

The Florida Bar Young Lawyers Division
2018 Affiliate Outreach Conference



Grant Applications



**THE FLORIDA BAR YOUNG LAWYERS DIVISION AFFILIATE OUTREACH
CONFERENCE (“AOC”) 2017 GRANT APPLICATION BY THE ASIAN PACIFIC
AMERICAN BAR ASSOCIATION OF SOUTH FLORIDA (“APABA”)**

**I. SHORT PROJECT TITLE: APABA Presents: “The Legacy of Fred T. Korematsu
and the Fight Against Injustice”**

II. CONTACT INFORMATION:

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Project Presenters: Allyn Ginns Ayers. There may be a second presenter depending on availability.

III. DESCRIBE YOUR AFFILIATE

APABA is a non-profit, voluntary bar organization of Asian Pacific American (“APA”) attorneys and law students in Miami-Dade, Broward, and Palm Beach counties, composed presently of approximately 54-due paying members. APABA is dedicated to ensuring that the APA community is effectively represented in South Florida. APABA’s goals and objectives include working towards civil rights reform, combating anti-immigrant agendas and hate crimes, increasing diversity in federal, state and local government, and promoting professional development. The overriding mission of APABA is to combat discrimination against all minorities and to promote diversity in the legal profession.

In 2016, APABA received \$1,500 for its AOC project titled “Empowering the South Florida APA Communities.” In relation to this project, APABA hosted a moderated panel, where members provided general legal education about Medicare/Medicaid, tenant's rights/condo law, personal injury and criminal law relevant to members of the APA communities. Approximately 50 members of the community attended the event in person, and viewed the presentation via a live stream. APABA believes the panel was a success because of the number of attendees, and because we received very positive feedback and requests to present the panel at other locations in the future.

IV. SUMMARIZE THE PURPOSE OF YOUR REQUEST

APABA seeks to continue the legacy and civil rights work of Fred T. Korematsu through education on the legacy and injustices of Japanese-American internment. Mr. Korematsu was a national civil rights hero who in 1942, refused to go to the government's incarceration camps for Japanese Americans. After he was arrested and convicted of defying the government's order, he appealed his case, ultimately to the Supreme Court. In 1944, the Supreme Court affirmed the trial court's ruling, finding that the incarceration was justified due to military necessity. In 1983, previously available documents were discovered showing that Japanese-Americans had committed no acts of treason to justify mass incarceration. With this evidence, a pro-bono legal team reopened Mr. Korematsu's case on the basis of government misconduct. On November 10, 1983, Mr. Korematsu's conviction was overturned.

Mr. Korematsu's legacy continues to grow through the work of the Fred T. Korematsu Institute ("Institute"), where his daughter, Karen Korematsu, serves as Executive Director. The Institute works to inspire people of all backgrounds and demonstrates the importance of speaking up to fight injustice.

Through a two-part project, APABA seeks to educate local communities about Mr. Korematsu's struggles, legacy and activism, and to inspire individuals to speak up against injustice. The first part of the project will involve APABA working with the Institute to distribute its planned curriculum kits to various elementary and/or high school classrooms throughout South Florida for teachers to educate their students about Mr. Korematsu and his legacy. These kits include a teacher's guide, videos and accompanying lesson plans and posters. APABA will also offer to have one of its board members attend the class and present the subject with the curriculum kits.

In the second part of the project, APABA will rehearse and present a reenactment of the Korematsu trial, with its members taking on the various roles. APABA intends to obtain a copy of the script from one of the APA organizations who have created a script based on the trial transcripts and other research materials. APABA will invite lawyers, and non-lawyers, including community leaders and the students who studied the Korematsu case through the curriculum kits distributed by APABA. In addition, APABA seeks to purchase copies of two types of educational books regarding the internment camps, with one being appropriate for children and another being appropriate for adults, to be distributed to the reenactment attendees on a first come first serve basis.

V. PROJECT OBJECTIVES AND DESCRIPTION

APABA seeks to educate the public on Mr. Korematsu's legacy to remind and educate people about the Korematsu trial, and inspire individuals to speak up against injustice through its two-part project. These objectives are important to APABA because they further our overriding organizational mission: to combat discrimination against all minorities and to promote diversity in the legal profession. This project will provide services to the community at large and students by teaching them about Mr. Korematsu and his legacy through the curriculum kits, reenactment, and educational books.

For part one, APABA will provide 30 curriculum kits and therefore will serve 30 classrooms in South Florida. According to the Institute, only one curriculum kit has been used in Florida, as of 2016. *See* Fred T. Korematsu Institute, Curriculum Kits, <http://www.korematsuinstitute.org/curriculum-kit-order-form/>. Thus, APABA will be able to make a notable impact in the local community by providing kits to 30 classrooms and teaching the students in those classrooms about Mr. Korematsu, his legacy, and what they can do as young adults to speak up against injustice. In turn, students will benefit from learning about an important time in American's history—a time where actions against U.S. citizens were justified for the sake of national security. Given this knowledge, APABA hopes that these students will take active roles when injustice appears before them. Other young lawyer affiliates may easily replicate this part of the project because the curriculum kits are readily available on the Institute's website. It should be noted that while the curriculum kits are free through the Institute's website, the Institute's system is set up so an individual teacher can sign up to receive one kit. APABA has been corresponding with the Institute's Executive Director, Karen Korematsu, to coordinate APABA's distribution of the foregoing curriculum kits. The Institute has advised that the cost of each curriculum kit for the Institute is \$30, and through this grant, APABA seeks to obtain the funding required to provide a donation to cover the cost of 30 curriculum kit.

For part two, APABA seeks to serve at least 50 individuals by presenting a reenactment of Mr. Korematsu's trial that will be free and open to the public, including lawyers and non-lawyers. APABA will invite students and educators who received the curriculum kits to provide additional context to the classroom lessons. In addition to reenacting the trial, APABA will distribute books to the first 50 attendees: *Fred Korematsu Speaks Up (Fighting for Justice)* by Laura Atkins for children and *Infamy: The Shocking Story of the Japanese American Internment in World War II* by Richard Reeves for adults.

APABA previously reenacted the trial of Minoru Yasui, a Japanese-American attorney who purposefully violated the curfew imposed on Japanese Americans during World War II and was convicted for his action. The Supreme Court held that the application of curfews and the exclusion orders against U.S. citizens was constitutional. *See Yasui v. United States*, 320 U.S. 115 (1943). Attendance at that reenactment exceeded over 60 individuals, and APABA received very positive feedback from members of the community, including attorneys, non-attorneys and members of the judiciary. Notably, APABA received praise for educating the public on the plight of U.S. citizens of Japanese ancestry during World War II. Attorney attendees received 2.5 General CLE Credits.

APABA believes that this second reenactment—centered on a Supreme Court case typically taught in law schools but not in elementary and high schools in South Florida—and the educational books will benefit the public by educating them on Mr. Korematsu and his legacy, and by inspiring people to speak up against injustice, like Mr. Korematsu had done. Other young lawyer affiliates may easily replicate the reenactment because the script is readily available to all organizations. *See* Asian American Bar Association of New York, Trial Reenactments, <https://reenactments.aabany.org>.

APABA will provide funding for this project in addition to any funds we received through the AOC grant. If APABA is awarded YLD funds, we will recognize YLD's support in our advertisements of the project and during our execution of the project.

VI. PROJECT EVALUATION AND TIMELINE

APABA will measure the effectiveness of this project based on the level of attendance at the reenactment, the feedback the attendees provide, the level of participation of students as they are taught about Mr. Korematsu, and the feedback the students provide. APABA will consider the reenactment a success if 50 or more members of the community attend and will consider the curriculum kits a success if the teachers provide positive feedback about their experience and their students' experience learning about Mr. Korematsu.

APABA proposes the following timeline to implement the project:

- January through March 2018
 - Review the script, cast the actors for the reenactment, secure a venue, prepare flyers and ads for it
 - Order the curriculum kits and connect with teachers and schools to regarding teaching the proposed curriculum
- April through August 2018
 - Hold rehearsals for the actors
 - Finalize the list of teachers and schools willing to teach the curriculum
 - Promote and advertise the reenactment to the community
 - Plan light bites and refreshments menu
 - Order books for distribution at reenactment
 - Distribute the curriculum kits to the teachers and schools
- September through October 2018: Have teachers execute the curriculum kits, invite teachers and students to the reenactment, and hold the reenactment.
- October 2018: Submit closing report to the YLD

VII. PROJECT ORGANIZATION

APABA's president will head the project, with assistance from the organization's officers and directors (most of whom are younger APA lawyers), and local APA volunteers, as needed. The team will also work with the Institute because it will be providing the curriculum kits. Moreover, the team will perform all necessary tasks to execute the project, including securing the venue, casting actors for the reenactment, scheduling practice sessions, ordering the books and curriculum kits, hosting and coordinating the reenactment and distributing the curriculum kits to the schools, providing small bites and light refreshments at the reenactment, connecting with teachers who are willing to teach the curriculum, creating flyers and advertisement, promoting and advertising the project, and creating an evaluation to determine whether the project was successful.

VIII. BUDGET

Item	Cost
Marketing materials, including advertising, informational flyer, and printing costs	\$400
Venue for reenactment	\$800
Rental fee for microphones, tables, podium, and audio devices	\$500
Books for distribution at reenactment • <i>Infamy: The Shocking Story of the Japanese-American Internment in World War II</i>: 25 x \$11 • <i>Fred Korematsu Speaks up (Fighting for Justice)</i>: 25 x \$14	\$625
CLE Accreditation for Reenactment	\$45
Curriculum Kit from Fred T. Korematsu Institute: 30 x \$30 (donation)	\$900
Food and refreshments ¹	\$500
Total	\$3,770

¹ Funds for food and refreshments will be paid for directly from APABA's budget and corporate sponsorship.

I. SHORT PROJECT TITLE

Brevard YLD Military Pro-Bono Service Project

II. CONTACT INFORMATION

Young Lawyers Affiliate: Brevard County Young Lawyers Division
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Presenter of Project at AOC: President-Elect, Nicholas A. Vidoni, Esq.

III. DESCRIBE YOUR AFFILIATE

The Young Lawyers Division of the Brevard County Bar Association (“Brevard YLD”) has approximately 110 members to date. Approximately half of that number are associate members, who are no longer eligible membership in the YLD (due to age/length of practice), but attend Brevard YLD socials and charity events. Brevard YLD has attended AOC in the past, and have received AOC awards for prior Military Service Projects.

