



ILLINOIS STATE BAR ASSOCIATION

THE CHALLENGE

The newsletter of the Illinois State Bar Association's Standing Committee on Racial and Ethnic Minorities and the Law

Chair's column

By Sonni Choi Williams

In my last column titled, "The Commitment to Diversity Should Be A Badge Worn Everyday," I quoted statistics showing that we still have a long way to go to achieve diversity in the legal profession in Illinois. So when Barbara J. Howard, President of the Ohio State Bar Association, spoke at the ISBA's Celebrating Women in the Profession on March 9, 2010, and quoted statistics showing that Ohio also has a long way to go to achieve diversity, I felt a sense of mutual purpose to roll up our sleeves and unite.

In a room full of trailblazers and young attorneys, Barbara Howard recounted her first job interview for an associate's position in an all-male law firm 20-some years ago. Although the partner in the firm was impressed with Barbara's qualifications, he wanted to meet her husband before making the final decision. As we all in that room knew, the partner probably did not ask Barbara's male counterparts to do the same. Barbara, like many other female attorneys and judges in that room, stood up against discriminatory conduct like this and declined the offer. Needless to

say, Barbara Howard still ended up being very successful in her legal profession and in the legal community.

There have been strides made since the start of Barbara Howard's career, including many ISBA events such as the Celebrating Women in the Profession Luncheon in which two trailblazers, Honorable Susan F. Hutchinson of the Second District Appellate Court and Honorable Jane L. Stuart, Cook County Circuit Judge, were honored with ISBA's Presidential Commendation Awards. Then just this past April 9, 2010, our Committee, along with the Standing Committee on Women and the Law, presented a day program for the Northern Illinois University law students in DeKalb. There, NIUCOL Dean Jennifer Rosato gave words of wisdom that networking can be a very effective career tool, especially in light of the current economy. Judge Hutchison recounted the dismal pay that judges received when she was first appointed

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Reorganization will strengthen the ISBA's diversity efforts

By Alice Noble-Allgire

You may not have heard any hammers or saws, but the ISBA recently completed a major renovation of its diversity-related committees and sections councils—a renovation that is already seeing substantial dividends in terms of greater efficiency and collaborative creativity.

As a result of a reorganization plan approved by the Board of Governors in May, the ISBA now

has five standing committees and two section councils to address the legal issues affecting specific constituencies, including: Women and the Law; Racial and Ethnic Minorities; Sexual Orientation and Gender Identity; Disability Law; Diversity Pipeline; Human Rights; and International and Immigration Law.

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to the bench and some of the uncivil and sexist comments that she received while on the bench. Paula Holderman gave a great presentation on the study supporting networking, as well as the how-to skills on networking and introduction. Then after the program, both committees held a reception for attorneys in the surrounding area, giving the students the perfect opportunity to practice the skills.

Under the immense support and push by President John O'Brien, the ISBA is taking action to ensure and encourage more diversity

into the ISBA leadership. One of the action steps is the creation and implementation of the Diversity Leadership Council's fellowship program. This program provides diverse attorneys the opportunity to "walk" in the shoes of more seasoned ISBA leaders and attend committee meetings, Assembly meetings, and Board of Governors meetings, as well as other programs in order to immerse the "newcomers" into the internal operating structure of the ISBA. By getting a peek into the ISBA, they, in turn, may become more active in the ISBA. Programs like these open

the door to minorities and females. The drive and incentive to become active in the ISBA, however, has to be from within. So all those out there who want to make a difference and change the ISBA, you have to stand up and say yes to the opportunity.

Since this is my last chair's column, I wanted to take this opportunity to thank all the members of our wonderful Committee for their dedication, energy, and tireless efforts this year. I know that I am leaving this Committee in good hands with Amina Saeed as the next chair. ■

Reorganization will strengthen the ISBA's diversity efforts

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What is most exciting about the reorganization plan, however, is that the leaders of these committees and section councils will simultaneously serve on a new Diversity Leadership Council that is responsible for ISBA diversity initiatives that cut across all of these constituency groups. Thus, while each individual committee and section council focuses on issues unique to its constituency, the groups will bring their collective creativity and energy to the ISBA's broader diversity goals as part of the Council.

