



DIVERSITY MATTERS

The newsletter of the Illinois State Bar Association's Task Force on Diversity

Reflections of incoming President John E. Thies

In 1977, Carole Kamin Bellows was sworn in as the 101st president of the Illinois State Bar Association. Readers of this newsletter most certainly know that Carole (now Judge) Bellows is the ISBA's first woman president. Indeed, she was the first woman president of a state bar association in the United States. It is fair to say that a certain amount of the progress the ISBA has made in the area of diversity during the period since can be traced to Carole's presidency (or at least was inspired by what it represented). At a minimum, Carole has been a role model for many more than the two women presidents who have followed her (Cheryl Niro and Irene F. Bahr) and president-elect, Paula H. Holderman.

Another "first" of significance perhaps only to me is that Carole Bellows is the first ISBA president I knew well—I met her in my parents' living room as a teenager who never imagined that 35 years later, I would follow in her footsteps. The



ISBA President John E. Thies

Bellows family occasionally broke bread with our family back in the 70s—a time when Carole and my father (Richard Thies) served together on the ISBA Board of Governors, and the children of the

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Diversity is both seen and unseen

By William T. Eveland, Chair, ISBA Diversity Leadership Council

For the past year, I have had the honor of serving as Chair of the ISBA's Diversity Leadership Council. The Council is comprised of the ISBA's Standing Committees on Disability Law, Diversity Pipeline, Racial and Ethnic Minorities and the Law, Sexual Orientation and Gender Identity, and Women and the Law, as well as the ISBA's Sections for Human Rights, and International and Immigration Law.

As Chair of the Council, I had the privilege of speaking about the ISBA's diversity initiatives at the officers' breakfast at the 2011 annual meeting. During my presentation, we discussed the Illinois Law and Leadership Institute, which is a new summer enrichment program for students entering the 9th grade. The program is designed to increase academic aspirations by exposing students to in-

teresting aspects of the law and introducing them to a variety of careers in the legal field. We also discussed the ISBA's Diversity Leadership Fellows program, which was instituted in 2010 to increase diversity in the membership of ISBA section councils, committees, and other leadership programs, to educate young lawyers about the work, structure and policies of the ISBA, and to ultimately develop a diverse group of future leaders of the organization.



William Eveland

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Reflections of incoming President John E. Thies

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two families overlapped in age. During those years, I was aware of her office, but less so of the significance of her presidency within the history of our Association. I appreciate this so much more today.

On the commencement of my ISBA presidency, I want to congratulate Carole Bellows and all of the other ISBA trailblazers who have done so much to make our Association more reflective of the profession. By the way, this list most certainly includes my father, who—when he was ISBA president in 1986-1987—created a Special Committee on Women and Minority Participation (n/k/a the Standing Committee on Racial and Ethnic Minorities and the Law). He also made a concerted effort to diversify our standing committees and section councils (as all our leaders now do).

Other important milestones for our Association over the last 35 years in the area of inclusiveness have included the creation and work of: Task Forces on Gender Bias in the Courts, and Diversity; Standing Committees on Women and the Law, Disability Law, Sexual Orientation and Gender Identity; Section Councils

on Human Rights, International Law and Immigration; the Diversity Leadership Council; the Diversity Pipeline; and, the Law and Leadership Institute. We have also developed the Diversity Leadership Award and the Diversity Fellows Program, and sponsored diversity related Continuing Legal Education seminars. Most recently, we created two “at large” positions on our Board of Governors to allow our president-elects to select (with the advice and consent of the Board) individuals who—for two-year terms—will help the board better reflect our membership. This is just to name a few of the initiatives and activities showing the ISBA’s leadership in the area of inclusiveness (and there are numerous others)!

Despite this history, we should not rest on the past achievements of our Association – but rather, see them as a solid foundation for further introspection and a continued discussion as to what it means to be an equal opportunity profession within the context of the preservation of its core values and ethical standards. First and foremost, it is these values and standards that need to be embraced.

As our profession faces the challenges of our day—and there are many, let us always see the benefits of inclusiveness through the lens of lawyers and judges seeking to advance the administration of justice and the rule of law, always upholding the highest standards of ethics, competence and commitment to client service. Alone, inclusiveness doesn’t guarantee that we will meet these paramount standards, but it is a very important part in the process of doing so.

I salute our past leaders who—like Carole Bellows—had vision about the great things we could become—*together*. For those of us who have the honor of being leaders of our Association today—especially the members of our Board of Governors, Assembly, Standing Committees, Section Councils and other committees, we should redouble our efforts to jealously guard our independence and commitment to professionalism. We should also do this within the context of inclusiveness. ■

Mr. Thies may be reached at jthies@webberthies.com.