IV. SUMMARY OF REQUEST

The wars in Iraq and Afghanistan have taken a great toll in our society. As of October 1, 2013, over 2.2 million veterans have served our country in the wars involving Iraq and the Afghanistan conflict. Of those deployed, nearly 42% have deployed multiple times. More than 1.4 million of veterans deployed are eligible for health services at the Department of Veterans Affairs. The Department of Veteran Affairs estimates that around 30% or approximately 460,000 of veterans from Iraq and Afghanistan suffer from Post-Traumatic Stress Disorder (“PTSD”). Recent efforts by the Brevard County legal community led to the creation of the Veteran Treatment Court. The Brevard YLD wishes to expand upon the assistance that members of the legal community provide to veterans.

The Brevard YLD has made an effort to promote community involvement among its members, including promoting the needs of numerous local non-profit organizations. As such, the Brevard YLD has recognized the need to assist those individuals with limited access to basic legal needs. Brevard County is host to more than 68,637 veterans. Many of these veterans do not have basic estate planning documents. Therefore, Brevard YLD wishes to afford this deserving segment of our population an opportunity to address those legal needs.

The Brevard YLD Military Pro-Bono project would help veterans at no charge obtain simple wills, powers of attorneys, living wills, advanced directives and basic trusts for

their dependents at a series of events. Finally, this project would raise awareness and promote estate planning for veterans.

In 2013, Brevard YLD originally submitted this proposal and was granted funding. On 2014, the Brevard YLD, in conjunction with Brevard Legal Aid, Inc. and AVET Project, Inc., successfully conducted the first Military Pro-Bono Project. During this event, nine local attorneys volunteered for four hours each assisting over 26 veteran families. Furthermore, each attorney received two hours of continuing legal education credit. In 2015, 2016 and again in 2017, the event utilized members of the Brevard YLD as well as long-standing members of the Brevard County Bar Association and Brevard County Legal Aid, who volunteered for up to four hours each. Basic information was provided by a local estate planning attorney and attorney volunteers met with individuals to fill out intake forms and capture client information and needs. Volunteer attorneys who practice in this field then provided the desired estate planning services to the clients individually.

The response to this event from the legal community, veteran community, and Brevard County community in general, has been absolutely overwhelming. Brevard YLD desires to expand upon this project and conduct additional events in 2018.

V. PROJECT OBJECTIVES/DESCRIPTIONS

After discussing the needs of local charities serving veterans, many of these organizations voiced a concern that not enough lawyers were assisting veterans with basic legal tools. The range of legal needs of our veterans is vast and varied, depending on whether the veteran is currently on active duty, reserve status, retired or medically discharged. The ability of the Department of Defense and Department of Veteran Affairs to assist our heroes is very limited. Promoting events where lawyers assist veterans in Brevard County seemed like a natural cause, given the fact that approximately 10% of the county's population is comprised of veterans.

It is our goal to provide simple wills, powers of attorneys, living wills, advanced directives and basic trusts for their dependents. These documents would be reviewed by experienced volunteer estate planning attorneys. This will ensure that the service members receive quality, accurate legal advice.

One of the aims for this project is to reach those veterans that are not eligible to receive legal benefits at the nearest Judge Advocate General office due to length of service. Generally, only those service-members on active duty and those that have retired with at least 20 years of creditable military service are eligible for on-base services. An additional group of service members eligible for legal services on base are reservists on Title X orders in excess of thirty days. Therefore, if an individual served less than 20 years, or is currently a reservist, that individual is not eligible for free on base legal services.

We are planning another session in October 2018. Each session will last in excess of three hours, but at no time will the session exceed five hours. During each session we hope to recruit the assistance of 6-10 local attorneys. Each attorney would then spend

about 30 minutes with the veteran, but it is conceivable that an attorney will spend about 45 minutes with each veteran.

In addition to the members of the Brevard YLD, we believe that the residents of Brevard County are wonderful promoters and supporters of community involvement, as well as charitable organizations, therefore, we wanted to host an event where a diverse group of individuals can learn from one another. To this end, the Brevard YLD has partnered with Brevard County Legal Aid, One Senior Place, AVET Project, Inc., Disabled American Veterans organizations, and various other non-profit organizations that cater to the needs of veterans in our community. Brevard County Legal Aid will assist with recruitment of attorney volunteers. AVET and DAV will assist with the marketing efforts to the various veterans organizations and as a point of contact for veterans prior to the event. Additionally, One Senior Place and local businesses helped promote the event in their newsletters, by posting flyers and providing handouts to customers. (See attached copy of 2017 Flyer).

We believe that this is a feasible project to replicate because it requires very little materials and is manageable in promoting to raise awareness of the event.

Our past sources of funding, in addition to the Florida Bar YLD grant, has been local businesses, attorneys, and non-profit organizations who assisted with venue and advertising.

VI. PROJECT EVALUATION

It is our goal to conduct the event in October of each year, which would be open to our local veterans. The session would last approximately five (5) hours. It is our goal to raise awareness for our heroes and foster close working relationships with non-legal service organizations that would steer those in need to the event(s). Success will be measured by: 1) the number of attorneys that volunteer to render basic legal services and 2) the number of legal services hours rendered at the event.

Based upon last year's project, we are on track to meet or exceed our original goals. We have new marketing ideas for 2018 with the goal of doubling our outreach. Since the first event (2013), we have had a tremendous amount of support from both the legal and the veteran communities. Approximately nine attorneys volunteered their time for this event. Furthermore, an additional four paralegals provided support. So far each attorney volunteered four hours of their time to assist individual veteran families with their estate planning needs. This number has increased and we expect that, as our marketing efforts are increased, more attorneys will volunteer their time, and more veterans will be assisted through these efforts.

VII. PROJECT ORGANIZATION

YLD proposes a tiered organizational plan.

1. Setting up a steering committee comprised of:
 - a. Attorneys
 - b. Members of Legal Aid
 - c. Member of Veterans Organizations.
2. Design and Creation of *Military Service Project Day* marketing materials
3. Design and implementation of aggressive advertising for donations and promotion of the event in the local media outlets, in the local bar association newsletter and the local veteran organizations newsletters for a period of several months.
4. Private outreach to local practitioners and businesses (for donations and promotions).
5. Ultimate rendering of legal services on day of event.

VIII. BUDGET

Marketing and Brochures	\$400.00 (\$100/month for 4 months)
Legal Forms and materials	\$500.00
Venue	\$750.00 (\$375/event x2)
Food and refreshments	<u>\$500.00</u>
Total	\$2,150.00

IX. TIMELINE

It has and will take approximately 4 months to prepare for this event for 2018. In essence, it will take 2 months to plan the event and an additional 2 months to properly market and promote the event.



AOC Affiliate Grant Application

Military Veterans Stand Down

James Heaton (954) 600-9624 jheaton@legalaid.org

Sara Sandler (954) 401-3333 ssandler@waltonlantaft.com

Affiliate

The Young Lawyers' Section of the Broward County Bar Association ("YLS") is a division of the Broward County Bar Association, the largest Voluntary Bar Association in Broward County. The Broward County Bar Association currently consists of over 3,000 active members, of which there are almost 1,000 active members of the YLS. In addition to focusing on the professional and educational advancement of our members, YLS also focuses on giving back to our community. The YLS is an extremely active affiliate, raising tens of thousands of dollars each year for local charities and deserving community organizations.

Brief Summary

Broward County has the fourth largest population of military veterans in the State of Florida. According to data gathered by Legal Aid Service of Broward County and MISSION UNITED (a not for profit serving veterans in Broward County) over 1,000 homeless and low-income veterans have requested housing, education, employment, healthcare, and legal services each year for the past 5 years. Many of these veterans do not have regular access to necessities such as hygiene, dental services, clean clothes, hot meals, affordable housing, education services, and employment skills. Additionally, an overwhelming number of Veterans have outstanding legal issues that are acting as barriers to employment, housing, and public benefits. These services can be provided at a Veterans Stand Down by working with service providers, the Department of Veterans Affairs, the sheriff's office, public defenders, state attorneys, the judiciary, Legal Aid, and other resources in the community – many of whom will offer their services on a voluntary and pro bono basis.

The Stand Down model was first launched in San Diego, California in 1988. Since then, the idea of bringing community resources together to help Veterans in need has expanded to almost every major city and many rural areas of the United States. Across the country the largest area of need at these stand downs has been for legal services. In Broward County alone over 30,000 residents have issues causing the suspension of their driver's licenses. One of the most prevalent causes of a suspended driver's license is unpaid court costs. By utilizing a specialty

court at the stand down, Veterans who are unable to afford these court costs are ordered to provide community service in lieu of payment. By coordinating with the Department of Motor Vehicles, many of these Veterans can have their licenses reinstated on site at the stand down. Additionally, by coordinating with the local sheriff's office and state prosecutor, we can ensure that Veterans seeking to resolve their outstanding warrants will not be taken into custody at the stand down. By pre-screening Veterans and utilizing voluntary and pro bono resources, we will be able to streamline this court process and assist only those Veterans who have been deemed eligible.

Access to basic hygiene and necessary dental services is another prominent area of need, especially for homeless Veterans. Basic hygiene services can be provided by local barbers, portable shower services, and hygienists. Additionally, most Veterans receive their healthcare services from the Department of Veterans Affairs ("VA"). However, not all necessary medical services are covered by the VA. Specifically, the VA only provides dental services to an exclusive group of Veterans (i.e. those who have dental issues due to military service). The stand down aims to work with local dentists, dental schools (Nova Southeastern University), and mobile dental facilities to provide cleanings, x-rays, evaluations, and more comprehensive dental services to those Veterans who do not otherwise have access to a regular dentist.

In order to assist the homeless and displaced Veteran population, the traditional stand down model allows for the opportunity to provide overnight "housing" in tents or indoors on cots. We will need a further evaluation on whether this will be appropriate or necessary at this event.

Overall, during this multi-day event, Veterans will have the opportunity to access valuable resources, address legal issues, and at least have a hot meal and experience camaraderie with fellow Veterans. Veteran Stand Downs have been successful throughout Florida, the Broward YLS plans to work with those who have put together successful stand downs to ensure that this project positively effects as many Veterans as possible.

Project Objectives/Description

- a. Description: To provide Veterans with access to housing, employment, education, healthcare, and legal services at a multi-day event through the use of volunteers and community service providers.
- b. Who we aim to assist: Veterans who are homeless, displaced, low-income, or otherwise need a hand-up.
- c. Housing: Veterans will: meet with housing counselors to learn about Section 8 and HUD-VASH programs, determine affordability of rental properties, learn about the VA Home Loan Program, and work with service providers for housing stability, rehousing, and tenant's rights.
- d. Employment: Veterans will: work with Career Source Broward for assistance with employment re-entry, receive assistance with constructing their resume,

work with County and VA Vocational programs, and will have a chance to interview on-site for prospective employment.

