

2016 Annual Report

Division/Section/Committee Title: The Committee on Diversity in the Legal Profession

Date: December 28, 2016

Chair/Co-chairs: Denise M. Chanez & Leon Howard

Activities Undertaken Since Last Report:

1. General Membership Meetings: February 23, 2016, May 23, 2016, August 1, 2016, November 4, 2016
2. Established Bar Exam Coaching Program in response to low bar passage rate for women and applicants of color. The program pairs volunteer attorney coaches with bar exam applicants to provide support and accountability for the students.
3. Increased efforts in reaching out to potential employers for Arturo Jaramillo Clerkship Program
4. Presented full-day CLE titled "Second Annual Symposium on Diversity and Inclusion: Employment, Affirmative Action, Unconscious Bias, Cultural Sensitivity and Women in the Courtroom"
5. Presented one hour CLE titled "Implicit Bias 101 and How to Address It" at the 2016 State Bar Annual Meeting
6. Submitted materials on unconscious bias and cultural competency to Bridge the Gap Mentorship Program for use by mentors and mentees in its curriculum during upcoming mentorship year;
7. Working with Bridge the Gap program to develop a "learning objective" on unconscious bias/cultural competency for use by mentors and mentees.
8. Prepared interim report on status of diversity in the legal profession.

Ongoing Activities:

1. Art Jaramillo Clerkship Program 25th Anniversary Celebration to be held on January 14, 2017;
2. Arturo Jaramillo Clerkship Program Sub-committee preparing for application process and upcoming summer clerkships;
3. Planning next CLE to be conducted in April 2017
4. Assist and support efforts for compensation survey to be conducted by State Bar in the near future;
5. Continue to work with Board of Bar Examiners, UNM School of Law and other stakeholders to address disparities on bar exam;
6. Continue to foster collaboration among bar organizations and other legal groups on diversity initiatives.

Issues Requiring Board of Bar Commissioner Action: (Provide supplemental materials when applicable.)

Not applicable.

STATE BAR OF NEW MEXICO
COMMITTEE ON WOMEN AND THE LEGAL PROFESSION
2016 ANNUAL REPORT

Division/Section/Committee Title: Committee on Women and the Legal Profession

Date: December 28, 2016

Chair/Co-Chairs: Zoe E. Lees and Laura Castille

Activities Undertaken Since Last Report: During the period covered by this Report, the Committee on Women and the Legal Profession (the "Committee") held regular meetings every other month on January 19, March 15, May 17, July 19, September 20 and November 15, 2016.

The Committee also completed the following activities since submitting last year's annual report:

1. The Committee created a LinkedIn page for the Committee after attending a noon-time networking seminar entitled "How to Make the Most of your LinkedIn Account" in 2015. The Committee continues to maintain the account and add connections and pictures of committee events and activities.
2. The Committee previously joined the State Bar's Diversity Collaboration, which is designed to increase collaboration between diverse bar associations and diverse law student organizations in the hopes that we can support the achievement of one another's goals. Ann Washburn is the Committee's liaison to the Diversity Collaborative. The Committee co-sponsored a CLE with the Diversity Collaboration on topics involving subconscious bias on juries, women and the law in March 2016. The CLE was well attended.
3. The Committee organized a lunch hour seminar entitled #Lawmom, held on October 19, 2016, at the Hispano Chamber of Commerce. The seminar featured a panel of law moms who have children of varying ages. The panel discussed their experiences in balancing a legal career with being a parent. The luncheon was well attended and attendees expressed a desire to have a series of luncheon to continue the discussion. The Committee plans to host another law mom luncheon in 2017.
4. The Committee hosted a reception to honor Rosemary Traub who was selected to receive the Pamela Minzner Award for her work as an advocate for victims of domestic violence. The reception was well attended.
5. The Committee hosted a plenary session at the State Bar Convention titled "NM Women in Robes." The session was particularly pertinent with Ruth Bader Ginsburg as the keynote. The panel discussed the issues which brought about the formation of our Committee and the work that still needs to be done. The session was well attended and well received. The Committee plans to continue to work with the Justices on next steps for the Committee's work based on the original goals of the Committee.
6. The Committee hosted a Morning Mingle at the State Bar following the plenary session. This was an excellent opportunity for members of the Bar to interact with the Justices after the session and was well attended.