Diversity is both seen and unseen

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And we applauded the proposal to create two additional seats on the ISBA’s Board of Governors to be filled by members reflecting under-represented groups, which was ultimately approved by the Assembly.

At the conclusion of my presentation at the officers’ breakfast, I was approached by a group of attorneys. The attorneys expressed their gratitude that the ISBA valued diversity so much that it made diversity a cornerstone of officers’ training. The attorneys also applauded the ISBA’s vast diversity-related initiatives and the innovative approaches the organization has undertaken to create a more inclusive environment. I was honored to be the “face” of diversity that day for the ISBA.

However, at the conclusion of my conversation with the group of attorneys that day, one attorney asked me “why in the world” the ISBA would choose a white male to chair the Diversity Leadership Council. I paused, and then responded that although I may be a white male, I am also an openly gay white male.

The attorney smiled and wished me well

during my term of office. Whether it was an awkward smile of uncomfortability or embarrassment, a smile of relief that the ISBA had in fact selected a member of an under-represented group to serve as Chair of the Council, or some other smile, I will never know. But the moment has stuck with me.

That exchange is a reminder that diversity is both seen and unseen. As we strive to create a more inclusive profession, we need to be mindful that we cannot always see diversity. For instance, we may see a “female” attorney, but we do not know whether the attorney has had gender reassignment surgery. Or we may see a “white” attorney, but we do not know whether the attorney is an African-American born with the recessive trait of albinism. And we may see an attorney who otherwise appears to not be “disabled,” but is subject to the Americans with Disabilities Act because the attorney has HIV, suffers from depression, or is battling cancer.

Diversity is all around us. It encompasses everything from gender to gender identity,

from race and ethnicity to skin color and background, from religion and faith to agnosticism and atheism, from known disabilities to unknown disabilities, and from heterosexuals to homosexuals. The list is endless. And that is why we all—in my opinion—are members of the ISBA’s Diversity Leadership Council. The Council may be composed of certain committees and section councils, and you may or may not serve on one of those committees and section councils, but you are furthering the ISBA’s diversity initiatives by just being you. And, in turn, we all are impacted by the Council’s work.

Diversity is that which is seen, and that which is not seen. And so to all my diverse brothers and sisters of the law—and that means all of you—thank you for furthering the ISBA’s diversity initiatives and for the privilege of serving you as Chair of the Diversity Leadership Council for the past year. ■

Mr. Eveland may be reached at wteveland@arnstein.com.

Diversity Leadership Fellows Program continues to identify future ISBA leaders

By Annemarie E. Kill, Avery Camerlingo Kill, LLC

The ISBA's Diversity Leadership Fellows program just completed its second full year and has been making strides in increasing diversity in the ISBA's section councils and committees. The program continues to identify diverse future leaders and provides them with the opportunity to find their niche within the ISBA—hopefully paving the way to future leadership roles.

The nomination process is a relatively simple process designed to identify diverse candidates who have the potential for leadership within the ISBA. The process begins in approximately February of each year at which time nominations are accepted for the following year's class of Diversity Fellows. Though self-nominations are encouraged, most nominations are made by other attorneys who recognize leadership potential in a nominee. Nominations require only the identification of the nominee, place of employment, type of practice, year of admission, and a brief description of the nominee's leadership potential. Nominators also are asked to include information about how the nominee would add to the diversity of the ISBA. The incoming ISBA President-Elect then selects between five and ten of the nominees as the following year's class of Diversity Fellows. Each Diversity Fellow then has a three-year term during which they serve on an ISBA section council or committee.

One of the benefits of serving as a Diversity Fellow is complimentary membership in the ISBA for all three years of the fellowship. Each Fellow is also paired with a Diversity Leadership Council mentor. These mentors are ISBA members who have served on the ISBA's Diversity Leadership Council ("DLC") and who have also held various leadership roles in ISBA section councils or committees. Once a Fellow is selected, his or her DLC mentor will begin to familiarize the Fellow with the ISBA, particularly its general structure and membership.

Since a very significant part of the ISBA work is undertaken by our section councils and committees, each Fellow is later assigned to a section council or committee which best reflects his or her interests. Like any other section council or committee member, Diversity Fellows are expected to regularly attend meetings, contribute to continuing

legal education programming, actively participate in other programs and projects, and regularly contribute to newsletters.