The groundwork for this reorganization was laid in 2007 when then-President Joseph Bisceglia appointed a Task Force on Diversity, chaired by Lynn Grayson, to evaluate how to best advance diversity goals within the ISBA and the legal profession statewide. Included in those goals was the development of a Diversity Pipeline initiative to carry out recommendations developed during a December 2006 Diversity Pipeline Roundtable sponsored by then-President Irene Bahr and enthusiastically supported by Bisceglia and the next two presidential successors, John O'Brien and Jack Carey.

In studying the ISBA's diversity agenda over the next two years, the Task Force noted that the structure of the ISBA's diversity-related committees was both under-inclusive and over-inclusive. On the one hand, the existing structure did not provide adequate representation for some diversity-related

constituencies, such as persons with disabilities. On the other hand, there was overlap and inefficiency with respect to some of the constituencies that were represented. The mission and activities of the Standing Committee on Minority and Women Participation, for example, substantially overlapped those of the Standing Committee on Women and the Law.

To remedy these deficiencies, the Task Force proposed that a new committee be created on Disability Law and that the mission of the Standing Committee on Minority and Women Participation be realigned slightly to focus solely on issues affecting racial and ethnic minorities. The Task Force also recommended that a committee be created to implement a number of proposals that the Task Force was developing to improve the Diversity Pipeline. (For more information on the Pipeline initiative, see <<http://www.isba.org/committees/diversitypipeline>>).

While the foregoing recommendations were designed to give greater attention to the unique issues of specific constituencies, however, the Task Force also saw the need for better communication and coordination among the various committees. Serendipitously, current ISBA President John O'Brien created a model for promoting this type of coordination when he began planning for his presidential year in 2008. Having identified diversity as one of the major themes of

his term, President O'Brien invited the leaders of the diversity-related committees to help him develop a high-profile program for the 2009 Midyear Meeting. That working group began meeting in 2008.

The results of this collaboration were amazing—and indicative of the strength that comes from the participation of a diverse group of individuals. It was clear that there were shared values and goals as the group discussed issues and concepts that cut across all of the constituencies. But at the same time, the project was enriched by ideas emanating from committee members with a wide range of backgrounds and perspectives. It was impressive to watch as a good idea from one member of the group was embraced and developed into an even better idea by other members of the group.

Building on the success of President O'Brien's working group, the Task Force ultimately developed a proposal to restructure the ISBA's diversity-related committees under the umbrella of a Diversity Leadership Council. Under the proposal, the Council consists of the chair, vice chair and past chair of each of the following diversity-related standing committees and section councils. The Council will meet several times each year in pursuit of three main goals: (1) avoiding duplication of effort among the committees; (2) presenting the opportunity for synergies to emerge from the collective sharing of ideas;

and (3) overseeing diversity outreach efforts that cut across all constituencies, such as a proposed Diversity Leadership Program, an annual Diversity Leadership Award, regional Diversity receptions, Diversity CLE programming, the ISBA's Diversity Web site, and the *Diversity Matters* newsletter.

The ISBA is already realizing substantial benefits from the collaborative efforts of the Diversity Leadership Council. As the first chair of the Council, I have had the privilege of observing many exciting exchanges of ideas. We are also seeing some economic efficiency by combining efforts on networking and outreach events that will target a wider range of constituencies than the ISBA has reached in the past.

One of the Diversity Leadership Council's first projects was to finish planning the 2009 Midyear Meeting program. The program – "Lincoln's Legacy: Lawyers Protecting Life, Liberty and the Pursuit of Happiness" – was designed to showcase a variety of ways in which lawyers are "making a difference" in promoting social justice. The Council invited Illinois Attorney General Lisa Madigan to set the stage with a keynote address, followed by a panel discussion led by WTTW-TV newscaster Phil Ponce and featuring four prominent Illinois attorneys who are carrying out Lincoln's Legacy.

