Association

Presidential Diversity Initiative 1999-2000

Throughout the 1999-2000 year, the American Bar Association will implement a far-reaching Presidential Initiative to launch a national drive to achieve racial and ethnic diversity in all sectors of the legal profession. The initiative aims to increase substantially minority participation and leadership at all levels of the legal profession by both encouraging minorities to consider a legal career and eliminating barriers to entry, equal advancement, and achievement in the profession.

The initiative will be launched on October 14-16, 1999, at a diversity colloquium convening leaders of the profession in Aspen, Colorado, to create a comprehensive action plan. Academicians, corporate counsel, bar leaders, and managing partners will address barriers to entry (e.g. over emphasis on the LSAT; disparate impact of bar examination) and barriers to success in the profession, including lack of mentoring programs, inadequate diversity training within law offices and subtle bias in work assignments, client contact, and performance evaluations. The action plan endorsed by colloquium participants will recommend guidelines for implementation efforts of law schools, law firms, corporate law departments, and bar associations. The initiative will also include the development and national distribution of a "best practices" publication as well as a minority judicial clerkship project.

American Corporate Counsel Association

Corporate Pro Bono and Diversity Initiatives 1999-2000

ACCA will leverage its influence in the corporate legal community to take the following steps to make our shared vision of a diverse legal profession and a renewed commitment to corporate pro bono service a reality:

- launch a substantive and interactive website to share corporate best practices and provide access to pro bono information, service opportunities and networks for corporate counsel;
- use economics as a powerful force for change by encouraging its 11,000 members, who control the distribution of billions of dollars of legal fees, to retain minority counsel and law firms;
- promote corporate pro bono service through training and educational resources at its national meetings and through its extensive chapter network;
- expand its databank devoted to practical resources enabling corporate counsel to implement diversity and pro bono initiatives at the local level;
- use its forty-three local chapters as catalysts for a grassroots effort to advance corporate counsel commitment to pro bono service and diversity in the legal profession.

Hispanic National Bar Association

The Hispanic National Bar Association is a network of Hispanic lawyers and bar associations across the United States. Its goals include the following:

- promoting equal justice and opportunity for all Hispanics;
- educating the Hispanic community about relevant legal issues and about its legal rights and responsibilities;
- promoting the professional development of Hispanic lawyers and law students;
- encouraging Hispanics to enter the legal profession;
- promoting the appointment of Hispanics to leadership positions in federal, state and local governments; and
- promoting the appointment of Hispanic judges.

National Asian Pacific American Bar Association

The National Asian Pacific American Bar Association is the national association of Asian Pacific American attorneys, judges, law professors and law students that strives to be a national network for its members and affiliates. NAPABA advocates for the legal needs and interests of the APA community. NAPABA represents over 10,000 attorneys in more than thirty-five local APA bar associations, whose practice settings range from solo practices to large firms, corporations, legal services organizations, nonprofit organizations and governmental agencies. Through its network of committees, NAPABA is at the forefront of national and local activities in the areas of civil rights reform, combating anti-immigrant backlash and hate crimes, increasing the diversity of the federal and state judiciaries, and professional development.

National Bar Association

The purpose of the National Bar Association is "to advance the science of jurisprudence, uphold the honor of the legal profession, promote social intercourse among the members of the bar, and protect the civil and political rights of all citizens of the several states of the United States." When the NBA was organized in 1925, there were fewer than 1,000 African-American lawyers in the nation, and less than 120 belonged to the association. By 1945, there were nearly 250 members representing 25% of the African-American members of the bar. Over the past 72 years, the NBA has grown enormously in size and influence.

At present, the NBA is the nation's oldest and largest national association of predominately African-American lawyers and judges. It has eighty-seven affiliate chapters throughout the

United States, Canada, United Kingdom, Africa and the Caribbean and represents a professional network of over 17,000 lawyers, judges, educators and law students.

