



# 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 Daniel R. Saeedi

I am honored to follow in Ebony Huddleston's footsteps as chair of the Standing Committee on Racial and Ethnic Minorities and the Law (REM). I am also very excited about the work that the Committee (through its hardworking members) has done to further diversity issues and programs.

The Law and Leadership Institute, discussed by Ebony in the last Chair's column, was a success. This program, held at both Southern Illinois University School of Law and The John Marshall Law School during the summer, focused on mentoring high school students and teaching them about various aspects of the law. Many ISBA members volunteered their time, monies and talents to teach these eager high school students about different legal subjects, as well as share practical skills regarding applications, classes, employment and legal practice. The ISBA is do-

ing great work with this outstanding program. I encourage all members to learn more about the Law & Leadership Institute and how they can volunteer in 2013.

The REM Committee is currently exploring the creation of a spring 2013 program that focuses on diversity and diverse attorneys as assets to the private practice. This program would potentially look into how diversity in today's practice is not only an important cause, but also something that helps a law firm satisfy current societal needs and demands. The Committee is putting together a proposal for the ISBA. I will give an update in the next Chair's column as to the status of this proposal.

I am looking forward to an excellent and productive year with our REM Committee. Please stay tuned for further updates and progress on our many initiatives. ■

## Me no English!

By Hua Wang

My volunteer experience as an English Language Learner (ELL) teacher at Chicago's Chinatown gives me new insights into the lives of immigrants. I volunteered to teach ELL classes because I realized that teaching English is the one act I could do that would have tangible results. Knowing English is the key to getting better jobs, understanding and defending one's rights, and moving up the socio-economic ladder.

As an ELL teacher and former ELL student, I know how difficult it is to teach English to Chinese immigrants. Many sounds are not found in the Chinese language system. For example, my students had trouble pronouncing words with

the letters "r," "z," and "l." Despite their lack of time and their demanding jobs, my students worked very hard at learning English. They memorized many vocabulary words but they could not properly pronounce these words. They carried their Chinese-English dictionaries with them everywhere, but they lived in the sheltered Chinatown community and did not have many opportunities to converse in English.

My adult students made enormous sacrifices in coming to America and they resigned themselves to a life of low-paying jobs with little chance of advancement.<sup>1</sup> They work hard to

Continued on page 2

## INSIDE

Chair's column ..... 1

Me no English! ..... 1

Spotlight on accomplished committee member Gary Zhao..... 3

Chinese American Bar Association of Greater Chicago proudly becomes a NAPABA affiliate ..... 4

Upcoming CLE programs ..... 6

*(Notice to librarians: The following issues were published in Volume 22 of this newsletter during the fiscal year ending June 30, 2012: October, No. 1; December, No. 2; April, No. 3).*

## Me no English!

Continued from page 1

achieve the American dream, if not for themselves but at least for their children. Their hopes reside in their children, who will likely ascend the American success ladder and leave poverty behind forever.

My volunteer experience also allows me to develop friendships with younger students and to read their reflections on their educational experiences. Many are experiencing the same frustrations I had once felt as a new immigrant. Some of my students have gone so far as to say that they feel "blind, deaf, and mute" in the classrooms. The reality is that many Chinese immigrants are silent in the classrooms because they cannot understand English and are ashamed of being teased by their classmates if they open their mouths. One girl from Hong Kong was taking college classes but could not understand her professors. She wished that her

high school ELL program had prepared her better for college, where the readings were much denser than the teenage novels she had read in her ELL classes.

Other students wrote of how different it is to adjust to the American school system, where students are expected to speak up in class instead of merely memorizing facts, and where teachers are not clear authority figures. Their concerns resonated with my personal experiences: teachers at my elementary school in Taiwan had "beating sticks" and we were told to obey rather than to question authority. I also grew up in an environment where I merely wrote down what the teacher said rather than analyzing the contents.