Some of the other projects that the Diversity Leadership Council has been working on include: selection of the first recipient of the ISBA's new Diversity Leadership Award; development of a proposal for a new Diversity Leadership Institute; planning for a networking and law student outreach program at Northern Illinois University next spring; gen-

erating ideas for webinar and CLE programming on diversity issues; and updating the ISBA's Diversity Web site.

The ISBA's diversity agenda is still a work in progress. But I am pleased by the real progress that is being made and optimistic about the results we are already seeing from the recent reorganization. Most importantly, I am grateful for the vision and support from the ISBA's leadership in taking its diversity initiatives to the next level.

To find out more about the reorganization plan, I invite you to visit the ISBA's Diversity Web page at <<http://www.isba.org/diversity/>>, where you will find the Final Report of the Task Force on Diversity, as well as links to the Diversity Leadership Council and the standing committees and section councils that constitute the Council. ■

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Published at least four times per year.

Annual subscription rate for ISBA members: \$20.

To subscribe, visit www.isba.org or call 217-525-1760

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Diversity and health of the bench and bar can be enhanced through professional responsibility CLE

By Jayne R. Reardon

The Illinois Supreme Court has promulgated Rules demonstrating its commitment to an inclusive bench and bar and demonstrating leadership in providing the building blocks for a healthier, more rewarding legal profession. The Supreme Court's vision is encapsulated in Supreme Court Rule 799, the Rule creating the Commission on Professionalism, and Rule 794 (d), the Rule defining the professional responsibility requirement of mandatory continuing legal education (CLE) in our State. By taking advantage of the provisions of these Rules, as well as the Rule allowing CLE credit for certain non-traditional activities (Rule 795(d) (3)), bar associations and other professional organizations can offer quality professional responsibility CLE that can support diversity, civility, wellness, and the high aspirations of

our profession. This article will provide you the reader with background and guidance on these opportunities.

The Illinois Supreme Court Commission on Professionalism was established following several years of study by a Supreme Court Committee. This Committee was initially formed to study incivility in our profession, and to make recommendations to the Court to counter the misperception that zealous advocacy on behalf of a client required aggressive, Rambo-style litigation tactics.

The purpose of the Commission on Professionalism is: "to promote among the lawyers and judges of Illinois principles of integrity, professionalism and civility; to foster a commitment to the elimination of bias and divisiveness within the legal and judicial systems; and to ensure that those systems pro-

vide equitable, effective, and efficient resolution of problems and disputes for the people of Illinois." S.Ct.R.799(a). This broad purpose of the Commission can be accomplished, in part, through the vehicle of professional responsibility CLE. Professional responsibility CLE must be approved by the Commission on Professionalism. The Commission's duties include "reviewing and approving the content of courses and activities offered to fulfill the professional responsibility requirement," and "assisting CLE providers with the development of courses and activities offered to fulfill the professional responsibility requirement." S.Ct.R.799(c)(4) and (6). By relegating the substance and quality of professional responsibility CLE to an organization separate from the organization responsible for the administration and compliance aspects of

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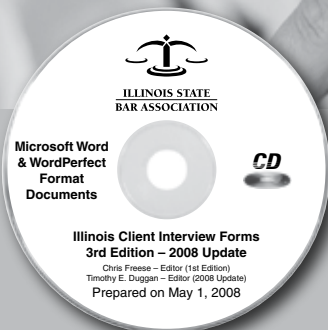
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CLE (handled by the MCLE Board), the Court emphasizes the importance of professional responsibility CLE to our profession, the individuals who make up our profession, and to the people of Illinois. Illinois is unique among the many states that require mandatory CLE in mandating a substantive review of professional responsibility CLE by an organization different from the one responsible for administration and compliance issues.