Native American Bar Association

The Native American Bar Association (NABA) was originally incorporated as the American Indian Lawyers Association in the District of Columbia in 1973. In 1976 it was reorganized as the American Indian Bar Association (AIBA). In 1991 the AIBA members felt the name did not reflect the broad spectrum of members who had come to include Native Alaskans (Indians, Eskimo and Aleut) and Native Hawaiians. In 1992 the name of the organization was changed to the Native American Bar Association.

NABA was founded to assist tribal governments achieve their political goals and assist newly admitted Native American lawyers in the development of their practice. For over two decades NABA has been a cosponsor of the Federal Bar Association's Annual Indian Law Conference held in the spring of each year in Albuquerque, New Mexico. The NABA annual membership meeting is held at this annual conference. NABA will initiate an annual fall Indian law conference in Washington, D.C., beginning on November 10, 1999.

State and Local Bar Associations

Many state and local bar associations sponsor extensive diversity initiatives as well as broad-ranging pro bono programs, a number of which focus on assisting individuals and communities of color. A few illustrative bar diversity programs are set forth below.

The Bar Association of San Francisco

The linchpin of BASF's decade of minority diversity efforts has been the 1989 adoption by over 100 employers of Minority Goals and Timetables, which are monitored and nationally reported upon every three years. In 2000, the goals call for employer commitment to 25% minority associates and 10% minority partners. BASF co-founded and houses the California Minority Counsel Program and co-sponsors a tri-county First Year Minority Clerkship Program. The association has also produced model programs, publications, videotapes, instructional materials, conferences, seminars, town hall meetings and law firm/in-house/law school programs on issues including minority mentoring, hiring, retention, evaluation, assignment, marketing and affirmative action. BASF was a leader of the statewide coalition to defeat Proposition 209 and recently has raised and distributed over \$700,000 in minority law student scholarships.

State Bar of Texas / State Bar of Georgia

The state bars of Texas and Georgia administer effective and growing minority counsel programs on a statewide basis. The Georgia bar is also inaugurating an innovative program to assist minority lawyers obtain financing to open offices in small towns in Georgia. The Texas bar's goals and timetables have greatly influenced the hiring and retention practices of medium and large firms in Texas. The Texas bar's 1997 Symposium for Excellence in the Profession set the stage for a statewide dialogue on the importance of diversity and inclusion efforts by educational institutions, legal employers, and bar associations in the post-Hopwood environment. Recently the bar has supported state legislative initiatives that foster diversity in law schools, including the successful passage of a scholarship matching program, enabling law schools to match scholarships offered by out-of-state schools to encourage Texas graduates to stay in-state.

Association of the Bar of the City of New York

Over the past decade, the Association of the Bar of the City of New York has devoted substantial resources to minority diversity efforts, including the early hiring of a full-time director of racial diversity programs and the passage of minority hiring goals. The Association is launching a four-year study of retention of minority associates by city legal employers and an examination of firms' and corporate law departments' policies and practices to enhance retention of minority attorneys. The bar's Fellowship Program subsidizes summer employment positions in New York for first-year law students from area law schools.

Law Firms

- **Law Firm Pro Bono Challenge**
A National Pro Bono Standard for Larger Law Firms

The Law Firm Pro Bono Challenge is a unique institutional pro bono standard, tailored to the resources and structure of major law firms (in other words, those firms with more than fifty lawyers) throughout the United States. Issued by the Law Firm Pro Bono Project, a project administered by the Pro Bono Institute in cooperation with the American Bar Association, the challenge calls upon major law firms to annually contribute at least 3% of their total billable hours to pro bono legal services to individuals and nonprofit groups to secure basic rights, including civil rights. To date, more than 150 of the nation's major law firms have become signatories to the Law Firm Pro Bono Challenge, pledging 3% or 5% of their total billable time to pro bono and committing to structure their firm's evaluation, compensation and advancement policies and practices to ensure that they encourage pro bono participation by attorneys at these firms. During 1998, challenge signatory law firms contributed almost two million hours of pro bono service to their communities. For more information about the challenge see www.probonoinst.org.