Last October, the DLC held an initial orientation for the Fellows which included a luncheon, a general discussion about the ISBA and the Fellows program, panel discussions on specific topics, question and answer sessions, and an opportunity to meet and socialize with their DLC mentors and other Diversity Fellows. Additionally, the orientation was held in conjunction with a DLC meeting so that the Diversity Fellows were able to participate in an ISBA section council meeting. This was an excellent opportunity to learn about the incoming Class and provide them with a good foundation for their next three years.

The ISBA Midyear meeting held in December, 2011, also provided special opportunities for the Diversity Fellows. There was a second orientation luncheon focused on leadership. The Fellows were fortunate to hear from top ISBA leaders including President John Locallo, President-Elect John Thies, Second Vice-President Paula Holderman, Third Vice-President Richard Felice, and candidate for Third Vice-President Umberto Davi. During such a busy weekend, the Fellows greatly appreciated each leader who made the time to participate in the Fellows' luncheon. The Fellows were also guests of the ISBA at the ISBA/Illinois Judges Association luncheon, and many stayed to observe the ISBA Assembly meeting and learn about the role of the Assembly, the policy-making body of the ISBA.

We congratulate and thank the Fellows, and we look forward to their continued success within the ISBA. If you know of an outstanding attorney who has leadership potential who would add to the diversity of the ISBA, please consider nominating him or her for the Diversity Fellows Class of 2013-2014. You may submit a nomination to Janet Sosin, Director of Bar Services, at jsosin@isba.org.

2010-2011 Class of Diversity Fellows

- Kimberly Foxx, Cook County State's Attorney's Office, Chicago
- Micah Hall, The Hall Firm, LLC, St. Louis
- Paula Lucas, Just the Beginning Foundation, Chicago
- Jameika Mangum, The Mangum Law

DIVERSITY MATTERS

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- Tamika Walker, Sreenan & Cain, PC, Rockford

2011-2012 Class of Diversity Fellows

- Beverly Allen, Land of Lincoln Legal Assistance, East St. Louis
- Tara Ori, Lake County State's Attorney's Office, Waukegan
- Cory White, Hafelein and White, LLC, Chicago
- Graciela Mata, Howard and Howard, PLLC, Peoria
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2012-2013 Class of Diversity Fellows

- Carla Allen, The Allen Law Firm, St. Louis
- Veronica Armouti, Sandberg Phoenix & von Gontard, Edwardsville
- Kim Chanbonpin, The John Marshall Law School, Chicago
- Junko Minami, Office of the Illinois Attorney General, Chicago
- Mehpara Suleman, Illinois Department of Revenue, Chicago
- Joslyn Anthony, St. Clair County State's Attorney, Belleville ■

The Judicial Intern Opportunity Program

By Tiffany W. Shimada

The Judicial Intern Opportunity Program (JIOP) places minority and financially disadvantaged law students with judges for summer internships. Now celebrating over 10 years of success, JIOP was established in response to a study released in February 2000, which reported that only 15 percent of all judicial clerkships are held by minorities—despite the fact that minorities make up 30 percent of the nation's population and 20 percent of the law student population. In JIOP's first five years, 325 students were placed with judges. The program has since placed over 1,400 diverse and financially disadvantaged law students with federal and state judges in major cities across the country, including Washington, D.C., Philadelphia, Miami, Seattle, Los Angeles, San Francisco Phoenix, Dallas, Houston, and throughout the state of Illinois. In 2011, more than 150 judges participated in the program and JIOP interns represented 82 different law schools. JIOP has become a key component of the ABA and Section of Litigation's initiatives to expand opportunities to minorities in the legal profession.

Background

The American Bar Association Section of Litigation took over administration of JIOP in 2002 from the Section of Antitrust Law. The Illinois program was the founding location for JIOP and is still the largest of the JIOP programs. JIOP participants are placed in both the Northern and Central Districts, the Circuit Court of Cook County and in many circuits throughout the state. In 2011, 44 participants were placed in Illinois federal and

state courts.

JIOP partners with the Illinois Judges Foundation, the Just the Beginning Foundation, other Sections of the ABA, many local and national bar associations along with law firms to make summer internships possible for diverse law students. Students may apply to the program after the first semester of their first year of law school. After completing a screening interview with attorney volunteers, recommended students are then forwarded on to participating judges for placement. All of the JIOP participants are selected by the end of April and most of the internships begin in May. In 2011, 750 students were interviewed for placement representing a 12% increase in the number of applications.

The internship consists of a full-time, minimum six-week summer position with a judge. Participants receive a \$1,500 award to conduct legal research and writing for state or federal judges. The internship allows participants to develop one-on-one working relationships with the judges and encourages them to consider seeking a judicial clerkship upon law school graduation.