My experiences as an ELL student and ESL teacher have made me realize the challenges of reforming ELL. While it is easy to argue for

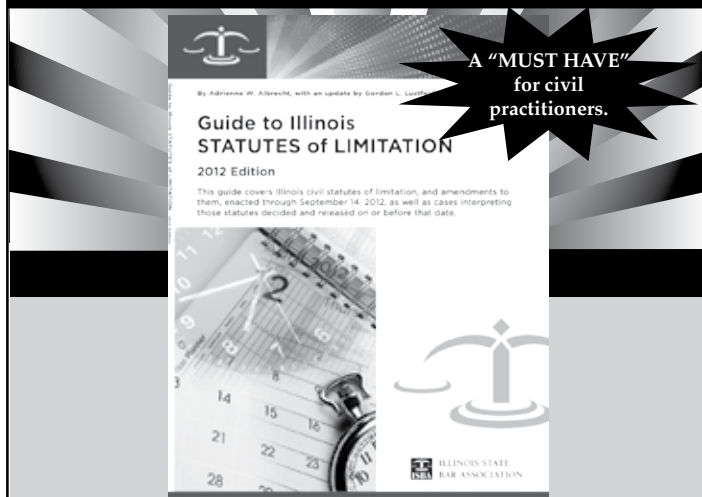
more qualified ELL teachers and more funding, realistically, these proposals are not likely to be approved given limited resources and a lack of interest in immigrants.

Therefore, it is essential to consider more creative approaches to ELL education, including changing the grouping of ELL and mainstream students, finding ways to integrate ELL students into the school, and building partnerships with the community.

As immigrants continue to come to the United States, I hope that schools can become welcoming places for students and that teachers can inspire and encourage immigrant children to work toward their dreams. ■

1. Center on Budget and Policy Priorities, Pulling Apart: A State-by-State Analysis of Income Trends (1997).

### Don't Miss This Quick Reference Guide of Deadlines and Court Interpretations of Illinois Statutes



### Guide to Illinois STATUTES OF LIMITATION 2012 EDITION

The new Guide to the Illinois Statutes of Limitation is here! The Guide contains Illinois civil statutes of limitation enacted and amended through September 2012, with annotations. This is a quick reference to Illinois statutes of limitation, bringing together provisions otherwise scattered throughout the Code of Civil Procedure and other chapters of the Illinois Compiled Statutes. Designed as a quick reference for practicing attorneys, it provides deadlines and court interpretations and a handy index listing statutes by Act, Code, or Subject. Initially prepared by Hon. Adrienne W. Albrecht and updated by Hon. Gordon L. Lustfeldt.

#### Need it NOW?

Also available as one of ISBA's *FastBooks*. View or download a pdf immediately using a major credit card at the URL below.

#### *FastBooks* prices:

\$32.50 Members / \$42.50 Non-Members

Order at [www.isba.org/bookstore](http://www.isba.org/bookstore) or by calling Janice at 800-252-8908  
or by emailing Janice at [jishmael@isba.org](mailto:jishmael@isba.org)

### Guide to ILLINOIS STATUTES of LIMITATION - 2012 Edition

\$35 Members / \$45 Non-Members  
(includes tax and shipping)



Illinois has a history of some pretty good lawyers. We're out to keep it that way.

## Spotlight on accomplished committee member Gary Zhao

By Sharon Eiseman

Our Committee members consider themselves very fortunate to have Gary Zhao among us. Over the past two bar years we have come to know and appreciate Gary through his active participation in our meetings and projects, including the planning and first-class delivery of special CLE and community outreach programs and his promotion of diversity both within and outside the bar. His leadership roles outside the confines of our meetings, his participation in our e-mail exchanges and his life as a practitioner and educator in his chosen fields all rebound to our collective benefit as reflections of his commitment to the profession and his community. Gary embodies the values the ISBA encourages in all of us and cherishes in its best attorneys.

Gary has many talents but what sets him apart from other accomplished attorneys is the manner in which he integrates his intelligence, talents, skills, passion, concern for others, and a strong work ethic into his everyday life. With grace and apparent ease, Gary manages a successful career and an impressive agenda of volunteer activities that achieve meaningful results. Among other places, this phenomenon is reflected in Gary's commercial litigation practice which focuses on complex business matters and construction, fraud and other deceptive trade practices. Gary has already made a significant mark as lead attorney in federal court cases. He is that rare lawyer who brings special gifts to his practice every day he shows up for work.

