Dear Diversity Committee Members,

This is an updated summary of where we are, **which will be presented by either Cheryl or Judith to the September 19 EASL Executive Committee meeting** (which unfortunately I cannot attend).

I really appreciate the enthusiasm and effort each of you has shown. Our Section was asked to report on its plans at a NYSBA-wide Roundtable on the Diversity Challenge, and our report was very well received.

Also, this is a reminder that we have a conference call on **Friday, September 23 at noon**.

This call is quite important, because we will be facing the September 30 deadline for setting forth our goals.

Here is the progress reported on our initiatives and follow-ups.

- **Holding At Least Two Joint CLE Events with Minority Bar Associations**, with one or more of these followed by networking/member appreciation receptions, subject to budget. This requires coordinating with the EASL CLE committee and minority bar associations that have established entertainment, arts and/or sports law committees.

  In Charge: Rich Boyd and Rob Thony.

  Rich and Rob have been in touch with:

  As previously reported, Matthew Middleton, the president of the Black Entertainment and Sports Lawyers Association (BESLA), which is interested in holding a CLE in conjunction with EASL, and Matthew suggested one on reality programming. During the call, Rob and Rich fleshed out the specifics for the program, which they are differentiating from that being offered by EASL this Fall (and they will contact Diane Krausz to confirm the differentiation).

  Lynn Gonzales of Black Women in Entertainment Law (BWEL), remains enthusiastic about working with us. Rich and Rob will explore whether to include BWEL in the reality program or to coordinate a second one with her.

  Rich and Rob have received from Tiffany Bardwell the requirements for the venue (regarding accessibility, etc.).

  Follow Ups: Rich and Rob to (i) coordinate with Diane Krausz to assure that the program is sufficiently different; (ii) coordinate with Lynn Gonzalez of BWEL on working on the reality program or another one, (iii) when the date is more firm, contact Nyasha Foy to explore NY Law School as a venue, and to explore other possible midtown low or no cost venues, such as law firms, and (iv) coordinate with Tiffany Bardwell to calendar a possible date.

- **Establishing a Mentoring Program** for diverse new lawyers, 2L law students, and/or those who wish to shift areas of practice to EASL. The mentoring could consist of career advice, or

answering questions about agreements, etc. This initiative would require (i) recruiting EASL members willing to mentor by providing a minimum of say an hour a month to meet with mentees as well as to be available for a reasonable number of telephone and email meetings, (ii) recruit a manageable number of mentees, and (iii) track the progress of the program from time to time. Hold a celebratory cocktail party afterwards for participants.

In charge: Cheryl Davis and Elissa Hecker.

Elissa and Cheryl have sketched out a proposed plan on how to organize the program.

The program will be addressed not just to law students and recent graduates, but to attorneys who want to transition into the EASL area. It will be a one year program; if the mentor/mentee hit it off and want to continue the relationship, they can do it on an informal basis. They will solicit potential mentors at the 9/19 meeting, and will ask the various division chairs to reach out to their committee members as well. Elissa will also prepare an ad for the Journal seeking mentors/mentees at the beginning of the year, and we hope to have a similar one at the end of the year congratulating the participants.

They will prepare questionnaires for both potential mentors and mentees, so they can try to make the best possible match. The mentors will be asked to have one hour per month of contact with the mentee; this can be over coffee, e-mail, or telephone, whichever works best for the mentor/mentee. Elissa and Cheryl will divide the mentor/mentees, and will check on progress on a quarterly basis. We will also have an end-of-year questionnaire to evaluate the program and see how to improve it for next year.

They also hope to have a celebratory cocktail party at the end of the year, if we have enough participants

Follow Ups: See above.

- **<u>Establishing a Pro Bono Assistance/Mentoring Program</u>** This initiative should function like the mentoring program, but for admitted attorneys. This initiative will require (i) coordination with the EASL Pro Bono Committee, (ii) in conjunction with the Pro Bono Committee, recruiting EASL members willing to act as a resource for the newer attorneys who are handling the pro bono matters, (iii) recruiting the newer diverse attorneys, and (iv) coordinating the above . There will have to be a clear understanding that each matter must be pre-approved by both attorneys handling it before it is taken on.

In charge: Rich Boyd, Elissa Hecker, and Rob Thony

Rich and Rob attended the Pro Bono Committee's event with NY Foundation for the Arts, organized by Elissa and Pippa Loengard. New attorneys sat in on the counseling sessions. They suggested that this format seemed to work well, and therefore they would work with Elissa to replicate it perhaps in conjunction with the Metropolitan Black Bar Association, BESLA and/or BWEL. They also discussed coordinating with Practicing Attorneys for Law Students (PALS), which, per Rakhi, also works with new lawyers.

Rich, Rob and Elissa spoke; regarding on-going pro bono matters, if the attorneys and clients both agree that they want and need to continue working on an issue, they are free to do so, but

they have to sign a waiver stating the relationship is outside of the EASL Clinic Format, and the malpractice insurance provided for clinics is no longer applicable.

When the discussion turned to coordinating with Lawyers in Transition, Jessica stated that she was the NSBA co- chair of this committee, and Rich and Rob will coordinate with her.

Follow Ups: Rich, Rob and Elissa to (i) discuss further, (ii) explore working with MBBA, BESLA, BWEL, PALS and/or Lawyers in Transition, and (iii) consider further the malpractice insurance implications of on-going pro bono matters.

- Working with the PGA East Veterans Initiative by providing speakers, and representatives for roundtable discussions.

In charge: Rosemarie Tully

Rosemarie has reached out to PGA East Veterans Initiative, and to the lawyer at Paul Weiss to explore EASL's support and assistance with program speakers and roundtable events. It appears that the Initiative is working through its formation, but indicated that they would be in touch in September.

Follow Ups: Rosemary to follow up again during the latter half of September.

- Diversity Internship Program. Helping to facilitate placing diverse student interns with legal departments of companies in the entertainment, arts, or sports businesses for either (i) law school credit, or (ii) pay (if for pay, we would work in conjunction with the Corporate Counsel Section, which has such a program and which would appreciate another host company). The first and hardest part of this will be to find the host companies, and then to coordinate with the schools and/or the Corporate Counsel Section.

In charge: Anne Atkinson

I have as yet had no response to my two emails to in-house people on NYSBA's Executive Committee. A personal appeal will be made at the Sept. 19 EASL Executive Committee meeting. Since I cannot attend, either Cheryl or Judith will make the appeal. As previously mentioned, I confirmed that the Corporate Counsel Section that they would be delighted to work with a host company we suggest. I also got a referral from the Corporate Counsel Section regarding a law firm inquiry regarding a diverse intern. contacted the person, who asked for some additional time to speak with her management. Despite multiple follow-ups, I have not gotten a call back, so I suspect this is not viable. Since this goal seems to be less certain of success, I suggested that we consider not including it in our formal goals when they are finalized on September 30, but I will keep trying to get it done.

Follow Ups: Request to be made to Executive Committee members regarding acting as a possible host company or law firm to a diverse intern.

Best, Anne
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