7. The Committee had notecards printed and sent a hand-written note to each new member of the Bar welcoming them to New Mexico and the practice of law. The YLD co-sponsored this activity by paying for postage on the cards. We hope to do this activity annually. We also hope this personal touch will help us to recruit new members to our Committee.
8. The Committee was given permission to have a permanent Pamela Minzner award housed at the Court of Appeals. The award will sit on a pedestal underneath the portrait of Justice Minzner in the front lobby of the building named for her. The pedestal will have the names of all of the award winners on it, as well as the award itself. We are excited about this opportunity to publicly honor Justice Minzner and the award recipients in this way.

Ongoing Activities: The Committee continued several ongoing activities:

- A. **Domestic Violence Assistance Cards.** The Committee continues to update, print and distribute its domestic violence assistance cards statewide, which provide information on how to access domestic violence resources for people in crisis across the state. The Committee is working with Equal Access to Justice to make sure the resources on the cards are updated for 2017.
- B. **Justice Pamela B. Minzner Outstanding Advocacy for Women Award.** The Committee will present the 2016 award to Rosemary Traub. This award recognizes an individual who has made an outstanding contribution to the legal profession in the past year by providing legal assistance to women who are under-represented or under-served or by advocating for causes that will ultimately benefit and/or further the rights of women.
- C. **Clothing Closet.** The Committee is the sponsor of a Professional Clothing Closet which has been available since the fall of 2010. The closet makes new and gently used professional attire available to members of the State Bar, law students, paralegals, and clients. These clothes are donations by attorneys and paralegals across the State. The clothes are currently housed at the West Law Firm and at the law school. The UNM Women's Law Caucus manages the clothing closet at the law school. Donations are received at the West firm. The UNM Women's Law Caucus monitors access and need at the law school location. The Committee decided to increase its efforts to make professional maternity wear and men's wear available. The closet will be moved in 2017 from the West Law Firm to the Modrall Law Firm now that their offices have been renovated.
- D. **Golf Networking.** The Committee organized a Golf Swing Clinic in April at Sandia Resort. The Committee reserved a regular tee time at Sandia Resort and encouraged women to come out and play during the fall. The Committee has been pleased with the response and plans to continue golf networking activities in 2017. The Committee hopes to coordinate more events for 2016 with the UNM School of Law Women's Golf Club.

- E. **Ask Pat Column.** The Committee continues periodically to publish the Ask Pat column in the New Mexico Bar Bulletin when topics come to the attention of the Committee. The column has been published periodically since 1997.

- F. **Law School Efforts.** The Committee continued its commitment to serving the needs of law students. The Committee continues to have student members and new attorney members at Committee meetings.

Issues Requiring Board of Bar Commissioner Action:

- A. **Committee Budget:** The Board of Bar Commissioner's reviewed a Budget for the Committee from July through December 2016 at the Commissioner's July meeting. The Committee submitted a budget for 2017 to Joe Conte in September 2016, which has been approved, we believe. The budget contains extra funding for the 2017 year to allow the Committee to purchase a pedestal for the permanent Pamela Minzner Award to be housed underneath her portrait at the Court of Appeals.

**ETHICS ADVISORY COMMITTEE
2016 Annual Report**

Division/Section/Committee Title: Ethics Advisory Committee

Date: 12/15/2016

Chair/Co-chairs: James Reist and Julie Vargas

Activities Undertaken Since Last Report:

- Received and reviewed 18 new requests for ethics assistance;
- Completed all outstanding 2015 informal ethics opinions;
- Issued One Formal Opinion for publication in the Bar Bulletin in 2016 and another Formal Opinion which will be published in early 2017
- Held eleven monthly meetings in 2016;
- Assisted several members with ethics assistance outside of the formal requests;
- Attended the ABA Center for Professional Responsibility conference;
- Reviewed proposed revisions to the Rules of Professional Conduct and other rule issues brought to the attention of the committee;
- Committee presented an ethics CLE in December;

Ongoing Activities:

- Co-chairs contact members with immediate need requests;
- Regular meetings of the Committee;
- Email discussions in-between monthly meetings;
- Research and review of rules affecting lawyers ethics in New Mexico and Nationally.