The Court also set Illinois up as a leader by adopting a broad definition of professional responsibility CLE. Rule 794 requires that, “[a] minimum of four of the total hours required for any two-year period must be in the area of professionalism, diversity issues, mental illness and addiction issues, civility, or legal ethics.” S.Ct. R. 794(d)(1). Many states require ethics credits, some also require professionalism credits or diversity or elimination of bias credits, but few, if any, include the breadth of topics within the professional responsibility rubric as Illinois does. By establishing a definition of professional responsibility CLE that expressly includes diversity, as well as civility and mental and physical wellness issues, the Court emphasized a commitment to greater inclusion of the bench and bar and to supporting the mental and physical well being of the individuals in the legal profession in the broadest sense.

In 2008, the Commission on Professionalism processed over 2,500 applications from CLE providers across 40 states by for professional responsibility credit. The application submitted to the Commission asks providers to self-select the content of their courses with respect to each of the five areas of the professional responsibility rule. The content distribution for all courses submitted by CLE providers was: legal ethics 57.5%; professionalism, 31%; diversity 6%; mental illness and addiction issues 3.5%; and civility 2%. The heavy emphasis on legal ethics is understandable because compliance with the ethical rules establishes the floor of acceptable conduct. Because so many providers are out of state, and are developing courses for presentation in many states, they may not be aware of the possibilities to develop courses in the areas of diversity, civility, and wellness. The Commission staff has spent considerable time working with CLE providers, including ISBA’s Jeanne Heaton, in collaborative efforts that have resulted in several best practices or model courses that address the substantive areas of professionalism, diversity, and civility.

In addition, the Commission’s collabora-

tion with providers has resulted in a workshop designed to equip presenters with the skills of facilitation, rather than lecture, as a delivery method. The lecture mode of delivery may be appropriate for straight transfers of information, but many topics of professional responsibility CLE are better explored in a more active learning environment that involves the participants, who themselves have considerable wisdom and knowledge to impart. Much of this movement has been orchestrated by the Commission’s Education Director, Donna Crawford, a former educator and assistant superintendent for curriculum, who brings a wealth of knowledge to her post, particularly with respect to adult learning theory and delivery methods of coursework.

If you are a member of a bar association committee charged with developing a CLE program or committee meeting in the area of professional responsibility, please feel free to contact the Commission on Professionalism for assistance at <www.ilsccp.org>. To help providers in developing professional responsibility CLE courses, the Commission has posted on its Web site under “Education Resources” a Course Development Checklist that we urge all providers to forward to their committee chairs or others charged with developing CLE. As this checklist reflects, professional responsibility courses, just like substantive legal CLE, must meet the eligibility standards of Rule 795(a)(1) and (2), including having as its primary objective the enhancement of participants’ competence as attorneys. We can help you develop an interactive program in the area of professional responsibility CLE that can help effectuate the change that is at the core of our mission. We also can assist if a committee wishes to add a professional responsibility component to a substantive law CLE.

According to Commission’s surveys of CLE providers and lawyers conducted in December 2009, there is a need and desire for professional responsibility components that can complement a CLE in a substantive legal area. If a participant attends a family law CLE, for example, he or she would like at least a portion of that CLE to be devoted to ethics or professional responsibility issues germane to practitioners in the area of family law. Because CLE may be earned in increments of one half hour, it is not too challenging to develop a factual scenario or other program segment that allows learning of professional responsibility concepts in the context of a broader substantive CLE.

In addition to more traditional CLE programs, non-traditional CLE credit is available for attendance at bar association or professional association meetings “at which substantive law, matters of practice, professionalism, diversity issues, mental illness and addiction issues, civility, or legal ethics are discussed.” Rule 795(d)(3). Once again, the MCLE eligibility standards apply, i.e., there must be significant intellectual, educational or practical content with a primary objective to increase each participant’s professional competence as an attorney. See Rule 795(a)(1) and (2). For example, a meeting devoted to a discussion of diversity, civility, or substance abuse issues must contain a nexus to the practice of law. Individual attorneys can apply for credit by submitting Attorney Application C—non-traditional CLE, available on the Web site of the Commission on Professionalism, <www.ilsccp.org>.

