

ABA 2009 Partnership Awards Program - Nomination Form

1. Program Title

Bar Leadership Institute of Arizona

2. Name of Bar Association

State Bar of Arizona

3. Address

4201 N. 24th Street

4. City/State/Zip Code

Phoenix, AZ 85016

5. Phone

6023407389

6. Email Address

i.otu@staff.azbar.org

7. Number of Association Members

20,000

PROGRAM INFORMATION

8. Description of your program to include:

- Program's objectives
- History of program
- Number of times presented
- Targeted audience
- Number of people participating
- Measurable results of efforts to date (include statistics, program evaluation and follow-up)
- Future program plans

Bar Leadership Institute - Arizona

Program Objectives

The Leadership Institute is a 9-month program designed to foster the professional growth and enhance the leadership skills of a diverse group of Arizona attorneys. The objective is to increase participation and visibility in the State Bar and community-at-large among historically under-represented groups, with an emphasis on racial, ethnic, cultural, religious, gender, sexual orientation, gender identity and expression, disability and geographic diversity.

The 15 attorneys selected to participate in the Leadership Institute receive:

- Up to two years of CLE credit
- Leadership and related education and training in an experiential and mentoring learning environment

- The benefit of opportunities to foster relationships with the State Bar of Arizona, minority, women, diversity and specialty bar associations, the Judicial, Legislative and Executive Branches of State government, and community leaders

History

The charter class commenced in September, 2007, with a kick-off retreat Tubac Golf Resort, Arizona, and graduated in May, 2008. In September, 2008, the second class started and will graduate in May, 2009. Hundreds of person-hours are expended each month to present this commendable program to the future leaders of our communities.

The Curriculum

The core curriculum of the 9-month course is as follows:

- LEADERSHIP
 - What Does It Take To Be A Leader?
 - Core Values & Leadership
 - Culturally Competent Lawyer
 - Teaming With Dignity
 - Promoting Diversity
- WORKING THE BAR
 - Arizona State Bar – An Overview:
 - Committees & Sections
 - Lawyer Regulations
 - Member Assistance Program
 - Myers-Briggs Type Indicator
 - Effective Communication and Public Speaking
- IS THAT ETHICAL? LEADERSHIP AND THE LEGAL COMMUNITY
 - Creating Leadership: Ethics, Honor and Personal Leadership
 - "Discipline in a Nutshell."
 - "Governance: Serving on Boards & Commissions"
- PRACTICING LAW IN THE PUBLIC VS. PRIVATE SECTOR
 - Making the Transition
- MEET THE BENCH
 - Conversations with Judges (Federal, State, County and Tribal)
- CORPORATE AMERICA
 - Conversations with In-House Counsel and Business Executives
 - Dealing With Conflicts in the Work Place
 - Members Assistance Program & Law Office Management Asst. Program

- IMPROVING YOUR LEGAL PRACTICE AND PATH TO THE CAREER OF YOUR DREAMS
- WE THE PEOPLE
 - Conversations With Congressional Reps, Lobbyists, and government officials

As previously mentioned the first class of fifteen participants graduated in May, 2008, while the second class, also comprising fifteen participants started in September of 2008 and will graduate in May, 2009. The third class will start in September 2009 with a completion date of May 2010. By the end of May 2009 the program would have graduated thirty young attorneys ready to take up leadership positions within the bar and in the community.

The charter class comprised four Hispanics, three African-Americans, three Asian-Americans, three Caucasians, one Native-American and one Pacific Islander. The membership of the current class is also very diverse in terms of ethnicity, disability, gender, and religion. Of the fifteen participants in the class, four are Caucasian, four are African-American, three are Native American, two are Hispanic American, and two are Asian American. The next class of fifteen, scheduled to start in September, 2009 will seek to increase geographical diversity. Applications for admission into the next class are being accepted until June 6, 2009 and applicants will be notified of their selection status by August 4, 2009.

The program has received very positive feedback from various legal communities throughout the state. We have also received inquiries from a few other states that may be planning to implement a similar program. We continue to target diverse communities, especially the under-represented populations, within the State of Arizona.

Part of the requirements for participation in the program is that following the completion of the program, participants commit to one year of activity in the State Bar in some capacity (e.g. committee, section, or by special appointment, and/or participation in another bar association) or community organization). All the fifteen members of the charter class are now involved in various State Bar committees, sections, or are active in organizations in their localities.

The State Bar will continue to review the program curriculum based on feedback from the faculty and participants. We are also studying the feasibility of replicating the program in the southern portion of the state.

Selection of Candidates

An ad hoc committee meets once a year to select candidates for the course. This year, the selection committee will meet in July to select 15 candidates for the next class. Each selection committee member is normally provided with a complete documentation on each applicant, and members individually review all materials before the committee meets to select the candidates.

