



The State Bar of California

OPEN SESSION

AGENDA ITEM

54-112 JULY 2021

BOARD EXECUTIVE COMMITTEE III.B

DATE: July 22, 2021

TO: Members, Board Executive Committee
Members, Board of Trustees

FROM: Trustee Melanie Shelby, Appointments Liaison
Trustee Brandon Stallings, Appointments Liaison

SUBJECT: Council on Access and Fairness – Annual Appointment of Members and Officers

EXECUTIVE SUMMARY

This agenda item presents the recommendation of the Board of Trustees' Appointments Liaisons for the 2021–2022 appointments to the Council on Access and Fairness (COAF). In September 2021, there will be one vacancy. In addition, the agenda item recommends the appointment of a chair and vice-chair from within the existing COAF membership. The newly appointed member will serve one four-year term while the officers will serve one-year terms, beginning in September.

For more information about this item, please contact Elizabeth Hom, Program Manager, Office of Access & Inclusion at Elizabeth.Hom@calbar.ca.gov.

BACKGROUND

In March 2021, the Board of Trustees approved the following updated charge for COAF:

- Assist and advise the Board of Trustees in defining and advancing the State Bar's diversity and inclusion strategies and goals.
- Study, recommend, and help devise curricula designed to educate California attorneys on diversity and inclusion principles.

- Promote programs and strategies to improve diversity initiatives impacting the pipeline, particularly at California law schools, for the bar exam and within the legal profession.
- Evaluate the state of diversity and inclusion in the profession annually. Identify barriers to entry into, and retention and advancement in the legal profession, and propose solutions to address barriers. Explore, promote, encourage, and partner in collaborative efforts to increase diversity and inclusion in the profession and in the judiciary.
- Comment and advise, when requested by the Board of Trustees or the executive director, on barriers directly related to access opportunities within the profession for attorneys from diverse backgrounds.
- Facilitate communication and coordination on diversity and inclusion efforts by providing reciprocal liaisons to California Lawyers Association (CLA) Diversity Outreach Committee and California Leadership Access Workforce (LAW), and with a liaison from the Judicial Council of California Advisory Committee on Providing Access and Fairness.
- Serve as a representative of the State Bar, as requested by the Board of Trustees, on issues of diversity and inclusion.

All 10 members of COAF are appointed by the Board. Members may be lawyers, judges, or members of the public. For 2021–2022, there will be one vacancy. In addition, the Board will need to appoint chair and vice-chair positions.

DISCUSSION

Thirty-seven applications were received for the one vacant position—three from public members, one from a judge, 32 from attorney applicants, and one application from an individual not licensed to practice law in California but licensed in other states. One letter of interest was received for the chair position and one letter of interest for the vice-chair position.

As with all of the State Bar’s subentities, it is important to ensure members of COAF represent diverse perspectives and experiences. Below is a chart describing the demographic characteristics of the nine continuing COAF members.

First Name	Last Name	Location	Practice Setting	Race/ Ethnicity	Gender Identity	Sexual Orientation	Identifies as a Person with Disability	Veteran Status
Heather	Anderson	Burbank	Private/Corporate	Hispanic / Latino; Black or African American	F	Heterosexual	No	-
Novella	Coleman	Oakland	Nongovernmental Legal Services	Black or African American	F	Heterosexual	No	No

First Name	Last Name	Location	Practice Setting	Race/ Ethnicity	Gender Identity	Sexual Orientation	Identifies as a Person with Disability	Veteran Status
Sarah A.	Good	San Francisco	Private/Firm	White	F	Lesbian or Gay	No	No
Ryan	Harrison	Sacramento	Private/Firm	Black or African American	M	Heterosexual	No	-
Michael	Rhoads	San Francisco	Public	White	M	Lesbian or Gay	No	No
Chalak	Richards	Malibu	Legal Academia	Black or African American	F	Heterosexual	No	No
Kristin	Rosi	San Francisco	Public	White	F	Lesbian or Gay	No	–
Stephanie Chu	Santoro	Los Angeles	Public	Asian	F	Heterosexual	No	No
Gonzalo "Sal"	Torres	Redwood City	Private/Corporate	Hispanic / Latino	M	Heterosexual	No	–

*The State Bar appointments application did not request this demographic information at the time of each member's submission. Therefore, entries in this column are represented by a "–."

For the 2021–2022 term, current membership would benefit from additional representation from the following groups:

- Private sector (solo or small law firm); nonprofit sector
- Male and other gender identities
- Middle Eastern/North African, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander
- LGBTQIA
- Identifies as a person with a disability
- Veterans

Geographic diversity is also a factor to consider. Of the nine remaining COAF members, five are located in the San Francisco Bay Area, three are located in the Greater Los Angeles area, and one is based in Sacramento. Another important consideration is COAF's charge, which emphasizes law school retention and support, entry into and retention in the profession, and career advancement.

APPOINTMENT OF OFFICER POSITIONS

One letter of interest was received for the position of COAF chair from the current Vice-Chair Ryan Harrison Sr. Current COAF Chair Judge Esther P. Kim strongly recommends the appointment of Mr. Harrison based on his experience and knowledge of COAF's charge and

familiarity with work plan activities, as well as his knowledge and experience working with myriad stakeholders on diversity, equity, and inclusion initiatives in the legal profession. Mr. Harrison identifies as Black/African American and male, and received his undergraduate degree from UC Davis, a Master of Science in Criminal Justice from Sacramento State University, and his law degree from UC Hastings College of Law. He was also recently appointed by the Chief Justice to the Blue Ribbon Commission on the Future of the Bar Exam. We recommend that Mr. Harrison be appointed as Chair of COAF.