JIOP's Mission

JIOP's mission is to provide opportunities to students who are members of racial and



Tiffany W. Shimada

ethnic groups that are traditionally underrepresented in the profession. The program also provides opportunities to students with disabilities, students who are economically disadvantaged and students who identify themselves as LGBT.


JIOP participants receive substantial benefits from the program. Most students credit the experience with helping them develop better problem solving, legal research and writing skills. JIOP participants also credit the program with helping them to better manage their workload and to better understand ethics issues that arise during the litigation process. The one-on-one exposure with judges and first-hand observations of the litigation process in the courtroom and behind the scenes give JIOP participants an experience unparalleled to any other summer legal experience. After their JIOP summer is completed, the majority of JIOP participants move on to summer internships or full-time positions in law firms or with federal or state governments. The JIOP experience in itself provides significant advantages and opens doors to even more legal opportunities.

JIOP alumni carry the success of the program forward. These alumni, who are now young lawyers, are accomplishing great things. Many serve as volunteers for the program and represent the future of the legal profession and the face of the courts—one of the original goals of the program. JIOP alumni further serve as interviewers and mentors for JIOP participants, offering a network of support in what has become a challenging environment in which to find legal job opportunities.

Looking Ahead

JIOP continues to grow, as more students and judges see the value of access to the judicial clerkship system for all law students, particularly minority and financially disadvantaged students. JIOP participants and alumni are giving back to their communities and staying active in the legal field to make it a better, more inclusive environment for all attorneys. JIOP is working tirelessly to promote its mission of fostering a more diverse environment in judicial clerkships. JIOP is currently strengthening its nationwide alumni base through social media, including LinkedIn and Facebook.

JIOP is always looking for volunteers to perform screening interviews for program applicants. Last year, the program had more than 700 applicants. Interviews are held where the student attends law school and are set up by the practicing attorney. Students tell JIOP that the screening interview is one of the most important parts of the program as it gives them an opportunity to meet with a practicing attorney. This is a great way for ISBA members to get involved with JIOP. Volunteers tell us that the experience is quite rewarding—reminding many of why they became lawyers. Please contact the ABA Section of Litigation to learn more about JIOP and to get involved. JIOP appreciates the continued support of the ISBA leadership and members and looks forward to creating with you a diverse and inclusive legal profession. Please visit JIOP's Web site at <www.ambar.org/jiop>. ■




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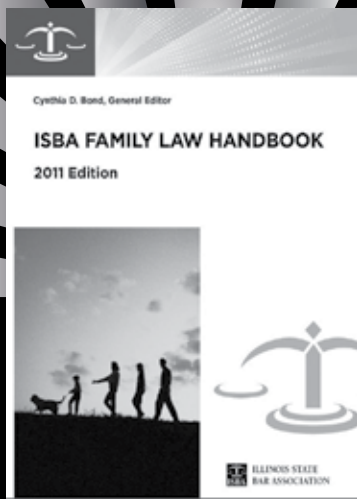


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Street Law's Legal Diversity Pipeline Program

By Charlotte Friar, Program Coordinator, Street Law, Inc.

This year Street Law, Inc., celebrated 40 years of providing accessible, engaging, and interactive programs to empower students and communities to become active, legally-savvy contributors to society. Street Law is a nonprofit organization headquartered in the Washington, D.C. area, whose classroom and community programs teach thousands of people about law, democracy, and human rights worldwide.

In Illinois, several companies and law firms participate in Street Law's Legal Diversity Pipeline programs. Allstate, Baxter International, Inc., Caterpillar Inc., the Chicago Association of Corporate Council (ACC) chapter, DLA Piper, Verizon, General Electric, Jenner & Block, and McDonald's Corporation are a part of this program. Street Law's national partners in this initiative are the Association of Corporate Counsel (ACC) and NALP (the National Association for Law Placement). The Diversity Pipeline Program brings legal departments, law firms, law schools and high school students together to promote greater diversity in the legal profession. "In addition to the team building, we also strive to diversify our department, so it's important for us to have diverse students as part of the pipeline" said Noni Ellison-Southall, senior counsel for Turner Broadcasting System, Inc. in Atlanta and a Street Law volunteer.

To achieve the objective, Street Law is focusing on strategies that will encourage minority students to enter the legal profession by providing students with role models, connections with legal professionals, and the opportunity to experience the work lawyers do. Volunteer legal professionals visit students' classrooms to teach basic legal concepts, and then host the students on a day-long field trip to their corporate headquarters or law firm.