Professional responsibility CLE can be a great way to elevate our profession to a higher level. Let us know how we can help you developing quality professional responsibility CLE. In this way, we can together maximize the potential that the Court articulated in creating forward-thinking CLE Rules that may result in a more rewarding career.

Jayne R. Reardon is the Executive Director of the Illinois Supreme Court Commission on Professionalism. She was promoted to that post after serving from August 2006 through July 2009 as Deputy Director. Prior to joining the Commission, Jayne served as counsel to the Review Board of the Attorney Registration and Disciplinary Commission and had an active litigation practice with the law firms of Wildman, Harold, Allen & Dixon and Kelley Drye & Warren.



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Summary of *Chicago Daily Law Bulletin* article from February 11, 2010

By Ebony R. Huddleston, Esq.

The *Chicago Daily Law Bulletin* recently published an article on February 11, 2010 which focused on the diversity pipeline as an avenue of increasing diversity in the legal profession. Highlighting the well-known fact that there are still disproportionately fewer minorities in the law, the lack of the pipeline is cited as a contributory factor. In my opinion, in order to effectively increase diversity, the pipeline should begin in grade school and continue through employment in the legal profession. Although certain life challenges are seen as barriers to entry into the legal profession for people of color, unfortunately, this trend will continue as long as there is an educational disparity in economically disadvantaged areas. Rory Dean Smith of The John Marshall Law School points out that if the legal profession is not a representation of society, then it loses the trust of the people.

The pipeline project must emphasize the need for more primary and secondary programs which highlight the legal field in a positive way. One way to increase that visibility is by holding mock trials and debates in elementary and high schools to spur the interest of students. Offering programs like Street Law in schools teaches practical law to students. Law schools which partner with undergraduate institutions should be ap-

plauded for providing additional resources to students. For example, Chicago Kent has a Pre-Law Undergraduate Scholars (PLUS) summer program which is meant to encourage individuals from disadvantaged backgrounds to attend law school.

The Law School Admission Test can be a barrier to minority students. Some who are focused on outreach and planning like Rory Dean Smith recommend more emphasis on college GPA as a way to evaluate students for entry into law school. Notably, law schools are switching to merit based financial aid over need based financial aid. Obviously, this affects students who have not had the best opportunities earlier in life. Minority students who have worked diligently to improve their financial and economic situation may not have an academic transcript reflective of the type of "merit" law schools claim to look for on an application. Those talents and abilities that some minority students can contribute to the enhancement of the legal profession will not have the opportunity to be cultivated because the student is either denied admission to the law school, denied an adequate amount of financial aid or both.

The American Bar Association's recently released report on diversity, while short on numeric data, highlights that law is less di-

verse than most other professions and that diversity in law is undergoing an increasingly slowing progress. The ABA report also comments on an idea of diversity fatigue. According to the report, diversity fatigue occurs as inclusion grows far beyond just race and gender into other categories of individuals, and this is causing people resistant to embracing diversity to be less focused on diversity because of the overwhelming push to become diverse.

Diversity has been seen as being less profitable at law firms. David N. Yellen, dean of Loyola University Chicago School of Law is quoted in the article as saying that it is easier to be diverse during good economic times for law firms, but in hard times, it is hard to convince firms to hire lawyers with the same tools as their counterparts if their academic credentials do not match their peers. In this process, focus is continually being taken away from skills and characteristics not measured by academics. It may be hard for a law firm based on generating profit to justify seeking young, diverse talent and help that talent succeed. Nevertheless, I contend that those law firms which do not make the genuine commitment to mentor those attorneys, lose out by never harvesting the talents and abilities which can ultimately enhance the firm's profits. ■

Mangum's experience running for the ISBA Assembly

Jameika Williams Mangum, an Assistant State's Attorney in McHenry County, will represent the 22nd Judicial Circuit in the Illinois State Bar Association Assembly beginning in June 2010. Mangum studied Communication at the University of Southern California in Los Angeles. Upon graduation, Mangum went on to obtain a Juris Doctorate Degree from Whittier Law School.