- **City First Bank: Investing in the Community**
Wilmer, Cutler & Pickering

Washington, D.C.'s Wilmer, Cutler & Pickering's role in establishing that community's City First Bank offers an inspiring example of how lawyers can help inner-city residents secure financial stability and improve their residential community. Committing more than 3,000 hours of pro bono time and the specialized skills of more than thirty of its lawyers to this project, Wilmer, Cutler used its expertise in banking and regulatory work and 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 community leaders' vision and the firm lawyers' expertise, the concept of a community bank -- first envisioned at a meeting in 1993 -- is now a reality. City First Bank offers credit and financial services to individuals, businesses and nonprofits, and thus it provides the financial resources to take advantage of the human capital already available.

- **Partnering with a Neighborhood in Minneapolis**
Leonard, Street & Deinard PA

Having signed onto the Law Firm Pro Bono Challenge, Minneapolis' Leonard, Street & Deinard looked for an innovative pro bono project to meet the challenge's goal for volunteer service. The Community University Health Care Center, located in a poor, minority neighborhood in Minneapolis, sought to provide more comprehensive services, including legal

assistance and advocacy, to its patients and to other residents of the Philips neighborhood.

Leonard Street hired a full-time coordinator to establish 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 a third of them are Asian refugees. Through the clinic, hundreds of clients have received assistance with family law, housing, consumer, employment, immigration and public benefits issues. Furthermore, firm lawyers author a regular column on legal rights in the neighborhood newspaper and brochures on common legal topics that are translated into several languages. They also work closely with community nonprofit groups to sustain affordable housing in the neighborhood and deal with environmental hazards.

- **Legal Services for Entrepreneurs**
San Francisco Lawyers' Committee for Civil Rights of the San Francisco Bay Area
Heller, Ehrman, White & McAuliffe
Brobeck, Phleger & Harrison
Morrison & Foerster
plus twenty San Francisco law firms

To assist low-income and minority entrepreneurs in disadvantaged neighborhoods, a Silicon Valley-based project, Legal Services for Entrepreneurs, matches pro bono transactional attorneys with clients who propose to start or develop for-profit businesses that will enhance the economic infrastructure of their neighborhoods, but who are not experienced in starting or running a venture and who have limited access to capital. Lawyers from twenty Northern California law firms work with community economic development organizations to provide that assistance.

In its first two years of operation, Legal Services for Entrepreneurs assisted over sixty clients with a wide range of services required to grow a new business. Since good legal representation is only one aspect of creating strong and successful new ventures, the project, along with fourteen other community development organizations has formed a limited liability company that seeks to raise \$75 million from banks, insurance companies and corporations to make equity investments in these businesses.

- **Seeking Environmental Justice in El Sereno, California**
Morrison & Foerster
Environmental Defense Fund
Mexican-American Legal Defense and Educational Fund
National Resources Defense Council
NAACP Legal Defense and Educational Fund

All too often minority communities have been disproportionately affected 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 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. They alleged discrimination in the design of the freeway expansion because it imposed greater environmental hazards on the citizens of El Sereno yet mitigated those problems in nonminority areas affected by the expansion. While the lawsuit continues, the firm has already achieved several mitigation measures for the community of El Sereno that will reduce substantially the adverse environmental effect on that community. Currently in settlement negotiations, the firm's efforts will continue to ensure environmental justice for this minority community.

- **Righting Wrongs after the Rosewood Massacre**
Holland & Knight
Rosewood, Florida

In the 1920s, Rosewood, Florida, was a prosperous working class African-American community whose residents were independent, free and industrious people. In 1923, however, the community was decimated by an allegedly revenge attack by whites. At least six African Americans were killed and the town was burned to ashes. The governor and the local sheriff ignored the events. The surviving African Americans escaped into the nearby wilderness. In 1992, the law firm of Holland & Knight filed a claims bill to compensate the twelve known Rosewood survivors for their losses. As a result, a study was commissioned to determine the events of the Rosewood Massacre. The claims of the survivors that the state was on notice of the likelihood of an attack on Rosewood and failed to act to prevent the tragedy were substantiated. A special master recommended that compensation in the amount of \$2.1 million be appropriated for the survivors and their descendants.