One letter of interest was received for the position of COAF vice-chair from COAF member Judge Kristin L. Rosi. Judge Rosi has impressed COAF leadership with her active participation and working collaboratively with COAF members and with staff on various projects including: providing feedback on the Committee of State Bar Accredited and Registered Schools (CSBARS) accreditation rules, providing feedback on recommendations related to the attorney discipline process, spearheading work on law school loan debt, and helping to plan the government and public sector Diversity Summit. Judge Rosi's experience and leadership roles with LGBTQIA judicial organizations and with the American Bar Association (ABA) will enhance the work of COAF. Judge Rosi is the Chief Administrative Law Judge with the State of California Department of Insurance, graduated from Smith College and UC Hastings College of Law, and is currently pursuing a Master in Judicial Studies from the University of Nevada, Reno, National Judicial College. We recommend that Judge Rosi be appointed as Vice-Chair of COAF.

APPOINTMENT OF ONE MEMBER POSITION

After review of the application materials, receiving feedback from COAF leadership and staff, we recommend that Angélica H. Salceda be appointed to fill the member vacancy.

Ms. Salceda identifies as Hispanic/Latina and works in Fresno County where she serves as the Democracy and Civic Engagement Director at the American Civil Liberties Union (ACLU) of Northern California. She is focused on serving communities in the San Joaquin Valley and has experience recruiting attorneys to work in underserved communities. Ms. Salceda has a background as a legislative staffer, legal aid intern, and student researcher. Additionally, Ms. Salceda's experience in the Central Valley and Central Coast would bring greater geographic diversity to COAF's membership.

The applicants not selected are listed in alphabetical order below:

- Attorney applicant: Krystal Anderson, Irvine
- Attorney applicant: Andrew A. Angeles, San Francisco
- Attorney applicant: Melvin N. Avanzado, Pasadena
- Attorney applicant: Jeffrey R. Baker, Malibu
- Attorney applicant: Bruce T. Bauer, Palm Springs
- Attorney applicant: Qiang Bjornbak, Los Angeles
- Judge applicant: Judge Tony J. Cho, Los Angeles
- Attorney applicant: Errol L. Cook, Los Angeles
- Attorney applicant: Daryl G. Crouse, Calabasas
- Attorney applicant: Myanna F. Dellinger, Los Angeles
- Attorney applicant: Jill L. Diamond, San Francisco

- Attorney applicant: Leon A. Dixon, Sacramento
- Attorney applicant: Ayman M. Hamdy, United Arab Emirates
- Attorney applicant: Yliana Johansen-Mendez, Los Angeles
- Public applicant: Jo Ann Juarez-Salazar, Fowler
- Attorney applicant: Laura J. Kessner, Los Angeles
- Attorney applicant: Alexia D. Kirkland, Fresno
- Attorney applicant: Michelle L. LaPena, Sacramento
- Attorney applicant: Evangelin Lee, Los Angeles
- Attorney applicant: Carolyn K. Levenberg, San Diego
- Attorney applicant: Lauren S. Lofton, San Francisco
- Attorney applicant: Shahid Manzoor, Roseville
- Attorney applicant: Nicola Migliaccio, Long Beach
- Attorney applicant: (licensed out of state) Taneashia R. Morrell, La Jolla
- Public applicant: Uzomaka R. Ogbodo, Los Angeles
- Attorney applicant: Niki B. Okcu, San Francisco
- Attorney applicant: Rebecca M. O’Kray-Murphy, Hemet
- Attorney applicant: Mario M. Oropeza, Corona
- Attorney applicant: Nubyaan S. Scott, Modesto
- Attorney applicant: Samantha Sneen, San Diego
- Attorney applicant: Eileen M. Solis, Orange
- Public applicant: Kristine C. Suero, San Diego
- Attorney applicant: Tasha N. Sutherlin, Glendale
- Attorney applicant: Kelly J. Trujillo, Livermore
- Attorney applicant: Dee A. Ware, San Francisco
- Attorney applicant: Victoria L. Weatherford, San Francisco

FISCAL/PERSONNEL IMPACT

None

AMENDMENTS TO RULES OF THE STATE BAR

None

AMENDMENTS TO BOARD OF TRUSTEES POLICY MANUAL

None

STRATEGIC PLAN GOALS & OBJECTIVES

Goal: None – core business operations

RECOMMENDATIONS

Should the Board Executive Committee concur in the proposed action, passage of the following resolution is recommended:

RESOLVED, that the Board Executive Committee recommends that the Board of Trustees approve the appointment of Ryan Harrison Sr. as the COAF Chair and Judge Kristin L. Rosi as COAF Vice-Chair for the 2021–2022 term, commencing at the close of the September 2021 meeting of the Board and expiring at the close of the September 2022 meeting of the Board; and it is

FURTHER RESOLVED, that the Board Executive Committee recommends that the Board of Trustees approve the appointment of Angélica H. Salceda as a COAF member for one four-year term, commencing at the close of the September 2021 meeting of the Board and expiring at the close of the September 2025 meeting of the Board.

Should the Board of Trustees concur in the proposed action, passage of the following resolution is recommended:

RESOLVED, that the Board of Trustees, upon recommendation of the Board Executive Committee, approves the appointment of Ryan Harrison Sr. as COAF Chair and Judge Kristin L. Rosi as COAF Vice-Chair for the 2021–2022 term, commencing at the close of the September 2021 meeting of the Board and expiring at the close of the September 2022 meeting of the Board; and it is

FURTHER RESOLVED, that the Board of Trustees, upon recommendation of the Board Executive Committee, approves the appointment of Angélica H. Salceda as a COAF member for one four-year term, commencing at the close of the September 2021 meeting of the Board and expiring at the close of the September 2025 meeting of the Board.

ATTACHMENT(S) LIST

None