Not content simply to achieve excellent trial results for his firm and its clients, Gary regularly plans and participates in CLE programs. Gary was the driving force behind the creation of our well-attended March 2012 webcast panel program entitled "Protecting Personal Information," which focused on data security breaches, their consequences to businesses and consumers and how these groups can prevent and detect security system failures. For that program, co-sponsored with the ISBA Government Lawyers Committee, Gary proved adept at securing well-respected legal and security experts to analyze this topic of emerging and critical importance and also worked closely with other committee members to develop the program format and identify issues to be covered. Additionally, he

served as program moderator.

As an integral part of his desire to fully inform affected legal and business communities of the risks and consequences of breaches and identity theft, Gary writes informative articles on this subject. His co-authored piece on "Breach Notification Laws-What every business owner needs to know" appeared in the February 2011 issue of *The Counselor*, the newsletter of the ISBA Section on Business Advice & Financial Planning of which he is a member.

It would probably be no surprise to the reader to learn that Gary is the 2012-13 President of the Chinese-American Bar Association and that his beloved organization has gotten off to a good start for this bar year. Gary's leadership within several minority bar associations reveals how Gary's diverse character traits are manifested through helping and giving credit to others. It is clear that Gary wants to make a difference in the lives of minority students and young attorneys. Gary does not just talk about such a goal; rather, he reaches out to and connects with those who can benefit from his guidance and experience, including many law students he has mentored. One of his law student mentees recently noted Gary's dedication and the impact Gary has had on her through the Asian American Bar Association ("AABA") mentoring project, one of many worthwhile bar activities Gary has added to his ever growing agenda.

Although Gary serves in an editorial capacity and on several committees of the American Bar Association related to his focus on business law, he is also devoted to promoting the interests of the minority bar. Through his service to the AABA, the CABA and the Standing Committee on Racial and Ethnic Minorities and the Law, Gary generously shares his love of the law and, fortunately for the broader legal community, his appreciation of cultural differences. Gary shows by example how we can *and must* build partnerships among various ethnic and racial communities within our profession toward a goal of deeper understanding of each other and greater unity of purpose.

In shining this spotlight on Gary Zhao, we express our appreciation and gratitude for Gary's presence among us and commit to nurturing partnerships within our diverse communities. ■

### THE CHALLENGE

Published at least four times per year.

Annual subscription rate for ISBA members: \$20.

To subscribe, visit [www.isba.org](http://www.isba.org) or call 217-525-1760

#### OFFICE

Illinois Bar Center  
424 S. Second Street  
Springfield, IL 62701  
Phones: 217-525-1760 OR 800-252-8908  
[www.isba.org](http://www.isba.org)

#### EDITOR

Yolaine M. Dauphin  
100 W. Randolph, 8th Floor  
Chicago, IL 60611

#### MANAGING EDITOR/

#### PRODUCTION

Katie Underwood  
[kunderwood@isba.org](mailto:kunderwood@isba.org)

#### STANDING COMMITTEE ON RACIAL AND ETHNIC MINORITIES AND THE LAW

Daniel R. Saeedi, Chair  
Jameika W. Mangum, Vice Chair  
Beverly Yang, Secretary  
Ebony R. Huddleston, Ex-Officio  
Joslyn R. Anthony  
Carlos S. Arevalo  
Laura R. Caputo  
Yolaine M. Dauphin  
Emma Dorantes  
Sharon L. Eiseman  
David A. Kadzai  
Jayne R. Reardon  
Cory White  
Gary Zhao  
Janet M. Sosin, Staff Liaison  
Sonni C. Williams, Board Liaison  
Roxanne L. Rochester., CLE Committee Liaison

Disclaimer: This newsletter is for subscribers' personal use only; redistribution is prohibited. Copyright Illinois State Bar Association. Statements or expressions of opinion appearing herein are those of the authors and not necessarily those of the Association or Editors, and likewise the publication of any advertisement is not to be construed as an endorsement of the product or service offered unless it is specifically stated in the ad that there is such approval or endorsement.

Articles are prepared as an educational service to members of ISBA. They should not be relied upon as a substitute for individual legal research.

The articles in this newsletter are not intended to be used and may not be relied on for penalty avoidance.

Postmaster: Please send address changes to the Illinois State Bar Association, 424 S. 2nd St., Springfield, IL 62701-1779.