- e. Education: Veterans will: meet with student Veterans groups from area colleges to learn about various programs available to them, meet with college counselors to determine enrollment and financial aid options including GI Bill and VA Vocational Rehabilitation Assistance.
- f. Healthcare: Veterans will: receive hygiene and dental services from local barbers, portal showers, dentists, and dental schools. Additionally, VA will be on-site answer questions and to enroll Veterans in VA healthcare.
- g. Legal Services: Veterans will: have the opportunity to sign up before hand for specialty court services including – driver’s license reinstatement and resolving warrants. Through an expanded jurisdictional order from the Florida Supreme Court, one judge can order community service or resolve outstanding warrants originating outside of Broward County. Additionally, Veterans will have the opportunity to meet with pro bono attorneys working with Legal Aid and MISSION UNITED to receive assistance with civil legal matters and to attend educational legal clinics on site.
- h. Other: Provide meals over the multi-day event, provide a sense of community to the Veterans in South Florida, and showcase the power of a mostly voluntary effort.

Project Evaluation/Timeline

This project will take several months to plan the event, secure space, coordinate volunteers, get judicial orders in place, advertise, and perform intakes. We are aiming for a date in early Summer 2018.

Project Organization

The affiliate will be working with many other local organizations that support Veteran initiatives including MISSION UNITED, the Department of Veterans Affairs, the Broward Sheriff’s Office, public defenders, state attorneys, the judiciary and judicial staff (clerks), Legal Aid, and student Veteran groups as well as local vendors and professionals who are willing to donate their time and services. By utilizing volunteers from YLS, the clerk of courts, public defender, and MISSION UNITED, we will pre-screen Veterans for eligibility for certain services based on severity of need, availability of resources, and ability to afford services; however, our goal is to remain inclusive to the Veteran community wherever possible. Additionally, we will utilize volunteers from these partner organizations to assist in ensuring the execution on the day of the event.

Budget

This proposed budget is based off of a two-day Veteran stand down even held in Minnesota (see attached exhibit). The Veteran stand down can be planned to cover one, two, or three days depending on community need and availability of resources. There is additional

money available from private organizations specifically for Veteran stand down events. Additionally, the VA will provide financial assistance and other volunteer/staffing resources for this event.

NOTE: Proposed Budget is for **two-day** stand down without overnight accommodations:

Item	Cost
Fees	\$700
Food (for attendees and volunteers)	\$3000
General Supplies	\$1000
Portable Restroom (if needed)	\$500
Travel and Lodging (if needed)	\$500
Venue	\$3,000
Printing	\$100
Bus service to Venue	\$1,000
TOTAL	\$9,800
Potential Revenue	Amount
Department of Veterans Affairs	\$6,000
National Coalition for Homeless Veterans	\$1,000

EXHIBIT LIST

1. National Coalition for Homeless Veterans (NCHV) Stand Down Overview
2. NCHV Stand Down Guide
3. Sample Statewide Jurisdictional Order from MN (we have confirmed that FL can do this)
4. Sample Two-Day Stand Down Budget (provided by Minnesota MAC-V)
5. Sample Stand Down Schedule (provided by Tallahassee Collaborative Stand Down)
6. Sample Flyer
7. Sample Notices and Simple Registration
8. Court Transcript from Florida Veteran Stand Down
9. Comprehensive Stand Down Guide from San Diego

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December 8, 2017

FLORIDA BAR YOUNG LAWYERS DIVISION AFFILIATE OUTREACH PROGRAM GRANT APPLICATION

GRANT APPLICATION

I. Short Project Title:

Day at the Courthouse

II. Contact Information:

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Niyala Harrison, President and Charise Morgan-Joseph will present the award at the AOC on January 13, 2018.

III. Description of Affiliate:

The Caribbean Bar Association, Inc. ("CBA"), founded in 1994, is a voluntary bar organization comprising more than 200 attorneys, jurists and legal professionals of Caribbean descent who reside or work in South and Central Florida. The CBA is committed to serving the needs of the Caribbean-American community in South Florida. Since its inception, the CBA has implemented numerous activities and partnerships to articulate and promote the goals and objectives of Caribbean-American lawyers in South Florida; to foster and encourage professional excellence among Caribbean-American lawyers; to promote a greater awareness of and commitment to the civil and political rights of the Caribbean American community; to increase the enrollment of Caribbean American law students; and to promote the general welfare of Caribbean citizens in South Florida. Approximately 50 percent of CBA's membership is comprised of lawyers with less than 7 years in practice.

In 2009, two CBA members, Cherine Smith Valbrun (former President) and Veniese Wilkinson, (former Treasurer) attended the Affiliate Outreach Conference (the "Conference"). In 2010, Cherine Smith Valbrun attended the Conference. In 2012, Carol Green (former President) and Schuyler Smith (former President) attended the Conference. In 2013, Kimare Dyer (former Secretary) and Annika Ashton (former President) attended the Conference. In 2014, Alison Smith (former President) and Annika Ashton (former president) attended the Conference. In 2015, Michelle Bell (former President) and Nikeisha Pryor (current Board Member) attended the Conference. In 2016, Devona Reynolds Perez (former President) and Charise Morgan-Joseph (current President Elect) attended the Conference. For 2018, the Conference will be attended by Niyala Harrison (current President) and Charise Morgan-Joseph (current President Elect).

CBA has hosted its Caribbean Reading Day Celebrations for the last two years and the first Day at the Courthouse in 2017 with funding, in part, from AOC.

IV. Purpose of Request:

The Executive Board of the CBA has deemed it a priority for the organization to tangibly contribute to the local Caribbean-American Community through service to local youth. For the past five years, the Young Lawyers Division of the CBA has hosted a Caribbean Reading Day Celebration partly funded and made possible by Florida Bar YLD Affiliate Grants. The Caribbean Reading Day Celebration for children between the ages of four (4) to nine (9) years old, historically held at the African American Research Library in downtown Fort Lauderdale which has proven to be very successful and well-received by the community at-large. At our 2015 staging of the event, we were asked if we could increase the number of participants from 60 to 100.

For the past two years, in an effort to expand its reach, CBA hosted two stagings of its Caribbean Reading Day Celebration; (i) the first, at the African American Research Library and (ii) the second, at CARE Elementary School located in Historic Overtown, Miami. Although the Reading Day Celebration, usually held in Fort Lauderdale in the summer has become a signature event for CBA and the local children as part of their summer experience, CBA recognized there is a demographic of students in Miami who might also benefit from the service of the CBA. Accordingly, this grant application is being submitted for the purpose of hosting a Day at the Courthouse for students attending CARE Elementary School in Overtown, Miami.

V. Project Objectives/Description:

Recognizing that minority children on the lower end of the socio-economic spectrum in underserved communities have the same potential and goals as children positioned at the higher end of the socio-economic spectrum, but struggle to realize them due to lack of experience, lack of opportunity and absence of positive role models, the CBA has undertaken to inform, educate and empower these young people through A Day at the Courthouse.

Caribbean-Americans and minorities comprise a sizeable population in South Florida communities and at CARE Elementary. The CBA has identified the need for Caribbean-American and minority youths to learn more about professional career opportunities and have access to professionals who are relatable to the students and might serve as role models. The Day at the Courthouse is designed to close the opportunity gap that exists where minority students lack significant experiences and are not aware of opportunities by exposing young people, at the earliest stages to examples of successful professionals – most importantly to examples of attorneys.

In October 2016, the CBA hosted a reading day at CARE Elementary School which was attended by Judge Donald Graham and Judge Jason Dimitris and several attorneys. The judges were highly impressed by CBA's service effort and the interest on the part of the students. After the reading the students were able to interact with the judges.

In October 2017, CBA held its first Day at the Courthouse, partly funded and made possible by a Florida Bar YLD Affiliate Grant, in the courtroom and chambers of the Honorable Judge Donald Graham. The significance of being in the Wilkie D. Ferguson Courthouse and in the courtroom of Judge Graham was impressed upon the students. Students reenacted the trial of the *Three Little Pigs v. Wolf* and were guided through opening and closing statements and direct and cross examination by experienced trial attorneys. The students were also given a tour of the U.S. Marshalls office and had the opportunity to interact with a trained U.S. Marshall dog.

A Day at the Courthouse will consist of an overview of the case and court process, and parties involved, a tour of the courthouse, a session in the courtrooms of selected judges. We expect the students will be able to hear from the judges, lawyers, judicial assistants, clerks, bailiffs, etc. A Day at the Courthouse is slated to take place in September or October 2018. We have developed a good working relationship with the administration at CARE Elementary School; Judge Graham and several other federal and district court judges and they are looking forward to ongoing and continued interaction between CBA, the CBA YLD, CARE Elementary students and judges. Our goal is to host at least 60 children. We will work with the school to arrange transportation for the children from the school to the venue to participate in A Day at the Courthouse. Our hope is that A Day at the Courthouse will pique the students' interest in the law and legal careers by enhancing their awareness of the legal profession and convince them that a career in the law is attainable and within reach.

At the end of the day, each child will be given an age-appropriate book about the law and some school supplies. Possible book titles include *Who Is Sonia Sotomayor?* by Megan Stine, a book about the first Latina U.S. Supreme Court Justice.

A Day at the Courthouse's objectives are:

- A. To increase young lawyers' involvement in addressing the needs of their surrounding communities through direct interaction with some of the most financially challenged families;
- B. To introduce and encourage early goal-setting among children between the ages 7 to 12 years old;
- C. To educate children between 7 to 12 years old about the possibility of a career in the law or legal- related opportunities available through a fun yet educational medium;

- D. To help young children recognize and identify positive minority and diverse role models in the legal field; and
- E. To simply put a smile on the faces of young children from underprivileged areas through exposure to a new experience.

Project Description Overview:

- The project will provide services for the community and young lawyers.
- The specific number of participants of in the program is unknown at this time. However, we aim to host 60 children.
- During A Day at the Courthouse the children will have the opportunity to tour a courthouse and court room with direct access to lawyers and judges, and the history and the achievement of diverse lawyers and judges. The attorneys who participate will receive a shirt and the children will receive a storybook related to the law and school supplies.
- This project is relatively easy for other young lawyers or voluntary bar associations to duplicate.

VI. Project Evaluation:

The CBA Executive Board will work with CARE Elementary to select the students to benefit the most from attending A Day at the Courthouse. We will also seek feedback from the participants, teachers and the administrators, and judges.

VII. Project Organization and Structure:

Two CBA Executive Board Members will co-chair the project. CARE Elementary will identify a group of children who will be transported to the location to participate in A Day at the Courthouse. The Young Lawyers Division of the CBA will provide young attorneys to chaperone the students and identify judges who will serve as a survey of the diversity of the judiciary. We expect that the students will receive a brief overview of the court system and the different roles/positions found in a courtroom.

