



## Diversity, Inclusion & Equality in the MBA

by Nicole Nowlin  
MBA Equality & Diversity  
Committee Chair

The mission of the MBA Equality & Diversity (E&D) Committee is to foster and expand diversity, inclusion, and equality in the MBA and Multnomah County legal community, and to create and strengthen a relationship of mutual support between the MBA and its diverse lawyers and bar organizations. In simple terms, the E&D Committee works to make Multnomah County - and Oregon as a whole - a welcoming and inclusive place to practice law.

One of the committee's main objectives is to promote legal careers to diverse students and to support diverse law students. We do this by *building relationships*. E&D Committee members visit local middle and high schools with diverse student populations to talk about what we do as attorneys, why we chose this profession, and to encourage students to think about pursuing a career in law. We also collaborate with Portland State University's "Explore the Law" program for undergraduate students. Explore the Law is a pipeline program for diverse PSU students to explore, prepare for, and pursue careers in law through a partnership between PSU, the Oregon State Bar, and the MBA. E&D Committee members routinely provide guidance to Explore the Law students on how to prepare for job shadows, interviews, and law school.

The E&D Committee recognizes the challenges and barriers that many undergraduates face when deciding whether or not to attend law school. In furtherance of the committee's goal to expand diversity, inclusion, and equality in the MBA, the committee established a subcommittee earlier this year to distribute yearly scholarships for LSAT prep courses. The scholarships are awarded to individuals who come from backgrounds traditionally underrepresented in the Multnomah County legal community, who have financial need, who have significant ties to Oregon, and who plan to attend law school and practice law in Oregon. The committee recently awarded 12 scholarships, and it's our sincere hope that the recipients recognize the opportunities for legal careers in our community and return one day to practice law. Again, the goal here is to maintain a pipeline, so-to-speak, between the MBA and future legal professionals.

Another one of the E&D Committee's objectives is to establish and participate in mutually-supportive relationships with diverse bar organizations and attorneys. Our committee "ambassadors" connect with diverse bar organizations to learn about their objectives; attend diverse bar organization events and encourage other MBA representatives to attend as well; share information with diverse bar organizations about and encourage diverse attorneys to apply for MBA committees, leadership positions, and CLE presentations; and encourage diverse attorneys to apply for judicial vacancies.

**One of the committee's  
main objectives is to  
promote legal careers to  
diverse students....**

The committee's ambassador work culminates in the spring with the Tillicum Gathering, a diversity bar leadership social that brings together members of the MBA Board, E&D Committee, and various diversity/specialty bar leaders in order to build relationships, exchange ideas, and learn about ways in which the groups can support each other and work together to promote diversity in the bar. The goal with the E&D Committee's ambassador work is to make sure our specialty and minority bar association members know that their contributions to the MBA and our legal community as a whole are valued and sought after.

Finally, the E&D Committee strives to promote the MBA's Statement of Diversity Principles. The statement was adopted by the MBA Board in 2009 and presents an opportunity for all legal employers to publicly acknowledge their commitment to developing the diversity of the legal community in Oregon. The E&D Committee does an exemplary job promoting diversity in our legal community, but there is still more to be done to promote and advance diversity throughout our ranks. Please consider signing the Statement of Diversity Principles, which can be found on the MBA's website under the "Diversity" tab.

While "diversity" may be difficult to define, I think we can all agree that it's an inclusive concept. I'm pleased to report that the E&D Committee is doing its part to make others in our community feel welcome and valued as we work to move towards a more diverse and inclusive legal profession. To quote the MBA's Statement of Diversity Principles, "[w]ith greater diversity, we can be more creative, effective and just, bringing more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice." That sounds like a win-win for everyone.

**...[w]ith greater  
diversity, we can be  
more creative, effective  
and just, bringing more  
varied perspectives...to  
the practice of law....**

## MBA 13th Annual WinterSmash

**A Family Friendly Bowling Event**

**Saturday, February 7  
6-9 p.m.**

**20th Century Lanes  
3350 SE 92nd**

**10 minutes from downtown Portland  
A Multnomah CourtCare fundraiser**

*See page 2 for details*



MULTNOMAH BAR ASSOCIATION  
620 SW FIFTH AVE., SUITE 1220  
PORTLAND, OREGON 97204

PRSRT STD  
U.S. POSTAGE  
PAID  
PORTLAND, OR  
PERMIT NO. 00082

## mba|CLE

To register for a CLE, please see  
page 3 or go to [mbabar.org](http://mbabar.org) and  
log in as a member to register at  
the member rate.

### JANUARY

**1.13 Tuesday  
Oregon Legalized it -  
Now What?**

Bear Wilner-Nugent  
Leland Berger  
David Kopilak

**1.14 Wednesday  
Mandatory Training to  
Become a Multnomah County  
Arbitrator**  
Presiding Judge Nan Waller

**1.15 Thursday  
The Challenges and Rewards  
of Representing Non-English  
Speaking Clients**  
Judge Oscar Garcia  
Irina Batrakova  
Emery Wang

**1.21 Wednesday  
Strategies for Litigating  
Attorney Fee Petitions**  
Judge Jerome LaBarre  
Judge Michael Simon  
David Markowitz

**1.27 Tuesday  
Insurance Coverage for Every  
Practice**  
Bob Bonaparte  
Rick Lee  
Seth Row

**1.29 Thursday  
Multnomah County Presiding  
Court Update**  
Presiding Judge Nan Waller

### FEBRUARY

**2.3 Tuesday  
Elder Abuse Reporting**  
Judge Katherine Tennyson  
Amber Hollister  
Ellen Klem

**2.5 Thursday  
15 Labor & Employment  
Updates for 2015**  
Rick Liebman

### In This Issue

Calendar.....	2
CLE Schedule.....	3
Ethics Focus.....	5
Announcements.....	7
Member Resource Center.....	7
Around the Bar.....	8
News From the Courthouse.....	10
Tips from the Bench.....	10
YLS.....	12
Classifieds.....	18
The Corner Office.....	19
Multnomah Bar Foundation.....	21
Pro Bono Thanks.....	22

Multnomah Bar Association  
620 SW 5th Ave Suite 1220  
Portland, Oregon 97204  
503.222.3275  
Fax 503.243.1881  
[www.mbabar.org](http://www.mbabar.org)