

## **Diversity Panel Information for ABA Grant Funding**

On March 28th, the Law Women's Association assembled an all-female panel to present the perspectives of women, specifically women of color, to highlight how that perspective has shaped their legal careers. This is a perspective that is rarely presented at the University. The panel is comprised of female attorneys in Arizona of Native American, African American, Polynesian, Latina, and Caucasian backgrounds. As one of the largest student run clubs on campus, my goal for the panel, was to provide my colleagues, law students, and community members with perspectives they don't usually consider. The LWA wanted to provide them with the opportunity to listen, respect, and incorporate these minority viewpoints into the legal field. This will normalize minorities in the professional setting and certify a racially inclusive legal community (please see the attached panel questions below and flyer).

The panel was comprised of seven women: Judge Rosemary Marquez, District Court Judge; Judge Alison Bachus, Superior Court Judge; Raynette Logan, Assistant United States Attorney; Cindy Schmidt, commercial litigator at Lewis Roca Rothgerber Christie; Pilar Thomas, counsel for Tribal Lands and Natural Resources groups at Lewis Roca Rothgerber Christie; Victoria Otto, commercial litigator at Gust Rosenfeld.

There were about 50 people in attendance for the panel. Amongst the attendees was Dean Marc Miller and Professor Kristine A. Huskey. The LWA receive much praise from the student body and the Dean after the panel. In fact, many students thought that the information was highly valuable and resonated with their own personal feelings towards diversity around the law school. Dean Miller specifically thought that events like this panel are necessary around the law school and commended the LWA for putting it on. In addition, the students met the panel speakers! Students individually talk to the panel speakers for about 15-20 minutes about personal experiences in law, etc. after the event's conclusion.

The ABA was the only institution that granted the LWA money for the event. The LWA initially projected 100 students in attendance, but the week of the event was extraordinarily busy for the law school. So, the LWA projected 80 attendees when we ordered food to ensure there would be enough. The food was catered by El Molinito at \$7.99 per person. This equaled \$639.20, but with tax (\$51.78) and gratuity (\$70.00) the total was \$760.98.

## Detailed Expense Report

The Law Women's Association only spent money on food for the event.

El Molinito Special	80 x \$7.99 = \$639.20
Sales Tax	\$51.78
Gratuity	\$70.00
Total	\$760.98

## Questions for Diversity Panel

1. Sheryl Sandberg, Facebook COO and *Lean In* author, speaks often of the success-versus-likeability paradox many professional women face. She cites a body of research showing that as a man becomes more successful, he is perceived as being more likeable, but as a woman becomes more successful, she is perceived as being less likeable.<sup>1</sup>
  - a. Have any of you experienced this success-versus-likeability mystery in your legal careers?
  - b. If so, how did you handle it?
2. According to the American Bar Association, Women account for 48% of all annual JD enrollment and 47% of JD's awarded, but only 36% of the legal profession is comprised of by women.<sup>2</sup>
  - a. Why do you think that is?
  - b. What do you think we can do to increase this number?
3. African Americans, Latino, Asian American, and Native Americans comprise about 20% of law school graduates, but minorities make up fewer than 7% of law firm partners.<sup>3</sup>
  - a. Have your respective places of employment addressed this large disparity?
  - b. Do you have any suggestions as to how to increase this number?
  - c. Do you think there are any initiatives at the law school that can help address this great disparity?
4. The National Women's Law Center determined that United States State Court Women Judges and United States Federal Court Women Judges comprised between 30-35% of all judges in their respective courts.<sup>4</sup>
  - a. What do you think we can do to increase this number?
  - b. For those of us who think they would like to apply to become a judge someday, what actions can we take now, or in the near future, to aid the process?

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<sup>1</sup>[https://www.andrewskurth.com/media/straightline/1657\\_AKStraightline\\_18\\_Nov2013.pdf](https://www.andrewskurth.com/media/straightline/1657_AKStraightline_18_Nov2013.pdf).

<sup>2</sup>[http://www.americanbar.org/content/dam/aba/marketing/women/current\\_glance\\_statistics\\_january2017.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_january2017.authcheckdam.pdf).

<sup>3</sup><http://www.nawl.org/p/cm/ld/fid=506>.

<sup>4</sup>[http://www.americanbar.org/publications/gp\\_solo/2012/september\\_october/diversity\\_practice\\_1aw\\_how\\_far\\_have\\_we\\_come.html](http://www.americanbar.org/publications/gp_solo/2012/september_october/diversity_practice_1aw_how_far_have_we_come.html).



ARIZONA LAW WOMEN'S  
**ASSOCIATION**

PRESENTS THE

**WOMEN IN LAW DIVERSITY DIALOGUE:  
JUMPING HURDLES IN THE LEGAL PROFESSION**

PRESENTED IN CONNECTION WITH BLSA, LLSA, MLSC, JLSA, APALSA, PRIDE LAW,  
AND THE AMERICAN BAR ASSOCIATION

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**PANELISTS INCLUDE:**

**THE HONORABLE ALISON BACHUS, SUPERIOR COURT**

**CINDY SCHMIDT, COMMERCIAL LITIGATOR**

**RAYNETTE LOGAN, ASSISTANT U.S. ATTORNEY**

**TAMARA MULEMBO, FEDERAL PUBLIC DEFENDER**

**THE HONORABLE ROSEMARY MÁRQUEZ, U.S DISTRICT COURT**

**... AND OTHERS!**

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**TUESDAY, MARCH 28**

**ROOM 160**

**LUNCH WILL BE SERVED AT 11:45AM**