When departments, firms and schools first decide to participate, Street Law staff trains volunteers to use Street Law's interactive teaching methods, and the organization works with volunteers to select fun and engaging activities. Then the volunteer lawyers and law students visit their partner classes to teach several substantive law lessons. The lessons are student-centered, interactive, and focus on encouraging students to develop and employ the types of analytical skills



Participating high school students attend a day-long field trip to the Chicago office of Jenner & Block. The field trip is the culminating event of Street Law's Diversity Pipeline Programs and features interactive workshops and mock legal proceedings

that lawyers need.

The highlight of the program—for both volunteers and students—is a day-long field trip with workshops that have included mock contract negotiations, legislative hearings, moot court arguments, and school board hearings. Some program sites also offer opportunities for teens to further their interest and understanding of the law profession by providing opportunities for students to shadow a lawyer or tour a nearby law school. Other volunteers have helped students with their college applications and some of the sponsoring firms and companies provide scholarship assistance.

The program has been extremely successful and has grown nationally. More than 45 corporations and ACC chapters, as well as nine national law firms and six law schools, currently participate in the Diversity Pipeline Programs. Collectively over 800 volunteers at these companies, firms, and law schools reach more than 3,000 students per year. In Chicago, legal departments, law schools and firms are working with 400 students each year. In Peoria, Caterpillar law department staff work with nearly 200 students each year. From the feedback Street Law receives, these schools and businesses find the program a wonderful way to build stronger rela-

tionships with their employees and students, their community, and ultimately—down the road—increase the richness and diversity of the legal profession.

Street Law and its corporate and law firm partners have also developed engaging practical law programs for teens aging out of the foster care system and for community college students. Information about all Street Law programs is available on its website, www.streetlaw.org. ■

Ms. Friar may be reached at cfriar@streetlaw.org.



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Obama supports same-sex marriage in May 9th interview

Editor's Note: On May 9, 2012, ABC News' Robin Roberts interviewed President Obama and during that interview he stated for the first time that he now supports same-sex marriage. Below is a small portion of that history making interview and his thoughts on equal rights and related legal issues.

ROBIN ROBERTS: Good to see you, as always—

PRESIDENT OBAMA: Good to see you, Robin.

ROBIN ROBERTS: Mr. President. Thank you for this opportunity to talk to you about— various issues. And it's been quite a week and it's only Wednesday.

PRESIDENT OBAMA: That's typical of my week.

ROBIN ROBERTS: I'm sure it is. One of the hot button issues because of things that have been said by members of your administration, same-sex marriage. In fact, your press secretary yesterday said he would leave it to you to discuss your personal views on that. So Mr. President, are you still opposed to same-sex marriage?

PRESIDENT OBAMA: Well— you know, I have to tell you, as I've said, I've—I've been going through an evolution on this issue. I've always been adamant that— gay and lesbian—Americans should be treated fairly and equally. And that's why in addition to everything we've done in this administration, rolling back Don't Ask, Don't Tell—so that—you know, outstanding Americans can serve our country. Whether it's no longer defending the Defense Against Marriage Act, which— tried to federalize—what is historically been state law.

I've stood on the side of broader equality for—the L.G.B.T. community. And I had hesitated on gay marriage—in part, because I thought civil unions would be sufficient. That that was something that would give people hospital visitation rights and—other—elements that we take for granted. And—I was sensitive to the fact that—for a lot of people, you know, the—the word marriage was

something that evokes very powerful traditions, religious beliefs, and so forth.

But I have to tell you that over the course of—several years, as I talk to friends and family and neighbors. When I think about—members of my own staff who are incredibly committed, in monogamous relationships, same-sex relationships, who are raising kids together. When I think about—those soldiers or airmen or marines or—sailors who are out there fighting on my behalf—and yet, feel constrained, even now that Don't Ask, Don't Tell is gone, because—they're not able to—commit themselves in a marriage.

At a certain point, I've just concluded that—for me personally, it is important for me to go ahead and affirm that—I think same-sex couples should be able to get married. Now—I have to tell you that part of my hesitation on this has also been I didn't want to nationalize the issue. There's a tendency when I weigh in to think suddenly it becomes political and it becomes polarized.

And what you're seeing is, I think, states working through this issue—in fits and starts, all across the country. Different communities are arriving at different conclusions, at different times. And I think that's a healthy process and a healthy debate. And I continue to believe that this is an issue that is gonna be worked out at

the local level, because historically, this has not been a federal issue, what's recognized as a marriage.