We expect the students will be introduced to various people including police officers, bailiffs, judicial assistances, clerks, etc.

VIII. Budget: (based on an estimated 60 children attending A Day at the Courthouse)

Item	Estimated cost
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Informing · Educating · Empowering

Books for children	\$600
Gift Bags and School Supplies	\$600
Transportation	\$800
Total Expenditures:	\$2,000
CBA Funds	\$200
In Kind Donations	\$300
AOC Grant	\$1,500
Total	\$2,000

IX. Timetable:

December: Submit AOC grant application.

February: Begin basic plans with CARE Elementary School.

April: Recruit volunteers and confirm courtroom venue for A Day at Court

July: Identify and select students and judges to participate in the event; continue fundraising and recruiting volunteers.

October: Advertise and host A Day at the Courthouse.

Day at the Courthouse 2017

Students from CARE Elementary and Honorable Judge Donald L. Graham,
United States District Judge



Informing · Educating · Empowering



Informing · Educating · Empowering



December 8, 2017

I. SHORT PROJECT TITLE:

CFAWL: Breaking Through Human Trafficking to Getting to Healing, a project with Samaritan Village, Inc.

II. CONTACT INFORMATION:

Attn: Young Lawyers
P.O. Box 3351
Orlando, FL 32802-3351

Lorraine Pitre – CFAWL YL Director
Lorraine.Pitre@gmail.com
407-230-8087

Hazel Gumera
CFAWL YL Director
Hazel@barkettlaw.com
904-254-0365

Kimberly Hosley
CFAWL President
Khosley@theorlandolawgroup.com

Project Presented by: Lorraine Pitre and Hazel Gumera – CFAWL YL Directors

III. DESCRIBE YOUR AFFILIATE

The Central Florida Association for Women Lawyers (“CFAWL”) is a professional organization devoted to actively promote the advancement and recognition of women in the legal profession and expanding the leadership role and involvement of its member in the community at large.

To achieve these goals, CFAWL will further the common interests of its members and encourage camaraderie and learning among its members. CFAWL will promote women’s opportunities and rights, uphold the highest standards of integrity, honor and courtesy in the legal profession, promote reform in the law and facilitate the administration of justice.

CFAWL currently consists of about 400 members and has participated in the Affiliate Outreach Conference for approximately ten years. We are grateful to have received funding for many amazing projects over the years. The last three AOC projects for which we received funding are:

2016-2017 – Domestic Violence: Lawyer Advocacy Training and Drive
2015-2016 – Samaritan Village (home for victims of human trafficking)
2014-2015 – Covenant House Florida



HUMAN TRAFFICKING
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MODERN-DAY SLAVERY.
VICTIMS OF HUMAN
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FOR THE PURPOSE
OF COMMERCIAL SEX
AND EXPLOITATION.



The Need

Traffickers fish in pools of vulnerability. The women and children who are exploited by sex traffickers, are often those who have experienced previous trauma in their lives, leaving them vulnerable to being re victimized and exploited. Many studies have shown that 70-90% of minor victims of sex trafficking are survivors of childhood sexual abuse, prior to being trafficked.¹ The average age of initial exploitation is 13.² This history of abuse and early age of initial victimization, leaves women vulnerable to repeated exploitation at the hands of traffickers.

Our Program

Samaritan Village is a Christ-centered residential program for adult women seeking healing from sexual exploitation. Utilizing a holistic trauma informed care model, our program guides women on their journey to life change. Therapeutic elements include both group and individual counseling, relapse prevention classes and community service, as well as training in life skills, educational advancement through GED or college courses, fiscal responsibility, and goal setting. Restoration in Jesus Christ provides residents the solid foundation on which they can build a successful future of independent living. At Samaritan Village, we believe that not only will the lives of Samaritan women be transformed, but their families and communities will be changed as well.



¹ Bagley, C. & Young, L. (1987). *Juvenile Prostitution and Child Sexual Abuse: A Controlled Study*.
² Shared Hope International.



OUR VISION

Communities where women live free from sexual exploitation, finding restoration and wholeness in Jesus Christ.

OUR VALUES

CHRIST-CENTEREDNESS

We believe everything we do must focus on Jesus Christ, who is the higher power in Whom we are all equal and healed.

COURAGE

We believe that long-term change also requires courage, to see ourselves and others change.

COMMUNITY

We believe that life-long change takes a "village," and that we are meant to build each other's future together, for the benefit of all.

COMPASSION

As we focus on Him and find our courage together, we believe that we should all strive to be people of compassion.





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Samaritan Village Snapshot

The mission of Samaritan Village is to be a Christ-centered program for women transitioning from sexual exploitation to healing, wholeness and productivity.

Resident Testimony

"Before Samaritan Village I belonged to a pimp. I thought there was no way out – my pimp was supplying my drugs, shelter, etc. So not only did I lose myself and my dignity to him, I lost them to the drugs as well. Now being a resident at Samaritan Village I have 14 months clean and I only belong to God. I am free from my pimp – he no longer has any kind of hold on me or my soul. It feels amazing! My support system I have in place here is strong – something I never had in my life. I am so very grateful for this program and for all the volunteers that support/help us. The volunteers are more than just volunteers... They are mentors, life coaches, friends, and family."



Vision & Mission

SVI's vision is to see communities where women live free from sexual exploitation, finding restoration and wholeness in Jesus Christ. Our mission is to be a Christ-centered program for women transitioning from sexual exploitation to healing, wholeness and productivity. Specifically, we provide a safe place where sexually trafficked women can heal from trauma, recover from addiction, take back their lives, and become catalysts for changing their communities. We are proud to share the testimony of one such woman above. Every resident that we have the privilege to serve has a different story – each as heartbreaking as the next – each making her believe that she is not worth the love and care that she receives within our program. At SVI we have the unique opportunity to restore her self-worth by sharing the amazing love of Christ and surrounding her with the practical support she needs to start again.

Program Details

SVI was launched in 2009 when the anti-trafficking movement was only just gaining momentum in Orlando. Generous support from the community allowed us to purchase a home for program use. Over the years we have refined our vision and focus to serve survivors in a way we don't see happening

anywhere else in Central Florida. Our program is unique in the depth of support offered, as well as length of stay allowed. Our program lasts a minimum of 12 months, with residents staying as long as 18 months before they are ready to live independently. Some of the key program elements offered:

- Individual Trauma-Informed mental health counseling sessions every week
- Multiple supplementary therapies weekly (ex: equine therapy, art therapy, anger management classes, etc.)
- Spiritual discipleship and individual mentoring
- Case management
- Medical & Dental care
- Educational development (GED tutoring, college scholarships)
- Vocational Skills development
- Continued after-program support

Samaritan Village offers residents a family environment that many have never experienced before. It is this invitation into the family of Christ, and the immediate reflection of it within our home, that we believe is the most powerful healing element of all.

Transitions Resale Boutique

Samaritan Village is also proud to connect with the greater Orlando community through our resale store, Transitions Resale Boutique. This store serves as our consistent platform for education to the community, as well as a place of volunteer engagement and financial support. We sell gently used women's clothing and accessories, and general housewares. All donations directly support SVI in multiple ways. Residents often arrive to our program with the clothing on their back, and we provide a full wardrobe to them free of charge through the store. We also partner with other local organizations to clothe survivors who are on the road to healing. Transitions is located in the plaza with Summit Church and VisionWorks at 3845 E Colonial Drive Suite B Orlando, FL 32803.

Current Growth Efforts

SVI is engaging in a season of critical leadership growth and fund development. In April of 2017 we launched our "Room for Two" Campaign to help us fund two additional beds within our home that are ready for residents, but are currently unoccupied due to lack of operational funding. Our goal is to raise an additional \$80,000 through this campaign to fill our home, as we continue to develop meaningful community partnerships to support our growing program.

IV. SUMMARY OF PURPOSE OF YOUR REQUEST

In 2016, CFAWL YL was successful in receiving the AOC Grant Award to build community awareness of sexual exploitation of women by partnering with Samaritan Village, Inc.

Samaritan Village was established in 2010 out of a growing need in Central Florida to provide a safe house for victims of sexual human trafficking. The safe house provides six out of the ten beds in Central Florida and is unique from many safe houses because it provides female adult survivors of human sex trafficking a safe home where they reside for twelve to eighteen months and receive intentional and intensive therapy, counseling for relapse prevention, education and job training, medical and dental, and attention to every other need in order to equip and empower them to take their lives back.

The 2016 AOC grant awarded to CFAWL YL provided Samaritan Village's safe house with new outdoor equipment, greenery to improve the aesthetic appeal of its outdoor spaces, and home maintenance materials to increase the comfort and functionality of the indoor spaces.

However, CFAWL YL sees where there is much left to be done in growing awareness of human trafficking because of the ongoing and growing problem in Greater Orlando. It is important to note that Florida ranks third in the nation, for the number of reports to the national human-trafficking hotline, while the Greater Orlando is one of the areas that contributes a large number to that statistic because of its population size, tourism, and transiency. Therefore, making it an important initiative for CFAWL YL to continue the awareness and fight against human trafficking by planning a second project to continue to address the needs of Samaritan Village and to continue to raise awareness of human trafficking

The project CFAWL YL is planning with Samaritan Village to provide the women recovering from sexual exploitation with a therapeutic healing environment to conduct their therapy sessions in a confidential and welcoming space to achieve healthy and productive lives in society. Additionally, CFAWL YL intends on conducting educational/information sessions with attorneys, hospitality, and hospital staff to raise awareness of human trafficking victims.

V. PROJECT OBJECTIVES/DESCRIPTION:

What needs does the project address? Why are these needs important to your Affiliate?

The focus of the project is to provide the women at Samaritan Village with a confidential, private space area where they can feel free to openly talk about their struggles and get counsel from their therapist. Currently, therapy is done in an open living area where a noise machine is utilized to maintain privacy. Often this is a hindrance in the women opening up in therapy about their struggles.

The above needs are important to CFAWL/CFAWL YL because they are in alignment with CFAWL's mission and values of facilitating women's opportunities and rights in the community and encouraging involvement of members in the community at large.

To what groups will the project provide services? How many people will the project serve?

The project will service the six resident survivors at Samaritan Village and in addition the community at large because Samaritan Village connects each year with hundreds of victims of human trafficking in the community. Lastly, our CFAWL YL members who are comprised of attorney and student volunteers, will be serviced by giving back to the community through their volunteer work.

What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different? Will your group work with any other organization in implementing this project?

Samaritan Village partners with different groups throughout the year to provide their six residents with the care and therapeutic elements for their recovery, which cost approximately \$40,000 for each resident. As a result, Samaritan Village's primary focus with other groups is to raise funds to take on new victims. Thus, limiting the resources to tap into for smaller projects such as improving indoor and outdoor spaces or provide community awareness resources such as included in CFAWL YL's project.

