The President's Section Diversity Challenge II

The Diversity Challenge Plan II

Entertainment, Arts and Sports Law Section ("EASL")

Who are the members of the Section's Diversity Challenge Team (identify leader)?

EASL's team is:

Avita Ali
Anne S. Atkinson (co-leader)
Rakhi Bahadkar
Rich Boyd
Cheryl Davis (co-leader)
Nyasha.Foy
Elissa Hecker
Judith Prowda
Asia Sanders
Stephanie Spangler
Rosemarie Tully
Jessica Thaler
Rob Thony
Vivian Tseng

What specific parts of the Section's diversity challenge plan are to be executed during the Challenge?

1. Mentorship. We believe that one way to further diversity is to increase the numbers of people of every type who wish to practice in our area, and to acquaint them with our section and with our members. To that goal, EASL started a mentorship program this last year, and we hope to grow it by (i) cultivating more mentors for our many potential mentees and (ii) scheduling at least one social event for all mentors, mentees, and potential mentees. This will give the mentees who have not yet been matched with mentors the opportunity to meet and mingle with more senior attorneys, so they can also benefit from the program. In addition, this event will enable mentors to network with each other. When several attorneys applied to be both mentors and mentees, we realized that mentors might be able to mentor one another in differing areas of expertise, and we would like to promote such relationships as well.

2. Encourage Diversity within our Section. Taking it to the next level, we will engage and encourage our Executive Committee and Section Committees to consider diversity when they organize CLE panels, often the most direct connection with our members.

3. Joint CLEs with Diverse Bar Associations. In association with established EASL committees in the relevant areas and the social events subcommittee (see 4 below), we hope to hold at least

two joint CLEs with diverse bar associations. We found that last year, these efforts were effective in attracting new diverse members and in increasing our communication with other diverse groups. Our current planning includes:

- **Under the Lights and Behind the Scenes- A Night of Theater--** This program will feature a short theater performance by stellar theater actors [Suzan-Lori Parks' "Top Dog Underdog" with Serge Thony and Landon Woodson-- to be confirmed]. Afterward, there will be a panel consisting of the performing actors and attorneys who specialize in theater law, to discuss the legal, business and artistic challenges of putting together a theater production. Refreshments and networking will follow.

- **Becoming an Entertainment Lawyer-- A Symposium--** This program will focus on providing new and transitioning attorneys with a primer in entertainment law, and what it really means to be an "entertainment attorney". The program will feature 4-5 diverse panelists, each of whom are specialists in areas such as TV/Film, Music, Fine Arts and Sports. After providing their background and offering a brief overview of their specialty area, we will have a breakout session, where the audience will split up into specialty groups. Eight to ten "breakout leaders", who also specialize in a given area, will assist the panelists in leading a discussion about the current trends in those areas and answer questions of audience members in their groups. We will then briefly reconvene to share insights and overall impressions. Refreshments and networking will follow.

4. Social Events. The need to create an open environment where attorneys interested in diversity can comfortably interact provided the impetus for EASL Diversity Committee's social events. The initial event would be a happy hour at a lounge at which we hope to gain a better sense of what kinds of events EASL members (and non-members) may be interested in attending in the coming year. At this kickoff, we plan to hand out a short survey with questions about what type of events attendees would be interested in, if they would like to subscribe to emails from us, suggestions attendees may have and any other questions the diversity committee may have. Other potential ideas for the coming year include a spoken word night or "coffee house" performances, charity run or walk, a role-playing networking skills seminar with a focus on diversity issues, and events that can be co-sponsored with another bar association such as the Joint Minority Bar Association Holiday Party.