ROBIN ROBERTS: Well, Mr. President, it's—it's not being worked out on the state level. We saw that Tuesday in North Carolina, the 30th state to announce its ban on gay marriage.

PRESIDENT OBAMA: Well— well— well, what I'm saying is is that different states are coming to different conclusions. But this debate is taking place— at a local level. And I think the whole country is evolving and changing. And— you know, one of the things that I'd like to see is— that a conversation continue in a respectful way. I think it's important to recognize that— folks— who— feel very strongly that marriage should be defined narrowly as— between a man and a woman— many of them are not coming at it from a mean-spirited perspective. They're coming at it because they care about families. And— they— they have a different understanding, in terms of— you know, what the word "marriage" should mean. And I— a bunch of 'em are friends of mine— you know, pastors and— you know, people who— I deeply respect. ■

The transcript of the entire interview is available at <<http://abcnews.go.com/WN/>>.

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ISBA invests in the Pipeline

By Andrew Fox, Chair of the ISBA Diversity Pipeline Committee, Co-chair Law & Leadership Steering Committee

Next time you are in a courtroom waiting for your case to be called, look around and ask yourself how many “diverse” attorneys you see. Then reflect on how many of the judges you appear before in a given week are diverse. And when you think of diversity – expand your vision to include a broader definition than perhaps traditionally attributed to diversity – to include not only the broad categories of women and minorities, but also people with disabilities, sexual orientation and gender identity .

The question presented: is the ISBA truly committed to diversity in the legal profession? If you are an ISBA member, the answer is yes. Next question: Are you working to help diversify the legal profession? Answer is yes, you can be by joining us in the Law & Leadership Institute. The ISBA has demonstrated

its commitment to diversifying the legal profession by creating the LLI and now supporting the second annual Law and Leadership Institute. The three-week pipeline program will have summer teams/programs/camps in Chicago and at SIU Carbondale. The ISBA has now partnered with the Just the Beginning Foundation who has a proven track record of success in pipeline activities youth law and leadership programs.

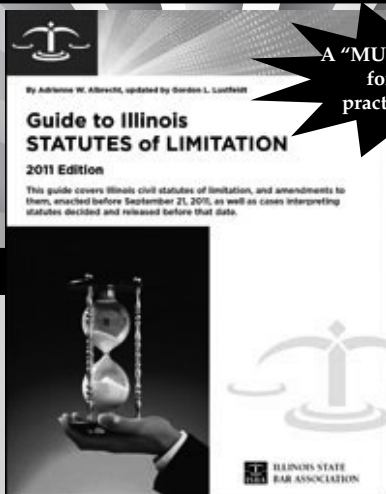
Imagine diverse freshman and sophomore high school students preparing for mock trial arguments, taking lecture notes from distinguished professors, lawyers and judges, visiting local law firms to talk with lawyers about their legal practice, and to meet with criminal and civil judges in their courtrooms. And, of course, the list of judges volunteering to participate grows every day

as we get the word out to the community. We are even working on an elected officials and leaders tour for our Chicago program.

I am proud to be a member of a wonderful team of ISBA lawyers and judges investing directly in the future of the legal profession in Illinois. I hope I can count on you to join our effort through your financial support and/or volunteering your time to this remarkable ISBA undertaking. For more information, visit the ISBA site at <<http://www.isba.org/law-and-leadershipprogram>> or JTBF at <http://jtbtf.org/index.php?submenu=ChicagoSLI&rc=gendocs&ref=ChicagoSLI&category=Summer_Legal_Institute> where you will find specifics about the program and available volunteer opportunities.

Thank you for your commitment to the legal profession. ■

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E. Lynn Grayson wins Diversity Leadership Award

In recognition of her long-standing, continuing and exceptional commitment to the critical importance of diversity within the Illinois legal community, its judiciary and the Illinois State Bar Association, E. Lynn Grayson is the 2012 winner of the ISBA Diversity Leadership Award. The ISBA Standing Committee on Women & the Law proudly nominated Lynn for the award.

The nomination, written by Nikki Carrion and Letitia Spunar-Sheats, notes that Lynn exemplifies the ideals of the award. "Lynn has raised awareness of the importance of diversity in her professional endeavors and has made a significant contribution to the advancement of diversity within the Illinois legal community. Lynn has and continues to demonstrate a strong and unwavering commitment to these ideals.