- **Law Firm's Memorandum for Immigrant Students**
Secures Equality
Crowell & Moring
National Asian Pacific American Legal Consortium

The law firm of Crowell & Moring completed a memorandum on behalf of the National Asian Pacific American Legal Consortium and a coalition of local advocates, which was submitted to the Virginia Attorney General. The memorandum challenged Loudoun County's practice of requiring students to disclose their immigration status when registering for public school. The Virginia Attorney General agreed with the analysis and told Loudoun County that its practice was unconstitutional, which resulted in the County discontinuing its practice.

- **Equality in Education in Thomasville, Georgia**
Dorsey & Whitney

In Thomasville, Georgia, some 2,500 African-American school children are facing the

possibility of equal schooling for the first time as a result of legal representation by Dorsey & Whitney, a Minneapolis-based law firm, and the Lawyers' Committee for Civil Rights Under the Law. In Thomasville, African-American children are segregated from white students and receive far inferior educational instruction. They attend segregated schools or are segregated from white children in schools with substantial numbers of both white and black students, while the most experienced teachers are assigned to schools with white students. In addition, white students are predominately placed in gifted and talented classes, yet black students have few educational resources, such as books and computers. On October 2, 1998, the Lawyers' Committee and Dorsey & Whitney filed a federal lawsuit on behalf of nine parents of African-American school children and the county NAACP in *Thomas County Branch of the NAACP v. City of Thomasville School District*. The complaint charged the Thomasville school system with operating racially segregated and unequal schooling for white and black students.

- **Improving Housing and Community Development**
Pine Street Community in Leesburg, Florida
Sullivan & Cromwell

In Leesburg, Florida, the Lawyers' Committee for Civil Rights under Law, with the firm of Sullivan & Cromwell serving as cocounsel, secured a far-reaching consent decree for the Pine Street African-American community in *Tri-City Branch NAACP v. City of Leesburg*. They used civil rights laws to challenge the city's long neglect, and more recently, the outright destruction of portions of the African-American community. The litigation employed the Fair Housing Act and Title VI of the Civil Rights Act of 1964 to challenge residential segregation, zoning practices, municipal housing assistance policies, discriminatory community development and municipal expenditures, and building code enforcement practices that have segregated the African-American community and choked off investment and opportunity. The consent decree promotes "desegregative housing choices and other economic opportunities" and provides funds for the first community development corporation (CDC) ever established for the Pine Street community; this corporation will formulate a comprehensive development plan for the Pine Street area.

- **Voting Rights**
Hogan & Hartson

In May 1997, the U.S. Supreme Court remanded to the District Court for the District of Columbia a case for determination of the intent of the Bossier Parish School Board in adopting a 1992 districting plan with no black majority districts. At the time of the proposed plan, no black majority districts existed, and only white candidates had ever been elected to the school board. On remand, the court refused to consider any evidence presented by the United States or the intervenors regarding the board's general intent to discriminate against blacks. Instead, the court held that there was insufficient evidence of a specific intent to reduce black representation on the board. The United States and the intervenors, represented by the Lawyers' Committee for Civil Rights Under the Law and the law firm of Hogan & Hartson, filed notices of appeal to the U.S. Supreme Court. On April 26, 1999, arguments were held before the U.S. Supreme Court.

Law Schools

- **Legal Assistance for Urban Communities Clinic at the University of Michigan Law School**

A couple of years ago, Northwest Detroit Neighborhood Development (NDND), a community-based nonprofit organization that is committed to doing something about the impoverished Detroit neighborhood of Brightmoor, approached the Legal Assistance to Urban Communities Clinic (LAUC) at the University of Michigan Law School. There law students receive academic credit for helping groups like NDND. Working with the sure-footed counsel of the LAUC students, NDND has facilitated the commencement of construction of fifty units of new scattered-site housing. The students' accomplishments include helping the group to acquire 100 lots of property, structure a construction limited partnership, acquire the first Michigan low-income housing tax credits for scattered-site development, and negotiate and monitor construction contracts.