CFAWL YL's 2016 AOC award which was used to improve the indoor/outdoor living space of Samaritan Village was a great success and had a positive impact on the six residents. We are proud of the fact that our volunteer work, however small, had a part in two of the survivors graduating from the program and attending college and one of them is now employed at Samaritan Village advocating for volunteers such as CFAWL YL. CFAWL YL's second proposed project to provide a therapy office for Samaritan Village will continue our service work and commitment to touching the lives of those survivors at Samaritan Village.

How will the public benefit from the project? What impact will the project have in the community?

Helping heal and rehabilitate victims of human trafficking is a benefit to the public because it is a key component of their recovery to become productive members of society. CFAWL YL providing Samaritan Village a safe and healing therapy environment will positively impact the recovery of the victims and in turn benefit the Greater Orlando community.

Will handouts or other materials, if any, be sold or provided to the participants?

Yes. CFAWL YL will convert a functional area in the safe house into a private therapy room by giving a fresh coat of paint to the walls, seal the cement floor, install two windows, provide furniture, and plant a fruit and vegetable garden.

Is this an easy project for other young lawyer affiliates to replicate?

Yes, this project is not only easy to replicate but needed very much in all of Florida, especially in light of the fact that Florida ranks third in the nation in human trafficking.

From what other sources are you seeking funding for this project?

We will seek items to be donated or money collected for additional items to be purchased to complete the therapy room.

If you are awarded YLD funds, how will you recognize the YLD's support of your project?

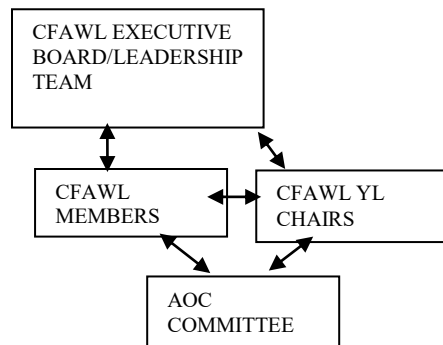
We will put in our marketing material that this project is supported and possible by YLD funding. We will also thank the YLD for its funding when we make announcements about this project to our CFAWL membership, both in electronic communications and at CFAWL monthly luncheons.

IV. PROJECT EVALUATION/TIMELINE:

We plan to successfully complete this project in the Spring of 2018 (April 2018). Once the project is complete a meeting will be scheduled to discuss if the focus for 2019 can again be on a project for human trafficking.

V. PROJECT ORGANIZATION:

The project will be organized by the CFAWL YL Chairs who are part of the Executive Board. The CFAWL YL will then create a committee that will consist of CFAWL Members who are young lawyers and students to delegate task and duties to ensure a successful project and participation from CFAWL YL members.



VI. BUDGET

Item	Anticipated item	Quantity	Price	Total
1	Paint for the walls	5	\$25.00	\$125.00
2	Wood floors 330 SQ. FT.	18	\$2.59/sqft	\$892.26
3	Couch	1	\$300.00	\$300.00
4	Chair	1	\$125.00	\$125.00
5	Book Shelve	1	\$110.00	\$110
6	Pictures	Donation	Donation	\$0
7	Fruit & Vegetable Seeds for garden	Donation	Donation	\$0
8	Quarter round molding	10	\$6.49	\$64.90
			TOTAL	\$1,617.16

Should you have any questions or require any additional information in advance of the AOC Conference presentation, please do not hesitate to contact us.

Sincerely yours,

s/ Lorraine Pire and Hazel Gamera,
Central Florida Association for Women Lawyers

Affiliate Outreach Conference Grant

Short Project Title: Nourish to Flourish / Beth Dillinger Foundation

Contact Information: Clearwater Bar Association Young Lawyers Division

800 Drew St., Clearwater FL 33755

727-743-1037

Contact Person: Jason Lambert - jlambert@broadandcassel.com

Describe Your Affiliate: Total number of members – approximately 150

Our affiliate has attended AOC every year for as long as we can remember

Our last three AOC Projects were:

- VA Partnership with Bay Area Legal Services - \$1,800
- Random Acts of Flowers - \$1,500
- Hispanic Outreach Center - \$1,400

Summarize the Purpose of Your Request: The purpose of our request is to provide funding to help feed children with food insecurity in Pinellas County through a partnership with the Beth Dillinger Foundation. Pinellas County has approximately 7,000 children who are chronically hungry, meaning they either go to bed hungry or have insufficient food when they are not in school. The Nourish to Flourish Program purchases and puts together small meal packages containing snacks, juice boxes, and dry goods for students to take home over the weekend and enjoy. The extra food allows students to fill their bellies so that they can complete their homework and take on the following school week with added vigor. The costs for the meal packages are incredibly reasonable –\$162.50 one chronically hungry student for an entire 32-week school year!

Project Objectives/Description: This project is intended to meet the needs of children in Pinellas County who are chronically hungry and suffer from food insecurity. Our goal is to sponsor an entire classroom's worth of children – approximately 25 students for an entire school year. While the Beth Dillinger Foundation operates Nourish to Flourish year round, they are constantly in need of financial support and volunteers to help stock food and deliver food packages to students and schools around Pinellas County. This project will have a tremendous impact on the lives of the children fed and their families. There are similar programs in other cities and this is a project other affiliates could replicate within their communities.

Project Timeline: Our goal would be to begin this project as soon as grant funds are received.

Budget: 25 students x \$162.50 = \$4,062.50.

**Young Lawyers Section of the Collier County Bar Association
2018 Affiliate Outreach Conference Grant Application
“Humane Society Literacy Event”**

**Presented by:
Joseph Coleman and Jennifer Cachon**

I. Short Project Title: Humane Society Literacy Event

II. Contact Information: Joseph Coleman, Esq.
Woodward, Pires & Lombardo, P.A.
3200 Tamiami Trail N. Ste. 200
Naples, FL 34103
(239) 649-6555
jcoleman@wpl-legal.com

Jennifer A. Cachon, Esq.
Conroy, Conroy & Durant, P.A.
2210 Vanderbilt Beach Rd., Ste. 1201
(239) 649-5200
jcachon@naplespropertylaw.com

III. Affiliate Description:

We are the Collier County Young Lawyers Section of the Collier County Bar Association (“CCYLS”). There are over one hundred (100) members of the CCYLS. We have attended the Affiliate Outreach Conference for the past several years. In the past, we have tackled projects such as:

- “Drug Free Bonfire” – promoting drug and alcohol awareness amongst Collier County Youth;
- “Backpacks for Buddies” – providing backpacks and school supplies to foster children;
- “Bowling for Legal Aid” – raising funds for Legal Aid’s Educational and Legal Rights programs;
- “Pumpkin Painting with Sunshine Kids” – volunteering and engaging in community outreach with children diagnosed with various forms of cancer

IV. Summary:

The purpose of this project is to help create a new project whereby children, learning to read and struggling with reading skills, can make strides towards achieving literacy and gaining reading comprehension skills. Many children, learning to read, suffer from “stage fright” in trying to read in front of their peers or their parents. Likewise, many children

who fail to read at an age appropriate school level do not have the infrastructure in place to succeed, and cannot find an environment where they are encouraged to read or find books to read. We plan to create a ten-book program whereby participants in the program will read certain age-appropriate books over a six-month period to animals at a local animal shelter. Participants who read all ten books within this period will earn a special, VIP tour of our local community zoo. As part of the program, we expect to include in the program books from mediator and children's author Jacqueline J. Buyze about lawyers and the law. By creating this program, we will be: (a) assisting children in learning to read and gaining invaluable reading comprehension skills; (b) fostering an environment where children can relax and read without being self-conscious of their peers or teachers; (c) helping create a connection between children, rescue animals, and our local animal shelters; (d) providing children with an opportunity to learn about their local community, local zoo, and wildlife; and (e) fostering a positive experience for children to learn about lawyers and the positive contributions lawyers make to the community during their formative years.

V. Project Objectives/Description:

Similar programs have already been instituted throughout the country, including in Santa Barbara, California, Baltimore, Maryland, various locations throughout Minnesota, and the Humane Society of Missouri. The positive results from similar programs have been significant, including making enormous strides for children in reading communication skills, self-esteem, literacy, and confidence.

We would work with the Humane Society of Naples, the Collier County School Board, the Literacy Volunteers of Collier County, and the Naples Zoo at Caribbean Gardens to bring this program to life. This event would help promote the Humane Society of Naples and the Naples Zoo at Caribbean Gardens in our community. This will prove especially helpful to the Naples Zoo, which was damaged by Hurricane Irma. It is expected that twenty (20) to forty (40) children would participate in this program this year, and that the program could grow in later years.

Handouts or other materials will not be sold to participants, and we are not seeking funding for this project from any other sources at this time. This would, additionally, be an easy project for other affiliates to replicate. If we are awarded the Florida Bar Young Lawyer Division ("YLD") funds, we will recognize the YLD's support of the project at the event and ask that the Young Lawyer Division be recognized on any website created to promote or foster this program.

VI. Project Evaluation/Timeline:

We expect that the project will be a success if young lawyers assist with the program and act as positive role models to the youths in attendance. The project shall commence within one month of the 2018-2019 school year for Collier County. We will measure the effectiveness of our project by attendance, comments received by children and their

families, the percentage of children completing the program, improved literacy skills, and the smiles on the children's faces.

VII. Project Organization:

A committee will be organized to oversee this event. The committee will consist of at least three (3) lawyers and one (1) non-lawyer representative. The committee will motivate other CCYLS members to participate, request donations, and invite participants from both the legal and local communities. The project will be promoted through newsletter and email announcements through the Collier County Bar Association and various other outlets.

VIII. Budget:

Books	\$600.00
Marketing and Printed Program Materials	\$400.00
Transportation for Children	\$500.00
VIP Zoo Experience	\$1,000.00
Total	\$2,500.00

We are investigating whether sponsorship opportunities will be available and/or if donations will be requested from the community-at-large, including, but not limited to, from the Naples Zoo.

IX. Exhibits

No exhibits attached.



D.W. Perkins Bar Association
Young Lawyers Division
Jacksonville, Florida

AOC 2017 – The Florida Bar Young Lawyers Division Grant Application

“Bunny at the Court”

I. SHORT PROJECT TITLE

The Young Lawyers Division of the D.W. Perkins Bar Association presents “Bunny at the Court.”

II. CONTACT INFORMATION

Destardes Moore and Jakela Rivers are the co-chairs of the Young Lawyers Division of the Daniel W. Perkins Bar Association (“DWP YLD”).