Selection Criteria

The following factors are taken into consideration in the selection process:

1. Community involvement (legal & non-legal)
2. Reason for BLI attendance
3. Years in practice: +/- 3 years
4. Leadership experience

5. Underrepresented group: racial, ethnic, disability, cultural, sexual orientation & and gender identity
6. Gender balance
7. Geographical location: County, City

Funding

The program has received strong support from Arizona's law firms, individuals, law schools and other organizations through financial and in-kind sponsorships. For the 2007-08 class, the program was funded in its entirety through the sponsorship of the following organizations:

Arizona Asian American Bar Association

Arizona Public Service Company

Arizona Women Lawyers Association

Blue Cross Blue Shield of Arizona

Fennemore Craig

Gallagher & Kennedy

Greenberg Traurig, LLP

Gust Rosenfeld

Hayzel B. Daniels Bar Association

Jimenez & Montoya

Kutak Rock

Lewis and Roca

Los Abogados Bar Association

Ogletree Deakins, P.C.

Osborn Maledon

Perkins Coie Brown & Bain

Phoenix International Consultants

Quarles & Brady

Ricker & Bustamante LLP

Schaller Anderson, Inc.

Snell & Wilmer

Steptoe Johnson

University of Arizona College of Law

Daniel Ortega, Jr., Esq.

Arizona Minority Bar Association

Despite the downturn in our economy, the 2008-09 class received financial and in-kind assistance to cover more than one-half of the estimated cost for the second class. The sponsors were:

Perkins Coie Brown & Bain
Cave Bryan
Ryley Carlock & Applewhite
Snell & Wilmer
Quarles & Brady
Blue Cross Blue Shield
Los Abagados
Arizona Asian American Bar Association
Greenberg Traurig
Fennemore Craig
Arizona State University Sandra Day O'Connor College of Law
Arizona Public Service Company

We will continue our commitment to providing a high quality leadership development experience in the most cost-effective way.

A good majority of the faculty are volunteer attorneys and judges. As an example, on February 20, during the theme on "Meet the Bench," more than one dozen judges from various levels of the judicial system in Arizona participated.

Bar Leadership Institute Testimonials

1. "The State Bar Leadership Institute ("BLI") is a premier institution that has placed the state of Arizona on the "legal map" for change in this country as it pertains to addressing issues of diversity and leadership among its licensed attorneys. This effort is accomplished in three ways. First, BLI's CLE based meetings allows young attorneys like myself to meet, learn and share experiences with seasoned attorneys within the Arizona State Bar. This educates BLI members on key issues within the Arizona State Bar and it gives the members of BLI a birds-eye view of what it takes to become a successful member of the State Bar of Arizona. Second, our monthly meetings allow us to share our own experiences amongst ourselves and with those who facilitate the BLI classes. Third, with this back drop, members of BLI become enfranchised with the State Bar and engaged with making the Arizona State Bar the best state bar in the country. I truly feel that after graduating, the members of BLI will effect positive change within the State Bar of Arizona."

2. "No matter what the expectations of the Bar Leadership Institute were, it far exceeded them all. The connections made; whether guest speakers, organizers, or other members; have proven invaluable. Of all things possible in my career, this has been the best thing possible. Thank you."

3. "Participating in the Arizona Bar Leadership Institute is a turning point in my early legal career, for which I am deeply grateful. From many respected members of the Arizona State Bar, I have learned about the leadership qualities necessary to be able create positive changes in the legal profession and the communities we serve. I have also developed lasting relationships with my classmates who share similar aspirations and will become future leaders. I look forward to sharing and applying what I have learned from the Institute to create and present opportunities for personal, educational, and professional growth to others, especially historically underrepresented groups."

9. Total Program Budget

\$40,000

10. Source of Program Funds

Sponsorships by law firms and other organizations in Arizona.

11. Other Resources (e.g. in-kind contributions, materials, etc.)

In-kind contributions are received from some law firms and Arizona's law schools.

12. Identify other "partners" who supported your effort (e.g. bar associations, agencies, high schools/colleges/universities/law schools, law firms, etc.)

Other partners who support our efforts are various bar associations

13. Note any recognition that these efforts have received (e.g. media coverage, awards, etc.)

The Bar Leadership Institute of Arizona program has been highlighted in the "Arizona Attorney" magazine. Reference was also made in Phoenix Business Journal publication in 2008.

14. Could another bar association easily replicate this program? If so, how? Are there materials, checklists, reports that lend themselves to a "how to" guide for other organizations? Please include any pertinent materials with the application form or send separately by e-mail.

Yes, another bar association can easily replicate this program by utilizing our curriculum and program materials prepared and provided by the program faculty.

15. What suggestions or recommendations would you offer to others who might undertake a similar program?

No need to reinvent the wheel. Seek advice from those who have done it and what might not.

16. Program contact person, title, phone number:

I. God w in Otu Diversity Director 602-340-7389	▲ □ ▼
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17. Program contact person's snail mail and e-mail address:

i.otu@staff.azbar.org	▲ □ ▼
◀	▶

Return by **March 31, 2009** to:

Complete this online form. You can also email your submission as a Word document or as a PDF file to the attention of Kimberly Vann at vannk2@staff.abanet.org. You can view previous award submissions online at www.abanet.org/barserv/partnership. For further information, contact Kimberly Vann, ABA Division for Bar Services, at (312) 988-5364. Thank you for your interest.