In the weeks leading up to the filing deadline (February 16, 2010), Mangum scrambled around the Woodstock Square obtaining signatures from local ISBA members. "It was a bit challenging because the majority of my day is spent inside of a courtroom, and I did not want to approach attorneys in a courtroom with my petition. Can you imagine the conversation, 'I think your client needs jail

time, but can you please sign my petition for Assembly,'" says Mangum. "I was literally running down Main Street near the square seeking out ISBA members," says Mangum. She obtained a little more than the required 10 signatures for her petition. There were no additional filings for the 22nd Judicial Circuit.

Mangum is excited about serving on the ISBA Assembly. "I'm looking forward to my first meeting in June, and meeting more Assembly members," says Mangum. Mangum joined the ISBA in 2007, and enjoys being an active member. "I have met so many great people in the ISBA, and I consider some of them to be my lifelong mentors," says Mangum.

Mangum is the first in her family to attend college and law school. In fifth grade, Man-

gum explained in a journal how she would go on to become a lawyer someday. "I'm not sure if my teacher believed me, but I have always been determined to achieve my goals. The only lawyers that I had ever seen were on television. I admired Clair Huxtable ("The Cosby Show") and her ability to be a successful attorney, while balancing work and family obligations," says Mangum.

Mangum is a former Law Clerk for the Los Angeles County District Attorney's Office. Prior to joining the McHenry County State's Attorney's Office, Mangum worked as an Assistant District Attorney for the State of New Mexico. Mangum was appointed to the Standing Committee on Racial and Ethnic Minorities and the Law and the Criminal Justice Section Council by President John O'Brien. ■

The groundbreaking Diversity Committee becomes an official Winnebago County Bar Association committee and will be accepting new members

By Susan K. Riege, J.D., L.L.M.

The Winnebago County Bar Association has a new committee. It is entitled the Diversity Committee. The committee's official purpose, as approved by the WCBA Board and proposed by the original group of local lawyers meeting to discuss diversity issues, is to help define the [Winnebago County Bar] Association's commitment to diversity and to recommend and help implement steps toward achieving that commitment. The committee is actively seeking additional members. Among the items on the committee's agenda will be the formulation of initiatives to reach out to minority members of the local bar and encourage a more diverse group of students to become lawyers.

Regular readers of *The Lawyer* may recall that the Honorable Eugene Doherty wrote an article for the October, 2009 issue entitled, "Pondering Diversity." In that article, he discussed how a group of local lawyers had been meeting for several months to ponder the complex issue of diversity in the legal profession and work toward increasing the diversity of the bench and the bar locally. Members of that original committee included members of the judiciary, faculty members of Northern Illinois University Law School, and local attorneys interested in increasing the diversity of bar membership. Eventually, the group decided that the committee's goals would be better served if the committee were made an official committee of the Winnebago County Bar Association. Then committee chair, the Honorable Eugene Doherty, proposed to current Winnebago County Bar Association President Kim Casey that the Diversity Committee become a Winnebago County Bar Association Committee. Ultimately, the Winnebago County Bar Association Board voted to approve the committee's formation in April, 2010 after the originating seed committee approved a formal purpose for the proposed WCBA Diversity Committee.

Among the original committee's achievements were successfully petitioning the Winnebago County Bar Association to waive its membership fees for attorneys in their first year of practice and reduce membership fees for second-year members to \$50. The originating committee also urged the bar asso-



Members of the newly formed Winnebago County Bar Association Diversity Committee and Rockford Association for Minority Management (RAMM)-sponsored youth interested in becoming lawyers pause for a photo after enjoying a combination pizza dinner/information session about careers in law held at the Capri Restaurant in downtown Rockford on May 1, 2010. The event was sponsored by Seventeenth Circuit Associate Judge Patrick Yarbrough. WCBA Diversity Committee Chairwoman Barbara Huffman was the co-host.