D. W. Perkins Bar Association
P. O. Box 2156
Jacksonville, FL 32203

Project Presenters at AOC:

Destardes Moore, Esq. destardes@moorelaw.com
Jakela Rivers, Esq. Jrivers@riverslegal.com

III. DESCRIBE YOUR AFFILIATE

The Daniel Webster Perkins Bar Association, Inc. was formerly known as the Colored Lawyers Association. In 1968, it changed its name in honor of Jacksonville attorney, D.W. Perkins. Attorney Perkins was one of Florida’s first African American lawyers, having been officially admitted to the Florida Bar in 1914. Today, more than 80 local attorneys and judges [of various ethnic and racial backgrounds] hold membership in the D.W. Perkins Bar Association.

The D.W. Perkins YLD Committee is active both within the organization, and in the community. In past years, grants from The Florida Bar Young Lawyer Division have enabled us to do community service projects with the SOS Academy (a charter school for “at-risk” youth), the MaliVai Washington Foundation, and more recently with the Family Nurturing Center. We attended the 2015 Affiliate Outreach Conference.

IV. SUMMARY OF THE PURPOSE OF THE REQUEST

The purpose of DWP YLD’s Bunny at the Court program is to support at-risk- youth in Jacksonville, Florida and to bring uplifting in the community during the holidays. Bunny at the

Court will operate with a mission of providing community service to at risk youth giving them the opportunity to celebrate the Easter Holiday and bring families together within the community. The DWP YLD will be able to use the grant to contribute to this cause.

V. PROJECT OBJECTIVES AND DESCRIPTION

The objective of the project is to assist at-risk youth with the ability to come together in the community to celebrate the Easter holiday without financial burdens. Often, at risk youth are left with no positive alternatives or positive environments to enjoy family and friends in. The DWP YLD supports the goal of bettering the lives of the at risk youth with an opportunity to be in a safe and carefree environment. The community at large will benefit from its community outreach and positive holiday alternatives. With the grant funds, DWP YLD will purchase, gather, and seek donations of plastic eggs which will be filled with candy and will be hidden around the Courthouse for the children to find, additionally food and games will be available for families to enjoy.

PROJECT EVALUATION

The DWP YLD expects to contribute to giving at risk youth the opportunity to experience a holiday at the Courthouse with positive interactions between families, judges, lawyers, and other members of the judiciary system. The measurement for effectiveness is the number of participants who come out and benefit from the event. We will be able to keep in communication with at risk youth for future events.

VI. PROJECT ORGANIZATION

Members of the DWP YLD will be responsible for obtaining the eggs, food, candy, games, and utensils for this event. **BUDGET**

Expenditure Category	FL Bar YLD Grant Funding Request
1000 eggs used	\$200.00
Candy, games and food	\$500.00
Supplies (plates, utensils, etc.)	50.00
TOTAL:	\$750.00

VII. TIMETABLE

The DWP YLD will coordinate with its members and the Courthouse to coordinate this event. The project is likely to be completed by Spring 2017.

Respectfully Submitted,

Jakela Rivers, Esq. and Destardes Moore, Esq., Co-Chairs, D.W. Perkins Young Lawyers Division

DCBA

DADE COUNTY BAR ASSOCIATION YOUNG LAWYERS SECTION

123 N.W. 1st AVENUE

SUITE 214

MIAMI, FLORIDA 33128

PRESIDENT

Eric Bluestein
2665 S. Bayshore Drive
Suite 603
Miami, Florida 33131
(305) 371-2692

November 13, 2017

PRESIDENT-ELECT

Evian White De Leon
11645 Biscayne Boulevard.
Suite 207
Miami, Florida 33181
(786) 566-1726

**SENT VIA E-MAIL ONLY (NZBRZEZNJ@FVDBLAW.COM
AND TMILLER@FLABAR.ORG)**

SECRETARY

Isabella Poschl
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Nicholas Zbrzezni, Esq., Local Affiliate Chair
Frost Van den Boom & Suttan, P.A.
395 South Central Avenue
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TREASURER

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300 S. Biscayne Boulevard
Unit 3216
Miami, Florida 33131
(754) 202-1199

Tom Miller, Program Administrator
The Florida Bar
651 East Jefferson Street
Tallahassee, FL 32399

RE: Dade County Bar Association Young Lawyers Section ("DCBA YLS") Affiliate Outreach Conference ("AOC") Grant Application

Dear Mr. Zbrzezni and Mr. Miller:

It is with great pleasure that the DCBA YLS submits the following AOC Grant Application. If you have any questions or require any additional information, please do not hesitate to contact us. Thank you, in advance, for your time and consideration.

2016-2018 Directors

David De La Flor
Lauren Doyle
Zachariah R.F. Evangelista
Stephanie Grosman
Michael Levine
Scott Merl
James M. Slater

I. Short Project Title

"Law Week 2019: Volunteer Like You Live Here"

2017-2019 Directors

Michael T. Davis
Rachael Mitchell Fagenson
Amber Kornreich
Daniel Rowinsky
Richard D. Shane
Jihan Soliman
Joseph Sternberg

II. Contact Information

Dade County Bar Association Young Lawyers Section
Attn.: Alice Ramirez
123 NW 1st Avenue, #214
Miami, FL 33128
Telephone: (305) 371-2220
E-mail: ARamirez@dadecountybar.org

Immediate Past President
Stuart J. Weissman

DCBA Assistant Director
Alice Ramirez

Project presenters:
Isabella Poschl, DCBA YLS Secretary
Kristen Corpion, DCBA YLS Treasurer

III. Describe Your Affiliate

The DCBA is one of the largest voluntary bar associations in Florida, with approximately 2,700 members. The DCBA was incorporated in 1920 to serve Miami-Dade County lawyers, to promote the administration of justice, to enhance attorney professionalism, and to cultivate positive relationships among members. The YLS is a section of the DCBA. All regular, associate and government service DCBA members aged 36 or under are automatically members of the YLS. The YLS has more than 900 members. The YLS Board of Directors (“Board”) consists of a team of talented and driven young lawyers. Board members have regularly attended the Florida Bar YLD AOC. Last year, the AOC awarded the DCBA YLS \$1,100.00 for its “Miami Membership: Giving Young Lawyers the Best Opportunity to Succeed Personally and Professionally” project.

IV. Summarize the Purpose of Your Request

It is time for the DCBA YLS to reconnect with the community at-large. In the past few years, the DCBA YLS has dedicated its programming and efforts to providing opportunities to young lawyers to succeed professionally and personally. With the growing income disparities in Miami, the lack of resources for the poor, and the resulting inequities, the DCBA YLS must use its privilege and capital to take ownership of and address these problems.

That is where “Law Week 2019: Volunteer Like You Live Here” comes into existence. This will be the DCBA YLS’ signature programming for the 2018-2019 bar year. The project will consist of three different events from May 1 – 4, 2019: (1) Law Day; (2) CLE and Happy Hour for a Cause; and, (3) Service Juris Day. The focus of the events will largely depend on the issues facing the community at that time.

For Law Day, volunteer attorneys from the DCBA YLS will provide free legal advice to the most disenfranchised members of our local community. It is important that all practice areas are represented (housing, criminal, probate, estate planning, consumer, public benefits, and civil rights are the most demanded services). It is also important that the DCBA YLS partner with local legal nonprofits to maximize participation from the community.

For the CLE and Happy Hour for a Cause event, the DCBA YLS will host a CLE to help educate our membership on May 4, 2019, followed by a Happy Hour to support a worthy cause impacting the local community. The CLE and Happy Hour will be free to attendees. The DCBA YLS will, however, suggest donations of \$20.00 per attendee. The funds raised will be donated to a local nonprofit or charity. The DCBA YLS will select the local nonprofit or charity based on the pressing needs of the community at that time; however, Miami Waterkeeper (www.miamiwaterkeeper.org) has already expressed interest in working with the DCBA YLS to host an environmental law CLE. They are a nonprofit that is committed to swimmable, drinkable, and fishable water for all of South Florida.

Last, but not least, Service Juris Day will conclude “Law Week 2019: Volunteer Like You Live Here.” The DCBA YLS will encourage all attorneys in the community to volunteer in teams at two different sites. The sites will depend on the needs of the community at that time, but will likely include an environmental clean-up with Miami Waterkeeper and the beautification of a shelter for domestic violence survivors and their children.

V. Project Objectives/Description

What needs does the project address? Why are these needs important to your Affiliate?

All of the programming for “Law Week 2019: Volunteer Like You Live Here” addresses legal and basic human needs in our community, Miami. These needs are important to our Affiliate because Miami is one

city, our city, but is often divided along socioeconomic divides. This became tragically apparent after Hurricane Irma. As lawyers, we have access to resources that we should be sharing with the rest of the community – not just during times of crisis, but year-round.

To what groups will the project provide services (young lawyers, the community at large)?

The project will provide direct services to the community at-large while providing professional development opportunities to the young lawyer membership.

How many people will the project serve?

Law Day aims to serve at least 30 members of the local community. The CLE and Happy Hour for a Cause hopes to host at least 20 lawyers at the CLE and many more at the Happy Hour for a Cause. At Service Juris Day, the volunteers will be dedicating their time to improving the environment and the lives of countless women and children who live in a local domestic violence shelter.

What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different/similar?

There are one-off projects throughout the year that provide similar services to the community at-large. There are also nonprofits that assist with the legal needs of low-income individuals. However, this is never enough to address the overwhelming need. By hosting “Law Week 2019: Volunteer Like You Live Here,” the DCBA YLS will serve as an example to other voluntary bar associations and lawyers of how we can take ownership of the issues that plague our community and how we can have an impact on them.

Will your group work with any other organizations in implementing this project?

For Service Juris Day and the CLE and Happy Hour for a Cause, the DCBA YLS aims to partner with Miami Waterkeeper, which has already expressed great interest in working with us, and Lotus House (a local shelter for women and children who are survivors of domestic violence). The DCBA YLS will also partner with legal nonprofits and advocacy groups to reach as many members of the local community for Law Day (*e.g.*, Legal Services of Greater Miami, Inc., Dade Legal Aid, Community Justice Project, Miami Workers Center).

How will the public and/or young lawyers benefit from the project? What impact will the project have in the local or legal community?

Law Day will provide young lawyers the opportunity to give legal advice (which may lead to a *pro bono* case) to the community. At the same time, the community at-large will have direct access to free attorneys for advice that they otherwise would not be able to afford on pressing legal issues (housing, criminal, probate, estate planning, consumer, public benefits, and civil rights are the most demanded, yet unmet, services).

The CLE and Happy Hour for a Cause will afford young lawyers the opportunity for professional development mixed with networking and a little fun. While the event will be free to DCBA YLS membership, we will ask for a suggested donation of \$20.00 to be donated to a local nonprofit or charity.