"As a partner at the law firm of Jenner and Block, Lynn concentrates in environmental law. Her professional accomplishments speak for themselves. [Some] highlights of her many achievements include being named to the 'Best Lawyers in America,' Illinois Super Lawyers, and one of the Top 10 Leading Business Lawyers in Illinois. *Lawdragon* magazine recently named Lynn to its 'New Stars, New Worlds' list of 500 attorneys who are 'carving the path to the new heights of the legal profession.' Though clearly outstanding in her field, it is not her legal record alone that makes her the ideal candidate for this award.

"Lynn is a leader in the area of diversity for attorneys. Lynn's steady vision of the legal profession—one where men and women of all races, religions and sexual orientations can practice in complete parity—makes her eminently qualified for this award. At a time when many choose to simply lament lack of equality in law firms, Lynn identifies the problems and works tirelessly to carve the path to equality in the workplace.

"Lynn's steadfast advocacy for diverse attorneys has led to improvements within the profession that will continue to yield results for decades. Diversity for attorneys, as well as diversity for law students, will benefit from the programs Lynn has helped to bring to fruition. Her trailblazing work as the inaugural chair of the Illinois State Bar Association's Task Force on Diversity shows her deep commitment to the diversity of the bar and

especially empowerment of women. The Task Force was initially established in 2007 to focus on efforts to further diversity within the ISBA and the legal profession. To that end, the president of the

ISBA appointed Lynn as the chairperson of the new task force in order to bring forth the vision for a more diversified legal profession. Lynn's vision of a diverse, coordinated state bar association led to many recommendations which were ultimately implemented within the ISBA. These recommendations included the Diversity Pipeline Initiative, which supports improved educational opportunities for diverse students and encourages them to enter the legal profession. Even after her time as chair of the task force, Lynn continued her work as a member of the Diversity Leadership Council, another outgrowth of the task force.

"At her law firm, Lynn is chair of Jenner and Block's Women's Forum, an organization dedicated to fostering professional, social and personal growth opportunities for all women attorneys. Lynn is also a member of the firm's diversity committee. Yet her commitment to advancing diversity in the profession goes significantly beyond the walls of Jenner and Block. Lynn was a founding member of the Chicago Coalition of Women's Initiatives in Law and was a member of its board from 2008 to 2011. Lynn was also the first recipient of the Chicago Bar Association's Alta May Hulett Award for her contributions to the advancement of women, and was awarded the Women's Bar Association of Illinois' Women with Vision Award in 2009. Truly, if there is an effort to bring attention to the advancement of diverse attorneys, Lynn's name is almost certain to emerge.

"E. Lynn Grayson has the vision to see the future of any group fortunate enough to have her as a member. She identifies and guides other diverse individuals to assume leadership roles to ensure that other diverse



E. Lynn Grayson

attorneys have the opportunity to lead. Countless diverse individuals and attorneys have benefited from the formal and informal mentoring provided by Lynn. There are countless diverse individuals and attorneys who may not know Lynn personally but have benefitted from the work she has done and the work she continues to do in the advancement of diversity in the legal profession, the legal community and the ISBA. When a diverse attorney reaches out to Lynn for guidance, support or help, she is there to lend a hand.

"Although there are many outstanding publications relevant to her practice as an environmental attorney, her prolific writing also includes many articles relating to the advancement of diversity among attorneys. Lynn truly recognizes that the education of our profession about the issue of professional equality is essential to achieving that goal.

"Lynn's support for the advancement of women, people of color, the disabled and persons of various sexual orientations in the legal profession makes her eminently qualified for this award."

Lynn is the second winner of the Diversity Leadership Award. The award was first presented to the Hon. George Leighton in 2010. ■



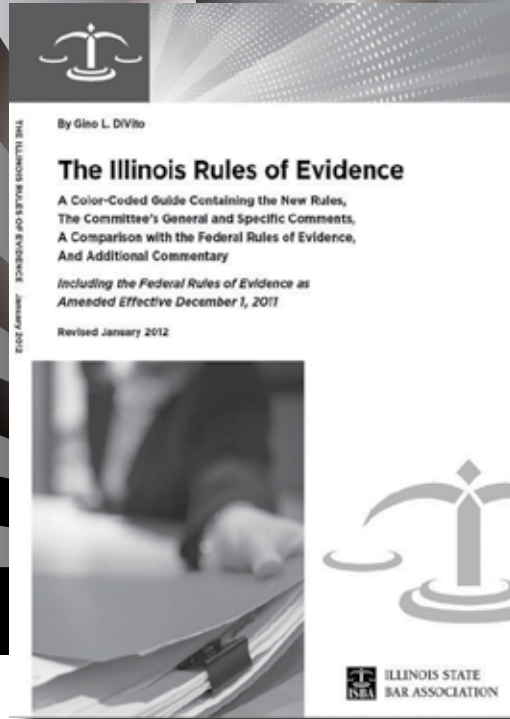
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July

Tuesday, 7/3/12- Teleseminar—Planning for your Client's Biggest Assets: Personal Residences and Vacation Homes. Presented by the Illinois State Bar Association. 12-1.