Winnebago County Bar Association Diversity Committee Chairwoman Barbara Huffman chats amicably with attendees of the pizza dinner/information session about becoming a lawyer.

ciation to make a special effort to encourage minority and public interest law lawyers to attend bar association social functions. They also engaged in many hours of frank discussion about the complex issues surrounding

the topic of diversity in the legal profession. The original members of the committee were instrumental in encouraging their firms to adapt more diversity-encouraging recruitment efforts. In one of their last acts

before becoming a WCBA committee, the members of the original diversity committee also nominated Tamika Walker, a young, minority lawyer who was an active member of the group, to be officially nominated for appointment as an ISBA Diversity Leadership Institute-sponsored Leadership Fellow. The goal of the Leadership Institute is to increase the diversity of membership in the ranks of Illinois State Bar Association committees and leadership.

The WCBA Diversity Committee promises to be an action-oriented committee. Just recently, on May 1, 2010, Assistant Circuit Judge Patrick Yarbrough, a longstanding member of the original diversity group and a member of the newly formed WCBA Diversity Committee, took the initiative of sponsoring and co-hosting, a pizza dinner/legal career information session at the Capri restaurant in Rockford, with several minority students sponsored by RAMM who'd expressed interest in a legal career. Each student was given an ISBA-prepared pamphlet on how to become a lawyer. The four Diversity Committee members in attendance, including myself, each described their paths to a legal career to the students and fielded questions from the students about the practice of law and the academic preparation for law school. The students had numerous good questions about the practice of law.

The Diversity Committee's new chairperson will be Barbara Huffman, who's already answered the call to duty by chairing the most recent meeting of the committee members and co-hosting/organizing the Assistant Circuit Judge Yarbrough's above-described pizza dinner for minority students interested in becoming lawyers. Ms. Huffman, who is also active in the Illinois State Bar Association's Diversity Committee, has been active in local efforts to foster diversity in the bar through mentoring minority students and helping them prepare to enter the legal profession.

Membership in Winnebago County Bar Association committees like the Diversity Committee is not limited to bar association members. Hence, other interested parties can join. Some members of the original committee of attorneys discussing diversity issues will continue to be members of the new WCBA Diversity Committee, thus giving it continuity. However, there will be plenty of opportunities for new members to play an active role in the committee's work.

The Diversity Committee will have considerable work to do in promoting diversity in


the legal profession. There is ample evidence that there is a much lower level of diversity, broadly defined, among lawyers than among the population at large. This is, as many members of the legal profession across the country have concluded, somewhat troubling, because, in contrast, there is no shortage of minorities seeking legal help. Also, increasingly, American society has moved to embrace the call to greater diversity in the professions. Some of the original committee's members, including NIU Law Professor David Taylor, have studied the dynamics of increasing the diversity of the legal profession in considerable depth.


Increasing the diversity of the bar and the judiciary is currently a topic of much debate in the ranks of bar associations nationwide. Numerous articles have also been

written and statistical analyses done on the topic. Considerable evidence seems to point towards the conclusion that significantly greater diversity in the legal profession can be achieved but will not happen in the near future unless law schools and members of the bar and judiciary make a consistent effort to recruit and sustain the professional aspirations of would-be and entry-level minority group lawyers.

All those who would like to help the Winnebago County Bar Association define, and act out its commitment to achieving greater diversity in the legal profession and judiciary are invited to join the newly formed Winnebago County Bar Association Diversity Committee during the coming membership year. ■

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July

Tuesday, 7/6/10- Teleseminar. Like-Kind Exchange of Business and Business Internals. 12-1.

Thursday, 7/8/10- Webinar—Conducting Legal Research on FastCase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/906864752>>. 12-1.

Friday, 7/9/10- Teleseminar—LIVE REPLAY: Ethics in Negotiations. 12-1.

Tuesday, 7/13/10- Teleseminar—Business Torts, Part 1. 12-1.

Wednesday, 7/14/10- Teleseminar—Business Torts, Part 2. 12-1.

Thursday, 7/15/10- Teleseminar—LIVE REPLAY: Reading Financial Statements for Lawyers, Part 1. 12-1.