# Chinese American Bar Association of Greater Chicago proudly becomes a NAPABA affiliate

By Gary Zhao

Formed in 1986 under the leadership of its first president Therese Yee, the Chinese American Bar Association of Greater Chicago (CABA) can boast that it was the first local bar association for attorneys of Asian descent in the Chicagoland area. It now has about 150 current members ranging from law students to lawyers with more than 30 years of legal experience. Ms. Yee, a partner at Cheng, Cho and Yee PC, who concentrates on immigration law, initially called upon a handful of attorneys. Together they combed the pages of Sullivan's, a directory of practicing attorneys in Illinois, to recruit CABA's first members. One of Ms. Yee's CABA co-founders, Philip Wong, also was a founding member of the National Asian Pacific American Bar Association (NAPABA) in 1988 and served as its treasurer from 1990 - 1991. Mr. Wong continues to work in commercial real estate and remains active on CABA's board.

Under the new presidency of Gary Zhao, a member of ISBA's Standing Committee on Racial & Ethnic Minorities and the Law, CABA, now in its 26<sup>th</sup> year, proudly became a NAPABA affiliate in March 2012. According to Mr. Zhao who currently co-chairs NAPABA's litigation committee, "CABA and NAPABA share such deep roots, CABA's excited about NAPABA's national reach and the potential of future opportunities for our affiliation." Michael Chu, NAPABA president (2005 - 2006), and Sharon Hwang, a past president of the Asian American Bar Association of Chicago (AABA), have also joined CABA's board as new members.

## Membership

CABA primarily recruits new members at events such as potluck picnics, networking "mixers" and Chinese New Year receptions at DePaul, Loyola and John Marshall Law Schools. This year, CABA raised the bar on past events at an installation and awards reception in May at Chicago-Kent College of Law. The highlight of the reception, which was attended by some 80 guests, was honoring Judges Edmond Chang and Laura Liu, respectively the first Article III judge and

the first Cook County Circuit Court judge of Chinese descent. CABA presented Judge Chang and Judge Liu with plaques in memory of the late Judge Sandra Otaka for their distinguished service. After brief remarks from both judges to celebrate this new milestone of Chinese Americans serving in the judiciary, they, in turn, honored CABA by swearing in the 2012 officers and board of directors.

The diversity of its membership is one of CABA's strengths. A majority of CABA attorneys are of Chinese descent, but while some are second, third or even fourth generation Chinese Americans, other members are first generation immigrants. Members practice at firms of all sizes, at agencies of municipal, state and federal governments, at not-for-profit organizations and at corporations. Some members are lifelong members of the profession while others have come to the law as a second career with a wide range of educational and professional backgrounds in the areas of science, technology, health care, academia and communications, among others.

## Programs

One thing that CABA's leadership has in common with other NAPABA affiliates is a commitment not only to meet the professional networking and development needs of its members, but also to serve the public interest through legal clinics and other educational and public service programs. This is, in fact, CABA's mission.

CABA works closely with the Asian American Institute (AAI) and with the Chinese American Service League (CASL) to advance common interests such as equal access to business opportunities and immigration reform. Current and former CABA board members were influential in community building efforts to reinstate Asian American businesses in the City of Chicago Minority Contracting program, an effort spearheaded by AAI. CABA has also supported local efforts for immigration reform in tandem with CASL, a social service agency based in Chicago's Chinatown. CABA's "Law Day" workshops have

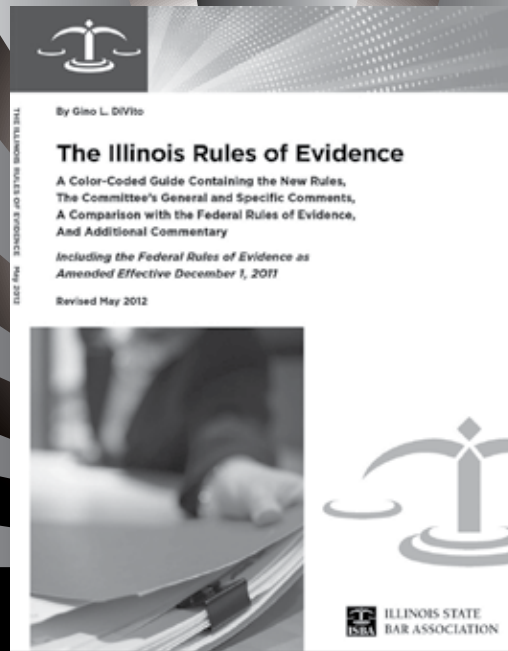
been held in Chicago's western suburbs (at the Chinese Cultural Center in Westmont), in "old" Chinatown (at CASL) and in "Little Saigon" (at Chinese Mutual Aid on the city's north side). And one year, just for fun, CABA mounted a team to compete in the City of Chicago's annual "Dragon Boat Race for Literacy."