Issues Requiring Board of Bar Commissioner Action: (Provide supplemental materials when applicable.)

- Request to continue to send two members of the committee to the ABA Center for Professional Responsibility Conference.

HISTORICAL COMMITTEE 2016 Annual Report

Division/Section/Committee Title: Historical Committee

Date: 12/31/2016

Chair/Co-chairs: Eric Jeffries and Fred Federici

Activities Undertaken Since Last Report:

- Naomi Sandweiss, a historian and author of *Jewish Albuquerque*, presented to an audience of almost 40 members on Jewish settlers in New Mexico. Ms. Sandweiss was paid a \$100 honorarium and received positive feedback from members.

Ongoing Activities:

- Co-chairs contact members with historical information;
- Email discussions periodically throughout the year.

Issues Requiring Board of Bar Commissioner Action: (Provide supplemental materials when applicable.)

- N/A

**Lawyers Professional Liability and Insurance Committee
2016 Annual Report**

Division/Section/Committee Title: Lawyers Professional Liability and Insurance Committee

Date: 12/15/2016

Chair/Co-chairs: Jeannie Hunt

Activities Undertaken Since Last Report:

- Held seven regular committee meetings and several sub-committee meetings regarding the malpractice data from the annual licensing form
- Continued participation in the UJI Civil Committee project for legal malpractice jury instructions;
- Met with the chair of the Disciplinary Board on areas of risk management;
- Met with former chair of the LPL&I Committee to review history of the malpractice data collection;
- Updated the minimum standards (Best Practices list) for publication as a monthly column in the Bar Bulletin; Publication started in October 2016 and will continue through 2017;
- Reviewed the collection of Malpractice Data and updated the Supreme Court on continued collection and the data results (letter attached);
- Updated white paper on “What Attorneys need to know about Professional Liability Insurance” which is sent to all new attorneys as a part of the State Bar welcome packet;
- Prepared and presented a legal malpractice CLE for the State Bar’s Annual Meeting; and
- Five committee members participated in the ABA national conference on legal malpractice in New Orleans.

Ongoing Activities:

- Received updated malpractice data from the 2016 licensing forms (see above);
- Regular meetings of the Committee;
- Research and review of cases and rules affecting lawyers malpractice and insurance in New Mexico and Nationally; and
- Review and updated information on committee webpage.

Issues Requiring Board of Bar Commissioner Action: (Provide supplemental materials when applicable.)

- Request to continue to send the chair to the ABA national malpractice meeting.

**LEGAL SERVICES AND PROGRAMS COMMITTEE
2016 Annual Report**

Division/Section/Committee Title: Legal Services and Programs Committee

Date: 12/31/2016

Chair/Co-chairs: Judge Frank Sedillo and Dina Afek

Activities Undertaken Since Last Report:

- LSAP continues to work with judicial districts and metro courts to develop Cyber Legal Fairs throughout the state. The Cyber Legal Fairs allow access to legal clinics by hosting the fair in Albuquerque and transmitting to citizens in rural areas of the state via Facetime. The Committee successfully hosted their largest Cyber Legal Fair, providing advice to 43 citizens located in Moriarty, Estancia, Mescalero, and Raton.

Ongoing Activities:

- The second annual Breaking Good Video Contest opened in late fall 2016. All New Mexico high school students, grade 9-12, are able to participate. This year's topic is "Who needs legal services and why are they important?" The Committee has received many inquiries from schools and continues to promote the Contest prior to the March 31, 2017 submission deadline.
- The Committee is preparing for the first Cyber Legal Fair, to be held on February 16, 2017 in Lordsburg, Reserve, and Cuba.

Issues Requiring Board of Bar Commissioner Action: (Provide supplemental materials when applicable.)

- N/A