Service Juris Day is a day of community service where young lawyers, more experienced lawyers, judges, and the community at-large will come together to clean up Miami’s shoreline (likely with Miami Waterkeeper) and to beautify a shelter for women and children who are survivors of domestic violence (likely Lotus House). All the while, the membership of the DCBA YLS will have the invaluable opportunity to network in an informal setting.

Will handouts or other materials be sold or provided to participants?

No materials will be sold to participants. When appropriate, self-help materials will be distributed to the community.

Is this an easy project for other young lawyer affiliates to replicate?

Yes.

From what other sources are you seeking funding for this project?

The DCBA YLS Pro Bono and Community Service Committee will solicit funds from the DCBA YLS general fund to cover any additional costs.

If you are awarded YLD funds, how will you recognize the YLD's support of your project?

The DCBA YLS will recognize YLD's support in its promotional materials, self-help materials (as appropriate), advertising, social media posts, and at the programming.

VI. Project Evaluation/Timeline**Timeline:**

DATE	PROJECT GOALS
January 13, 2018	Present to AOC.
Early 2018	Receive notice of grant award.
July 13-14, 2018	DCBA YLS Board Retreat. Start planning "Law Week 2019: Volunteer Like You Live Here."
September 2018 – March 2019	Continue planning "Law Week 2019: Volunteer Like You Live Here."
April 29 – May 4, 2019	"Law Week 2019: Volunteer Like You Live Here"
May 1, 2019	Law Day.
May 2, 2019	CLE + Happy Hour for a Cause.
May 4, 2019	Service Juris Day.
June 30, 2019	Submit a project report to The Florida Bar.

Evaluation:

Measuring the success of "Law Week 2019: Volunteer Like You Live Here" is simple: getting the DCBA YLS membership to show up with their colleagues, friends, and families in tow to give back to our community is how the DCBA YLS will measure the success of the project.

VII. Project Organization

The DCBA YLS will lead the charge for "Law Week 2019: Volunteer Like You Live Here." Evian White De Leon will be the President for the 2018-2019 bar year, and will be the point person to execute the project. Alice Ramirez, the Assistant Director for the DCBA YLS, will provide operational assistance. The Pro Bono & Community Service Committee will work on the project as well. Outside of the DCBA YLS, Evian White De Leon will coordinate with local nonprofit leaders with whom the project collaborates (these individuals will likely change over time).

VIII. Budget

The following is a preliminary line item budget of monies needed to complete the project. Additional funds may be obtained, subject to availability, to achieve the project objectives and continue the project in the future from the DCBA YLS general budget.

EXPENSES	TOTAL
<i>Law Day</i>	
Advertising in <i>The Miami Times</i> , the local newspaper that advertises to the community living near Charles Hadley Park.	\$250.00
Food and drinks for attorney volunteers and community attendees (no alcohol will be served).	\$250.00
Copies of self-help materials for attendees.	\$100.00
<i>CLE and Happy Hour for a Cause</i>	
Copies of materials for attendees.	\$50.00
In-kind support from local bar or restaurant for first drink for attendees.	\$0.00
Appetizers for attendees at the Happy Hour for a Cause.	\$350.00
Suggested donations from attendees for the CLE + Happy Hour for a Cause will be donated to a local charity.	\$0.00
<i>Service Juris Day</i>	
T-shirts for 75 participants.	\$250.00
Advertising in <i>The New Tropic</i> to solicit volunteers.	\$200.00
Food and drinks for participants (no alcohol will be served).	\$250.00
Materials for the service sites.	\$1,000.00
TOTAL	\$2,700.00

IX. Exhibits

None.

Again, thank you for your consideration of our AOC Grant Application. We look forward to seeing you in January. In the meantime, we wish you and your loved ones a happy holiday season.

Regards,

Evian White De Leon
President-Elect, DCBA YLS

I. **TITLE:** Onbikes Pensacola – Lawyers and Logistics

II. **CONTACT INFORMATION**

Alex Andrade
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Pensacola, FL
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aandrade@mhw-law.com

III. **DESCRIBE YOUR AFFILIATE**

The Young Lawyers Division of the Escambia-Santa Rosa Bar Association is comprised of approximately sixty five (65) members, and spans the two westernmost counties of Florida. Our affiliate's past attendance at AOC has been sporadic. Last year, our affiliate attended and proposed a grant that received the President's Award in support of ESRBA YLD's onbikes Pensacola initiative.

IV. **PROJECT SUMMARY**

Thanks to support from the Florida Bar YLD, and from local sponsors and other grants, onbikes Pensacola (OBP) has been able to provide 2 bikes, helmets and locks PER DAY to children since its inception. OBP ultimately gave away 678 bikes to local charities in December 2017, more than three times OBP's estimate.

OBP's next step is to lower the logistical burden on the organizations receiving the bikes. OBP's current model is to order large quantities of bikes at one time, and to have local charities come pick up the bikes the day they are built. A serious problem arises when a charity needs 50 bikes over the course of 6 months, but has no place to store them and limited equipment to transport such a large number. See **Boys and Girls Club of Pensacola with their 47 bikes**.

The simple solution is for OBP to acquire a long term storage unit to house unassembled bikes. OBP has an opportunity to build bikes as the need arises in addition to the large builds it will continue to host, eliminating the storage and large logistical burden on the groups that receive OBP's bikes.

V. **PROJECT OBJECTIVES/DESCRIPTION**

a. Background

OBP was started by young lawyers in Pensacola. In its first fiscal year (2016), OBP provided 300 bikes, helmets and locks to children in the Pensacola area. In December 2017 (OBP's second year), OBP purchased and assembled 678 bikes, to be distributed to almost every charity serving children in the Pensacola area.

OBP raises money throughout the year through sponsorships and grants. OBP uses the money it raises to purchase bikes wholesale from a national manufacturer. The wholesale bikes come in boxes and must be assembled. OBP hosts “bike builds” where community volunteers come out and help to assemble the boxed bikes. See **December 2017 Bike Build Bikes**, Pictures of the Christmas 2017 Bike Build.

OBP is a 100% volunteer board made up of mostly lawyers under the age of 35. OBP’s mission coincides with the services the Escambia Santa Rosa Bar Association’s YLD has provided for years, namely, to serve children in the foster care system.

OBP is the only local charity dedicated to providing a bike, helmet and lock to underprivileged children. **OBP does not provide the bikes directly to children, and that is one aspect that makes OBP so special**, the charities that serve children in town are the ones who get to deliver the bikes to the children they serve. **The people who serve these children day in and day out, year round, are the ones who get to play Santa for Christmas.**

b. Problem

Though OBP only gives away brand new bikes, one of the most important bikes OBP gave away this year was a used bike. In September, a mother who’d recently lost her home came to the NWFL Children’s Home Society with a transportation concern. The mother didn’t have a way to get to and from work. The NWFL Children’s Home Society approached OBP to see if there was anything it could do. An OBP board member (a young lawyer) had a rusty old beach cruiser stored in his back yard. The beach cruiser was dropped off at OBP’s 2016 bike build, but was too rusty and worn to be given away. Another OBP member (also a young lawyer) put in the time to fix up the bike, and managed to give the used bike to the mother until she was able to receive a brand new bike at OBP’s December 2017 bike build. That used bike allowed that mother to get to work and continue to support her kids. This experience framed the one problem OBP currently has, its delivery model of very large bike builds, all at one time, can’t help people exactly when they need it.

Organizations continually approach OBP in “off” months with an immediate need for a bike for a parent or child. Because OBP does not have a dedicated storage facility, OBP is forced to tell that organization it will need to wait until December, when OBP’s large order of bikes comes all at one time, for that parent or child to receive a bike.

OBP also has a storage problem. Because OBP is 100% volunteer based, large boxes of helmets and locks have to be stored in all available spaces. See **My Law Office, with 500 helmets...**

c. Solution

Allowing OBP the logistical support of a permanent storage unit will allow for smaller bike build events with smaller organizations that may only need one or two bikes at a time.

While OBP supports all the large organizations serving children in Pensacola, several local schools, and smaller groups would also benefit if OBP were able to build its bikes on a smaller scale.

VI. PROJECT EVALUATION/TIMELINE

If OBP were to receive this grant, OBP would prepare a self-storage facility and order a large shipment of bikes to be maintained in the facility along with its April bike build order. OBP will then begin to plan out a monthly bike distribution, where requests that OBP receives can be serviced at one time per month by OBP.

OBP would also be able to host small bike builds for companies and charities on their time, and allow OBP to do both a large bike build in December and April and smaller bike builds throughout the year.

OBP would need no more than a 10 x 12 unit to store a sufficient inventory of the bikes it would need to keep in stock. The average rate for a 10 x 12 unit is about \$120 per month, or \$1,440 per year.

To recognize the Florida Bar YLD, OBP would treat the YLD as a sponsor at the \$1,500 level for the 2018 fiscal year.

VII. ORGANIZATION

The beauty of this grant proposal is its simplicity, it solves a direct need without any complexity. A storage unit will allow OBP to provide small amounts of bikes on demand, a need that has been exhibited by the monthly asks from local organizations which OBP currently cannot fulfill.

VIII. LAST YEAR'S GRANT AWARD

In 2016, the Florida Bar YLD awarded OBP with enough money to pay for the helmets and locks for over 100 children at OBP's Spring Bike Build. OBP ultimately gave away 167 bikes because of the cost offsets provided by the Florida Bar YLD and other organizations. OBP also instituted a safety brochure program, and a YLD branded safety brochure is given with every bike.

OBP was also encouraged to seek out other grants because of YLD's support, and to date, has received over \$10,000 in grants from different organizations to maintain sufficient levels of helmets and locks.

OBP owes a major debt of gratitude to the Florida Bar YLD for providing a grant that allowed OBP the leeway to pursue additional grants and expand its operations. Because of that first grant, OBP has been able to serve hundreds more children in Northwest Florida.

Most charities do not have a box truck. Even with a box truck, transporting 47 built bikes is logistically difficult.



Each bag contained a helmet, a bike lock and a safety brochure.



436 of the 678 bikes built in December 2017. The bikes are lined up outside CA Weis Elementary, located in the middle of an impoverished area of town.



My wife, Jessica, also a young lawyer, standing in front of our December 2017 order of bike helmets. This was my office for 2 ½ weeks.