This project typifies students' work in the LAUC, an eight-year-old program at the University of Michigan Law School. Jointly funded by the Law School, the State of Michigan, the Fannie Mae Foundation and others, its faculty and professional staff supervise twenty-four students a year, working on behalf of thirty clients.

- **Small Business Clinic at the George Washington University Law School**

The George Washington University Law School for many years has had a small business development clinic that works collaboratively with the Small Business Administration advising and setting up small businesses in the D.C. area. The clinic focuses on arts and cultural entrepreneurship. It also has worked closely to establish a pro bono involvement with the D.C. Bar.

- **Legal Assistance Program of the University at Buffalo Law School**

The State University of New York at Buffalo Law School has had an affordable housing clinic for many years. The clinic has been a major policy force on *Brownfield* redevelopment issues. The project also has a small business development component and venture-capital component.

- **Law Fellows Outreach Program at the UCLA School of Law**

In 1997-98, after the passage of Proposition 209, the UCLA School of Law began developing a program designed to encourage the participants to consider seriously a career in law and increase their academic competitiveness for admission to law school. The school has hired a full-time director of outreach and has admitted undergraduate students from UCLA and six other local universities. Fellows participate in six Saturday Academies at the Law School, in which they receive workshops on legal reasoning, case analysis and legal writing, culminating in a moot court competition. Law school students, alumni, staff and members of the legal community provide panel discussions, exercises and other informative academies designed to demystify the law school experience and the legal profession. The school also makes a financial commitment to provide participants with LSAT preparation course scholarships.

- **Pre-Law Summer Institute (for Native American students) at the University of New Mexico Law School**

The Pre-Law Summer Institute (PLSI) at the University of New Mexico Law School is an intense program for Native Americans. PLSI has been very successful at preparing Native American students to make the transition into the rigorous law school environment. It has served as a critically important first step in the legal careers of many Native American lawyers. It also provides a tremendous networking and mentoring opportunity for its students.

The program simulates the first year of law school in eight weeks. Students take federal Indian law, as well as such standard law school courses as torts, contracts and constitutional law. These courses are taught by law professors using legal casebooks. Legal writing and advocacy is a big part of the summer, with moot court arguments on Indian issues being judged by distinguished Native American legal scholars.

- **D.C. Law Students and Lawyers Team Together to Deliver Legal Services**
Asian Pacific American Legal Resource Center
Georgetown University Law School
George Washington University Law School
American University Law School

In Washington, D.C., the Asian Pacific American students at the law schools of Georgetown University, George Washington University and American University formed the Asian Pacific American Legal Resource Center. It has a hot line that refers clients to attorneys in Virginia, Washington, D.C., and Maryland who have agreed to take on pro bono work. Because many of the program's students and lawyers are bilingual, they can assist their many clients who have limited proficiency in English.

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ABC NEWS

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HEADLINE: SOME REPUBLICANS UNDECIDED ABOUT IMPEACHMENT

GUESTS: BOB NEY, JAY DICKY

BYLINE: COKIE ROBERTS, SAM DONALDSON, GEORGE WILL

HIGHLIGHT:
PRESIDENT'S FATE IN HANDS UNDECIDED REPUBLICANS

BODY:

THIS IS A RUSH TRANSCRIPT. THIS COPY MAY NOT BE IN ITS FINAL FORM AND MAY BE UPDATED.

COKIE ROBERTS: The President's fate now lies in the hands of a handful of Republicans who are, at this moment, undecided about their impeachment votes. Joining us now are two of them here in the studio, Congressman Bob Ney from Ohio and from the President's home district in Arkansas, Congressman Jay Dickey.

Thank you both very much for being with us.

Congressman Ney, the President spoke again this morning about perjury and says he didn't commit it. Does it make a difference for him to say that?

Rep. BOB NEY, (R), Ohio: Well, I think the President hurt himself very clearly this morning. I would tell you, although I'm trying to come conclusion on this, I do believe that the President did not tell the truth under oath.