Friday, 7/16/10- Teleseminar—LIVE REPLAY: Reading Financial Statements for Lawyers, Part 2. 12-1.

Tuesday, 7/20/10- Webcast—Key Issues in Local Government Law: Conflicts in Your Practice. Presented by the ISBA Local Government Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5251>>. 12-1.

Thursday, 7/22/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at <<https://www1.gotomeeting.com/register/403171688>>. 12-1.

Thursday, 7/22/10- Teleseminar—Construction Contracts. 12-1.

Friday, 7/23/10- Teleseminar—LIVE REPLAY: Ethics in Digital Communications. 12-1.

Tuesday, 7/27/10- Teleseminar—Goodwill in Business Transactions. 12-1.

Thursday, 7/29/10- Webcast—Resolving Financial Issues in Family Law Cases. Presented by the ISBA Family Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5253>>. 12-1.

Friday, 7/30/10- Teleseminar—LIVE REPLAY: Transfer Taxes in M&A/ Business Transactions. 12-1.

August

Tuesday, 8/3/10- Teleseminar—Buy/Sell Arrangements in LLCs. 12-1.

Thursday, 8/5/10- Webcast—Administrative Adjudication: Administrative Hearings- Presenting Effectively. Presented by the ISBA Administrative Law Section. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5254>>. 12-1.

Friday, 8/6/10- Teleseminar—LIVE REPLAY: Choice of Entity for Service Businesses, Including Law Firms. 12-1.

Tuesday, 8/10/10- Teleseminar—Estate Planning for Non-Traditional Families, Part 1. 12-1.

Wednesday, 8/11/10- Teleseminar—Estate Planning for Non-Traditional Families, Part 2. 12-1.

Thursday, 8/12/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

Friday, 8/13/10- Teleseminar—LIVE REPLAY: Compensation & Other Technique for Getting Money Out of a Business. 12-1.

Tuesday, 8/17/10- Webinar—Continuing Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 8/17/10- Teleseminar—Property Tax Issues in Real Estate. 12-1.

Thursday, 8/19/10- Teleseminar—LIVE REPLAY_ Buying Distressed Businesses: "Loan to Own" & Other Strategies Part 1. 12-1

Friday, 8/20/10- Teleseminar—LIVE REPLAY: Buying Distressed Businesses: "Loan to Own" & Other Strategies Part 1. 12-1

Tuesday, 8/24/10- Teleseminar—Employees v. Independent Contractors: Employment & Tax Implications. 12-1.

Thursday, 8/26/10- Teleseminar—LIVE REPLAY: Estate Planning for Educational Expenses. 12-1.

Tuesday, 8/31/10- Teleseminar—Tax Pitfalls and Opportunities in Real Estate Workouts. 12-1.

September

Wednesday, 9/1/10- Teleseminar—Selection and Use of Expert Witnesses. 12-1.

Wednesday, 9/8/10- Teleseminar—Health Care & Estate Planning: Vital Issues at Each State of Planning Process. 12-1.

Thursday, 9/9/10- Teleseminar—LIVE REPLAY: Art of the Equity Deal for Startup and Growth Companies. 12-1.

Friday, 9/10/10- Teleseminar—LIVE REPLAY: Art of the Equity Deal for Middle Market Companies. 12-1.

Friday, 9/10/10- Webinar—Advanced Legal Research on Fastcase. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 9/14/10- Teleseminar—Choice of Entity/Form for Nonprofits. 12-1.

Tuesday, 9/14/10- Webinar—Continuing Legal Research on Fastcase—Presented by the Illinois State Bar Association. 12-1.

Thursday, 9/16/10- Chicago, Chicago History Museum—GAIN THE EDGE!® Negotiation Strategies for Lawyers. Master Series Presented by the Illinois State Bar Association. 8:30-4:00.

Thursday, 9/16/10- Live Webcast—GAIN THE EDGE!® Negotiation Strategies for Lawyers. Master Series Presented by the Illinois State Bar Association. 8:30-4:00. ■

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