CABA and CABA members have participated in judicial evaluations as well as endorsements in the Chicago legal community. CABA vice-president Ernie Ling has played a crucial role in recognizing qualified APA judicial candidates and advising CABA on how best to support them for positions in local and federal courts. CABA's networking events and activities focus on business development, professional support and leadership skills which help our members take their careers to the next level due and leverage the diverse backgrounds and experiences of our members.

Mentoring law students is an on-going CABA activity as well as developing scholarships for students of Asian descent at Chicago area law schools. In February 1997, CABA launched the Asian American Law Student Scholarship at Chicago-Kent College of Law. Since then, the scholarship has been awarded to six Chicago-Kent students who have demonstrated their commitment to public service through volunteer work.

CABA will continue to be a forum and resource for networking and learning, to organize and sponsor events of interest to its members and to provide public services to the local Chinese community. CABA is gratified that Chicagoland now has the critical mass to support so many bar associations for APAs: the Asian American Bar Association, the Filipino American Bar Association, the Korean American Bar Association and the Indian-American Bar Association. CABA looks forward to continued partnerships with local agencies and organizations and through its "new" affiliation with NAPABA to advance common matters of concern to the Asian Pacific American community nationwide. ■

*A newly updated reference guide to the rules of Illinois evidence!*



## **THE ILLINOIS RULES OF EVIDENCE:** **A Color-Coded Guide Containing the New Rules,** **the Committee's General and Specific Comments, A Comparison with the** **Federal Rules of Evidence, And Additional Commentary**

A newly revised version of Gino L. DiVito's color-coded analysis of the new Illinois Rules of Evidence, which is otherwise available only on the web. The updated guide, revised in May, compares the Illinois rules with the new FRE (revised effective last December 1) and provides more pages of insightful commentary. DiVito, a former appellate justice, is a member of the Special Supreme Court Committee on Illinois Evidence, the body that formulated the rules and presented them to the Illinois Supreme Court.

Order the new guide at  
[www.isba.org/store/books/rulesofevidencecolorcoded](http://www.isba.org/store/books/rulesofevidencecolorcoded)  
or by calling Janice at 800-252-8908  
or by emailing Janice at [jishmael@isba.org](mailto:jishmael@isba.org)

**THE ILLINOIS RULES OF EVIDENCE: A COLOR-CODED GUIDE**  
\$35 Member/\$50 Non-Member (includes tax and shipping)



Illinois has a history of  
some pretty good lawyers.  
We're out to keep it that way.

## Upcoming CLE programs

To register, go to [www.isba.org/cle](http://www.isba.org/cle) or call the ISBA registrar at 800-252-8908 or 217-525-1760.

### December

**Tuesday, 12/4/12- Teleseminar**—Drafting Buy/Sell Agreements in Business, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 12/5/12- Teleseminar**—Drafting Buy/Sell Agreements in Business, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 12/6/12- Chicago, ISBA Chicago Regional Office**—E-Discovery: Changing the Litigation Paradigm. Presented by the ISBA Civil Practice and Procedure Section. All day program.

**Monday, 12/10/12- Live Studio Webcast**—Apple v. Samsung: Is it the Patent Case of the Year? Presented by the ISBA Intellectual Property Section. 9-11.

**Tuesday, 12/11/12- Teleseminar**—Asset Based Finance, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 12/12/12- Teleseminar**—Asset Based Finance, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Friday, 12/14/12- Chicago, Sheraton Hotel**—Social Media, Ethics and you: #YOU-GOTTALUVIT. Presented by the Illinois State Bar Association, Illinois Judges Association and the Women's Bar Association of Illinois. 9-10:15.