COKIE ROBERTS: And Congressman Dickey, what is your view on that?

Rep. JAY DICKY, (R), Arkansas: I agree with Bob.

COKIE ROBERTS: That this was hurtful?

Rep. JAY DICKY: Well, it could have been helpful. I don't know if it was

hurtful. It just leaves us in a vacuum again. We're not getting leadership from the White House. If it is, it's a negative leadership, and it's bothering me, and I'm worrying about it affecting my decision on a shallow level.

COKIE ROBERTS: What do you mean?

Rep. JAY DICKY: Well, I've received a threat from the White House, and there are things that are coming from all type of angles, and there's no help. I'm not getting anything that I can sink my teeth into, and I am trying to reach that.

COKIE ROBERTS: When you say a threat, you mean a political threat?

Rep. JAY DICKY: That's correct.

(Laughter)

Rep. JAY DICKY: It mentioned suicide, let me put it that way.

COKIE ROBERTS: What was it?

Rep. JAY DICKY: Well, I'll just read it to you. "If Jay Dickey votes to impeach the President, it's probably an indication he will not run for reelection in 2000. It's suicide. We will make sure it is."

GEORGE WILL: You say you're also getting other political threats. What are they like?

Rep. JAY DICKY: Well, as far as I'm concerned, I'm having people talk to me, and I'm really close to my constituency. I'm having people say to me things I know they feel they're not going to be happy they've said at some time. But I'm getting threats on both sides -- from my constituents and then there are some who are understanding.

COKIE ROBERTS: You're nodding Congressman Ney.

Rep. BOB NEY: I have a 16 percent Republican index, but this is not a partisan threat. I'm getting it from all sides in the sense of, I'm not going to vote for you if you do this, I'm not going to vote for you if you do that, I'm going to picket the streets. It's a very polarized, obvious situation.

GEORGE WILL: Mr. Ney, if censure were allowed to come to vote on the House, would it pass if it were tough, and what is your threshold of toughness?

Rep. BOB NEY: I think probably censure would pass. Naturally, that's what a lot of people are calling for it.

GEORGE WILL: But it depends on the content?

Rep. BOB NEY: It depends on the content. In my opinion, a loss of the pension, the President would have to sign, personally, that he wouldn't seek pardons, he would have to pay all the financial ends of this chasing the mistruths. That's the least of...

COKIE ROBERTS: And would you vote for that?

Rep. BOB NEY: Well, again, I do want to consider still impeachment and make that decision on that in the next couple of days, but I would look at a document such as that. I, frankly, don't think that's going to be an option, though. Mr. Dickey, do you subscribe to that that -- A, it would pass and B, that it would have to be that tough, and if that tough, that it would pass?

Rep. JAY DICKER: I would hope it would not pass. I don't want it to come up, and I'm definitely against the censure as an alternative. I think we're called to lead, and that is not leadership. That's more or less taking the middle ground, and I don't think it's time for us to do that however painful it is for us to do what we're doing.

GEORGE WILL: Mr. Dickey, I gather your position is the House is not to decide guilt, it's to decide a lower threshold question.

Rep. JAY DICKER: That's right. All we're doing is referring.

GEORGE WILL: You're in doubt, then, this morning, that this date in this process. You're still in doubt as to whether there's that low threshold of evidence to warrant a trial.

Rep. JAY DICKER: That is correct. I want to see everything there is. This is such a serious issues, and I don't think some people are taking it as serious as it is. And I say that because they talk about the politics and how they group us into little factions and they forget about we're individuals painfully going through this. And what I'm saying is that we have got to go and make a decision that is, in fact, right and no that no circumstances change in between when we say what we're going to do and what we're going to do. This is what I owe my constituents. I love my constituents, and I want them to know that I'm listening, and I'm trying to represent them.

GEORGE WILL: Mr. Ney, do you agree that there's A, a lower threshold and still that lower threshold has not yet, in your mind, convincingly been met?