Monday, 7/9/12- Webinar—Introduction to Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 9-10.

Tuesday, 7/10/12- Teleseminar—Fiduciary Standards in Business Transactions: Understanding Sources of Liability in Transaction Negotiations and Drafting. 12-1.

Wednesday, 7/11/12- Webinar—Advanced Tips for Enhanced Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 9-10.

Thursday, 7/12/12- Teleseminar—Ethics and Dishonest Clients. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 7/17/12- Teleseminar—Practical Issues in Trust Administration. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 7/17/12- Live Studio Web-cast—Admitting Facebook Information into Evidence. Presented by the ISBA Committee on Legal Technology. 12-1.

Thursday, 7/19/12- Teleseminar—Employee Separation Agreements: Reducing Risk and Liability When Employees are Discharged or Leave. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 7/24/12- Teleseminar—Commercial Real Estate Workouts: Making Broken Deals Work Again, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 7/25/12- Teleseminar—Commercial Real Estate Workouts: Making Broken Deals Work Again, Part 2. Presented by the Illinois State Bar Association. 12-1.

Monday, 7/30/12- Webinar—Boolean (Keyword) Search for Lawyers. Presented by

the Illinois State Bar Association- Complimentary to ISBA Members. 9-10.

Tuesday, 7/31/12- Teleseminar—Special Needs Trusts. Presented by the Illinois State Bar Association. 12-1.

August

Thursday, 8/2/12- Teleseminar—Estate Planning for Pets. Presented by the Illinois State Bar Association. 12-1.

Monday, 8/6/12- Webinar—Introduction to Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 12-1.

Tuesday, 8/7/12- Teleseminar—Ethics in Employment Law and Practice. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 8/8/12- Webinar—Advanced Tips for Enhanced Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 12-1.

Thursday, 8/9/12- Teleseminar—Structuring Tax Free Mergers and Acquisitions. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 8/14/12- Teleseminar—Understanding Fiduciary Income Taxation for Estate Planners, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 8/15/12- Teleseminar—Understanding Fiduciary Income Taxation for Estate Planners, Part 2. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 8/21/12- Teleseminar—Innocent Spouse Defense. Presented by the Illinois State Bar Association. 12-1.

Monday, 8/27/12- Webinar—Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 12-1.

Tuesday, 8/28/12- Teleseminar—Essential Due Diligence in Business Transactions.

Presented by the Illinois State Bar Association. 12-1.

September

Friday, 9/7/12- Chicago, ISBA Chicago Regional Office—Child Custody and the Military Family. Presented by the ISBA Family Law Section and the ISBA Military Affairs Committee. All day, exact time TBD (lunch and reception included).

Friday, 9/7/12- Teleseminar—Valuing Closing Held Interests and Effective Planning without Discounts. Presented by the Illinois State Bar Association. 12-1.

Monday, 9/10/12- Webinar—Introduction to Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 2:30-3:30.

Wednesday, 9/12/12- Webinar—Advanced Tips for Enhanced Legal Research on FastCase. Presented by the Illinois State Bar Association- Complimentary to ISBA Members. 2:30-3:30.

Thursday, 9/13/12-Saturday, 9/15/12- Itasca, Westin Hotel—8th Annual Solo and Small Firm Conference. Presented by the Illinois State Bar Association. Time TBD.

Tuesday, 9/18/12- Teleseminar—Ethics in Pre-Trial Investigations. Presented by the Illinois State Bar Association. 12-1.

Thursday, 9/20/12- Teleseminar—Tax Planning for the Entrepreneur. Presented by the Illinois State Bar Association. 12-1.

Thursday, 9/20/12- Chicago, ISBA Chicago Regional Office (DNP)—Introduction to Improvisation for Lawyers: Basic Communication Skills for Public Speaking, Teaching and Presenting. Complimentary for ISBA Law Ed Faculty. 9-11; 12-2; 2:30-4:30.

Thursday, 9/20/12- Chicago, ISBA Chicago Regional Office—Introduction to Improvisation for Lawyers: Basic Communication Skills for Attorneys. Presented by the Illinois State Bar Association. 9-11; 12-2; 2:30-4:30. ■