

**COUNCIL ON ACCESS AND FAIRNESS (COAF)  
NOTES AND ACTION SUMMARY**

Friday, June 7, 2019  
10:00 a.m. - 4:00 p.m.

State Bar of California  
845 South Figueroa Street, Room 2CD, Los Angeles, CA 90017

**I. CHAIR'S REPORT**

**A. Roll Call**

**Council Members**

Judge Holly Fujie  
Judge Brenda Harbin-Forte  
Connie Broussard  
Adeyinka Glover  
Esther Kim  
Catalina Lozano  
Donna Schuele  
Mark Shem  
Barry Weissman

**Public**

Jenie Chang  
Greg Tanaka

**Board of Trustees**

Debbie Manning

**Staff**

Carolina Almarante  
Brady Dewar  
Donna Hershkowitz  
Elizabeth Hom  
Hellen Hong  
Leah Wilson

Chair Judge Holly Fujie called the meeting to order and welcomed attendees. Roll call was taken and a quorum was established.

**B. Call For Public Comment**

Chair Judge Holly Fujie inquired if there was any member of the public wishing to make a public comment. No member of the public came forward.

**II. CONSENT**

**A. Approval of Meeting Notes and Action Summary from March 1, 2019 meeting**

The Council approved by roll call vote (Shem moved, Weissman seconded) the Meeting Notes and Action Summary from the March 1, 2019 meeting.

**III. STATE BAR REPORTS**

**A. Report on recent developments of the Office of Access & Inclusion**

The Office of Access & Inclusion (OA&I) Director Hellen Hong reported that the State Bar submitted its Diversity & Inclusion Plan: 2019-2020 Biennial Report to the Legislature in March,

and Board of Trustee (BOT) Hailyn Chen provided testimony on behalf of the State Bar at the Assembly Judiciary's Diversity Summit.

Hellen reported that the California Bar Exam Strategies and Stories Program (formerly Positive Mindset Intervention that COAF recommended) has yielded positive results for bar takers of the July 2018 exam. There was an increase of between 7% and 18% for first time exam takers that participated in the study. The treatment consisted of one 45 minutes session that addressed psychological stressors, time management, effective studying, and study resources.

Hellen reported that there would be a communications campaign on the California Attorney Practice Analysis (CAPA) study, and encouraged interested members to participate in the campaign.

Program Supervisor Elizabeth Hom reported on the Law School Assembly, an annual convening of California law schools. COAF was invited to participate in the Assembly to gather information about and engage in a discussion about the barriers students of color face in law school. Vice Chair Judge Brenda Harbin-Forte facilitated the discussion in San Francisco on May 7, and Chair Judge Holly Fujie facilitated the discussion in Los Angeles on May 8. There were presentations from UC Hastings and Loyola Law School on their programs to support diverse law students. Staff recognized Judge Holly and Judge Brenda for leading the discussions, and to COAF members Catalina Lozano, Esther Kim, and Donna Schuele for attending.

Elizabeth thanked Judge Holly and Judge Brenda for coordinating and participating on the Demystifying Judicial Appointments Judicial Diversity Panel at the Pathways to Justice Conference in San Francisco.

#### **B. Report on Approval of COAF Workplan**

Hellen reported that the BOT approved the COAF Charge and Workplan at its March meeting.

#### **C. Update on Other Recent Board of Trustees Actions**

There was no update.

#### **D. Discussion on Results of Attorney Demographic Survey**

Senior Program Analyst Carolina Almarante presented the results from the Attorney Demographic Survey. There was a discussion about the data trends, including ways to present the data in the annual report card on the legal profession, which is scheduled to be published in January 2020.

#### **IV. DISCUSSION AND ACTION ITEMS**

##### **A. Update on Judicial Diversity Toolkit (Goal 4, Objective o)**

Greg Tanaka and Jenie Chang from the Judicial Council of California provided an update on the Judicial Diversity Toolkit, emphasizing the collaboration between COAF and the Judicial Council on the Toolkit. There was a demonstration of the updated Toolkit website, and suggestions were provided.

##### **B. Seek Volunteers for Workgroups on following workplan goals**

- i. Law School Retention (Goal 4, Objective h)
- ii. Modification of Elimination of Bias MCLE Curriculum (Goal 4, Objective m)
- iii. Attorney Data Review and Analysis [Identity Obstacles to Diverse Attorneys' Entry into, Retention, and Advancement in the Profession (Goal 4, Objective l); Annual Report Card (Goal 4, Objective n)]

Elizabeth made a presentation on law school retention and programs to support diverse law students. Hellen reviewed the COAF Workplan and BOT Strategic Plan objectives, and solicited volunteers for each working group.

##### **C. Concurrent Workgroup Discussions**

Each working group met.

##### **D. Report Back from Workgroup Discussions and Recommendations for Workplan**

Each working group reported back on their plans.

##### **E. Discussion on Other Workplan Goals**

There was a discussion on pipeline programs before law school, which are not currently included in the COAF workplan. Donna Schuele and Mark Shem volunteered to draft a plan for BOT consideration to include pre-law school pipeline programs in the 2020 workplan.

#### **V. ADJOURN**

There being no other business, the meeting was adjourned.