Rep. BOB NEY: I agree a hundred percent, and Jay is a person of integrity. I know where he's coming from. He's coming from the same direction as I am on this decision, and it's an honest decision. I have plenty of friends, believe me, in the last couple of days have called and said, "Look, just make a decision and then just kind of hide for a couple of days. Make it." What we are doing politically is a very tough call, but this is a very serious situation. But I agree a hundred percent with Jay.

COKIE ROBERTS: Now the White House believes that there's nothing the President can say that would satisfy you. Is that true?

Rep. BOB NEY: I think that the President could have been honest today on television from Jerusalem. But personally, with me, I want to make this decision based on the threshold, the three articles, and I'm going to see if they meet the standard, in my mind, and from what I'm going to be advised both sides coming from listening to everybody, of what's impeachment. But I don't think if the President called today, there's anything he could say to me, personally, that would influence in either direction.

COKIE ROBERTS: But no. If he made a public statement saying, "I did commit perjury."

Rep. BOB NEY: I think it would have helped me. At this point of time, if he does it, it's too late.

Rep. JAY DICKER: I think it would've helped us all. It would've helped the nation, which I don't know if we're really looking at that from the standpoint, but it would have helped the nation for him to agree with all of us that he did lie under oath.

COKIE ROBERTS: But you think now it's too late to do that. Do you agree with Congressman Ney?

Rep. JAY DICKER: I'm not so sure. As I say, I'm waiting for anything to come

along that would be a chance of circumstances, and it would be something that I would consider, let me put it that way, Cokie.

COKIE ROBERTS: If impeachment is defeated, goes down, should there then be a vote of censure in the House?

Rep. JAY DICKKEY: No, I don't think so.

Rep. BOB NEY: No.

Rep. JAY DICKKEY: It just cheapens it. It dilutes what those folks -- they chose not to put censure in the Constitution. When we reach over and we touch the executive branch in this serious, somber way, they don't want it to be trivialized, I don't think. I'm trying to listen to what they've written.

Rep. BOB NEY: This isn't a vote on a budget bill amendment, and this is not what we call, "King of the Hill," where if you don't pass this one, it's just got to be a vote up or down on this one.

Rep. JAY DICKKEY: Good point, good point, Bob.

Rep. BOB NEY: Thank you.

COKIE ROBERTS: So the speculation that a group of Republicans might go to their leadership and say, "You need to put censure on the floor," you don't think will happen?

Rep. BOB NEY: I think that possibly our leader should have taken a complete look at censure and have it as an option, that's not going to happen. I don't think it's incumbent upon us to play hard ball and to say this is the option you now will take. I think we're going to be faced with an impeachment vote.

Rep. JAY DICKKEY: And you know, Cokie, I don't know the answer to that question because I haven't talked to the leadership at all, and I don't know what they're thinking. I don't know if Bob, but we've had very little contact, individually. And I'm so pleased, and I want to thank our leadership for considering this as an individual matter of conscience. We're not treating this on our side as some regular legislation. It is not.

Rep. BOB NEY: I should mention, I'm a deputy whip with Tom DeLay, a deputy, one of the third team. I have had absolutely zero pressure from Tom DeLay on this period. I haven't even talked to him.

Rep. JAY DICKKEY: Directly or indirectly.

GEORGE WILL: We have just a few seconds left. Let me ask each of you. We have some days left before final vote, more opportunities for more contrition acts by the President. Can you say in one sentence something he could say that would change your mind or make your mind up. Mr. Ney?

Rep. BOB NEY: I just think the President could say that he has created a mess for the country and that, in fact, he did not tell the truth under oath. I don't know if it would make my mind up, but it would help.

GEORGE WILL: Mr. Dickey?

Rep. JAY DICKKEY: I think he should have more respect for our decision not to say that he'll accept our deliberations only if it's censure. I think he should be less dictatorial on what we're doing and more submissive.

COKIE ROBERTS: OK. Thank you very much Congressman Dickey, Congressman Ney. Thank you for being with us.

Next, the White House defense with former Watergate prosecutor Richard Ben Veniste and former White House counsel, Lloyd Cutler.

(Commercial Break)

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