**Friday, 12/14/12- Chicago, Sheraton Hotel**—Cutting Off the Third Branch: Court Funding and Access to Justice in Illinois and Beyond. Presented by the ISBA Special Committee on Fair and Impartial Courts and the Illinois Judges Association. 10:30-11:45am.

**Friday, 12/14/12- Chicago, Sheraton Hotel**—Midyear Meeting Master Series- Advanced Constructive Cross Examination. Presented by the Illinois State Bar Association. 1-4:15.

**Tuesday, 12/18/12- Teleseminar**—Understanding "Angel" Investing in New Business. Presented by the Illinois State Bar Association.

sociation. 12-1.

**Wednesday, 12/19/12- Teleseminar**—Picking the Right Trust. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 12/19/12- Chicago, ISBA Chicago Regional Office**—America Invents Act- Part 2: Navigating the New Patent Office Proceedings. Presented by the Illinois State Bar Association. AM Program.

**Wednesday, 12/19/12- Live Webcast**—American Invents Act- Part 2: Navigating the New Patent Office Proceedings. Presented by the Illinois State Bar Association. AM Program.

**Thursday, 12/20/12- Teleseminar**—Structuring Minority Interests in Businesses. Presented by the Illinois State Bar Association. 12-1.

### January

**Wednesday, January 2-Saturday, January 5, 2013-** Snowmass, CO, Westin Snowmass Resort. National CLE Conference.

**Thursday, January 3, 2013- Teleseminar**—New Medicare Tax Impact on Business Planning. Presented by the Illinois State Bar Association. 12-1.

**Friday, January 4, 2013- Teleseminar**—Ethics and Client Confidences: An Advanced Guide. Presented by the Illinois State Bar Association. 12-1.

**Monday, January 7-Friday, January 11, 2013- Chicago, ISBA Regional Office**—40 Hour Mediation/ Arbitration Training. Presented by the Illinois State Bar Association. 8:30-5:45 daily.

**Tuesday, January 8, 2013- Teleseminar**—Estate Planning in 2013, Part 1 Presented by the Illinois State Bar Association. 12-1.

**Wednesday, January 9, 2013- Teleseminar**—Estate Planning in 2013, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Friday, January 11, 2013- Teleseminar**—Drafting Effective Employee Hand-

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

**Monday, January 14, 2013- Teleseminar**—Planning and Drafting for Single Member LLCs, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, January 15, 2013- Teleseminar**—Planning and Drafting for Single Member LLCs, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Thursday, January 17, 2013- Chicago, ISBA Chicago Regional Office**—Illinois Post Conviction Practice. Presented by the Illinois State Bar Association. 1-5.

**Tuesday, January 22, 2013- Teleseminar**—Tax Planning for Maximum Benefit in Real Estate Transactions, Part 1. Presented by the Illinois State Bar Association. 12-1

**Wednesday, January 23, 2013- Teleseminar**—Tax Planning for Maximum Benefit in Real Estate Transactions, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, January 23, 2013- Chicago, ISBA Regional Office (DNP)**—Mentoring Orientation. Presented by the ISBA Mentoring Committee. 12-1.

**Friday, January 25, 2013- Teleseminar**—Attorney Ethics in Digital and Wireless World. Presented by the Illinois State Bar Association. 12-1.

**Friday, January 25, 2013-Chicago, ISBA Regional Office**—Succession Planning: Managing the Transition. Presented by the ISBA Business Advice and Financial Planning Section Council. 9-5.

**Friday, January 25, 2013- Bloomington, Holiday Inn and Suites**—Illinois Sentencing- Statutory and Case Law. Presented by the ISBA Criminal Justice Section. All day.

**Tuesday, January 29, 2013- Teleseminar**—Estate and Gift Tax Audits. Presented by the Illinois State Bar Association. 12-1. ■



More than 1.9 million people in Illinois are facing hunger.

**Illinois lawyers are stepping up  
to meet the challenge.  
*Won't you?***



Lawyers Feeding Illinois campaign will take place

**FEBRUARY 18-MARCH 1, 2013**

*Watch for more details.*



 **ISBA** | **FEEDING ILLINOIS™**

ILLINOIS STATE BAR ASSOCIATION

For more information go to [WWW.LAWYERSFEEDINGIL.ORG](http://WWW.LAWYERSFEEDINGIL.ORG)