**THE FLORIDA BAR
YOUNG LAWYERS DIVISION
AFFILIATE OUTREACH GRANT**

**YOUNG LAWYERS SECTION
FLORIDA ASSOCIATION OF WOMEN LAWYERS
2017 GRANT APPLICATION**

I. Short Project Title:

Girls Where They Are and Reaching for Higher Heights

II. Contact Information and Presenter at AOC:

Iris A. Elijah
Chair
Young Lawyers Section
Florida Association of Women Lawyers
P.O. Box 731685
Ormond Beach, Florida 32173
(850) 245-0466
iris.elijah@gmail.com

III. Describe Your Affiliate:

FAWL strives to propel women lawyers into economic, social, and leadership spheres of power. FAWL actively promotes gender equality and the leadership roles of FAWL's members in the legal profession, judiciary, and community at large. To achieve these goals, FAWL upholds the highest standard of integrity, honor, and courtesy in the legal profession, promotes reform in law, and facilitates administration of justice. FAWL's membership exceeds 2,600 members and approximately 40% of members are young lawyers.

Previously, FAWL was represented at AOC by Iris Elijah (2017), Stephanie Myron (2016), and Kate Mesic (2015). In 2016, FAWL in partnership with the Young Lawyers Section of Tallahassee Women Lawyers, presented at AOC for funding of *Girls Where They Are and Reaching for Higher Heights* which took girls from Nims Middle School in Tallahassee to the Supreme Court, the Capital for a networking lunch with elected officials, judges, and attorneys, and the Division of Administrative Hearings for a mock trial. In 2016, FAWL was awarded \$1,776. In 2015, FAWL's AOC grant was a live panel discussion and webinar entitled *Creating Your Blueprint for Leadership* during the Florida Bar's Annual Convention on Gindi Eckel Vincent's techniques can advance women in the legal profession. In 2014, FAWL applied for and successfully obtained a AOC grant for a live panel discussion on *Lean In for Lawyers: How Does Sharon Sandberg's Advice Help Us Grow in Our Profession?*

IV. Summarize the Purpose of Your Request:

The purpose of *Girls Where They Are* is: (1) to empower and inspire girls from disadvantaged, underexposed backgrounds and experiences by meeting them where they are in life and showing them achievement is obtained through hard work and community support; (2) provide a pathway to success for the girls through an educational and mentoring experience which encourages them to explore the possibility, through academic achievement, of entering the legal profession; and (3) to provide the opportunity to the girls to visit local courts, participate in a mock legislative session, participate in a mock trial, meeting with judges and attorneys, and to engage in critical thinking and problem-solving, legal reasoning, negotiations, and oral advocacy skills.

V. Project Objectives/Description:

Girls Where They Are inspires the next generation of diverse lawyers to reach higher heights despite the current circumstances. *Girls Where They Are* will bring to life for approximately forty (40) girls in 6th, 7th, and 8th grade at Nims Middle School in Tallahassee their civic classes with visits to the Supreme Court, Legislature, Division of Administrative Hearings, and lunch with lawyers and judges. This aligns with FAWL's mission of promoting gender equality and promoting FAWL members in the legal profession, judiciary, and the community at-large by attracting diverse women to the profession. The objectives of this event are to:

- Expose the girls to the judicial, executive, and legislative branch of government. The students at Nims are reflective of the dire statistics on women and children in Tallahassee. Nims is a Title I school meaning one hundred percent (100%) of students receive free breakfast and lunch. "Nims experiences a great deal of mobility with . . . students mostly due to issues related to students from low income families. It is not uncommon for a student to be enrolled in the fall, withdraw, move elsewhere, and re-enroll in the spring."¹ The majority of students at Nims, despite the close proximity, have never visited the Supreme Court, DOAH, the Capital, or met an attorney;
- Encourage the girls to believe they can become an attorney, a judge, or an elected official;
- Reinforce the importance of civics and citizen involvement in the legislative process;
- Create a pipeline of future diverse attorneys and judges;
- Instill in the girls confidence, good public speaking, self esteem, and the importance of hard-work;
- Create discussion about the lack of diversity in the executive, judicial, and legislative branches; and
- Encourage young attorneys to become mentors to law students and middle and high school students that are interested in becoming an attorney or judge.

Girls Where They Are begins the day at the Capital to tour the Senate and/or House learning about the legislative process, current representatives, and history of the Legislature in Florida. The girls then engage in a mock Session to debate and potentially pass a bill of their interest. Previously the girls passed a bill to have pizza and Zaxby's on Monday, Wednesday, and Friday at school. Through this process the girls learned how to debate, critical thinking about the impact on themselves and other students, and the importance of participating in critical decisions.

Then the girls take a tour of the Supreme Court learning about the judicial process, court system, and the importance of impartiality. Previously the girls have met Chief Justice Labarga, Justice Quince, and Justice Pariente. The girls also had an opportunity to tour the

¹ *Executive Summary of R. Frank Nims Middle School, Leon County School District, Desmond Cole, January 12, 2014.*

Supreme Court library that features original historic documents related to the State of Florida.

Next the girls have a networking lunch on the 22nd floor of the Capital with First District Court of Appeal judges, Second Circuit judges, and attorneys. The girls are provided an opportunity to hear about the judges and attorneys' personal experiences and how they overcame any obstacles. Based on feedback from the girls, the networking lunch was very beneficial because the girls could speak with someone who understood their struggles yet was still able to achieve their goals.

Lastly, the girls visit the Division of Administrative Hearings (DOAH) to participate in a mock trial. Each girl is assigned a part in the mock trial prompt and the administrative law judges coach each girl on their part. To ensure the girls understand how an issue is litigated, they play the entire mock trial, from the judge to the witnesses. Each year Nims request that we hold this event and take more girls than before.

This is an easy project for other young lawyer affiliates to replicate. In addition to a video of the event, there are several charts of necessary tasks to plan the event. Although no handouts will be provided all publication of the event will acknowledge YLD's contribution to the event. Additional resources for this event will be sought from various Florida Bar grants and the Administrative Law Section of The Florida Bar.

VI. Project Evaluation/Timeline:

Due to the age of the participants, a verbal evaluation of the event will be conducted. The evaluation will inquire into what the girls enjoyed most about the day, how the event influences their professional aspirations, whether the event has clarified their civics lesson, and what they've learned about women in the legal professional. Every girl that indicates an interest in becoming an attorney or judge is evidence this event is a success.

A timeline for the event is as follows:

- September 2018 – Solicit from relevant bar organizations, attorneys, and vendors about charitable contributions to the event;
- October 2018 – Coordinate and confirm with Nims, DOAH, and the Supreme Court a possible date for the event. Begin recruiting attorneys and judges to the networking lunch;
- November 2018 – Secure all venues and vendors for transportation, shirts, bags, food, and janitorial services. Create mock trial prompt for DOAH;
- December 2018 – Hold *Girls Where They Are* in Tallahassee.

VII. Project Organization:

This event will be organized, coordinated, and lead by the Young Lawyers Section of FAWL with assistance on the day-of-the event from the Administrative Law Section of The Florida Bar and the Young Lawyers Section of Tallahassee Women Lawyers.

VIII. Budget:

FAWL Young lawyers Section is requesting \$3,000, in funding to execute this event. At this time, there is no funding for this event from FAWL. Financial assistance will be sought from other Florida Bar grants and the Administrative Law Section of The Florida Bar. The proposed budget for this event is:

Expense Category	Proposed Expense
Bus Rental	\$900
Food for the Networking Lunch	\$1,000
T-shirts and backpacks	\$500
Videography	\$750
Supplies	\$200
Total	\$3,350

IX. Exhibits

FDLA YOUNG LAWYERS COMMITTEE – 2018 YLD AOC GRANT APPLICATION

I. Project Title: Florida Defense Lawyers Association (FDLA) Young Lawyers Committee “High Five Kids’ Pack” Program

II. Contact Information:

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(AOC Presenter)

Andrew Douberly, Esq., Co-Chair
Dickinson & Gibbons, P.A.
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adouberly@dglauyers.com
(AOC Presenter)

III. Affiliate Description: FDLA was formed in April 1967 to represent the interests of lawyers in private practice who primarily defend civil matters. Its mission is to enhance the knowledge, skills and professionalism of defense lawyers, while fostering balance in the civil courts through judicial and legislative advocacy. In support of this mission, it hosts the annual Florida Liability Claims Conference in Orlando, FL. This conference brings together attorneys and insurance claims professionals from the entire state, and averages approximately 350 to 400 attendees. The conference is scheduled to take place at Disney’s Contemporary Resort on June 2017 (exact date TBD).

FDLA's Young Lawyers Committee is comprised of over 150 young lawyers throughout the State of Florida. Its goal is to encourage young lawyer involvement in an effort to advance FDLA's mission. The Committee obtained approval as an Affiliate Organization in the Fall 2015 and will be attending the 2018 AOC for the third time. In 2016 and 2017 the "High Five Kids' Pack" Program was granted \$2,000 (each year) by the AOC.

IV. Summarize the Purpose of Your Request: The FDLA Young Lawyers Committee will host an interactive "High Five Kids' Pack" Program at FDLA's Florida Liability Claims Conference on June 2017 (exact date TBD). This program will benefit the Second Harvest Food Bank of Central Florida. Conference attendees, including members of the Young Lawyers Committee, will be invited to participate in organizing packages of food for needy children. The FDLA Young Lawyer Committee members, as well as those in attendance at the FDLA's Florida Liability Claims Conference, will take individual non-perishable food items (such as canned food, juice pouches, fruit cups, etc) and combine the individual items into one container in an assembly line format. That one container will then be given to Second Harvest and eventually donated to a child in need.

V. Project Objectives and Description: Second Harvest Food Bank of Central Florida is a private, nonprofit organization that collects, stores, and distributes donated food to more than 550 feeding partners in six Central Florida counties: Brevard, Lake, Orange, Osceola, Seminole and Volusia. One of Second Harvest's primary target populations for food distribution is needy children who do not have access to school cafeterias during the weekends or summer months. Second Harvest distributes food to these children through school distribution, summer food sites, and mobile food pantries at 10 at-risk schools in the Greater Orlando area. The FDLA Young Lawyers Committee is interested in partnering with Second Harvest as a way to give back to the Central Florida region, where it has hosted its annual conference since 1994. FDLA also chose to partner with Second Harvest because it provides a "mobile" service opportunity for large conferences and events.

Second Harvest is the only major food distributor in the Central Florida area. The Committee has a unique opportunity to serve a large number of needy children and families by hosting the "High Five Kids' Packs" program in conjunction with its annual conference. Typically, Second Harvest relies on much smaller volunteer organizations to assemble its "High Five Kids' Packs." By having a large number of volunteers in a single location at the same time, the Committee will be able to package a much larger number of packs to provide to children in need during the summer months.

This project will meet the basic nutritional needs of elementary-aged children during the summer months when they do not have access to free or reduced cafeteria meals. This project is ideal for other young lawyer affiliates to host in conjunction with a large organizational conference.

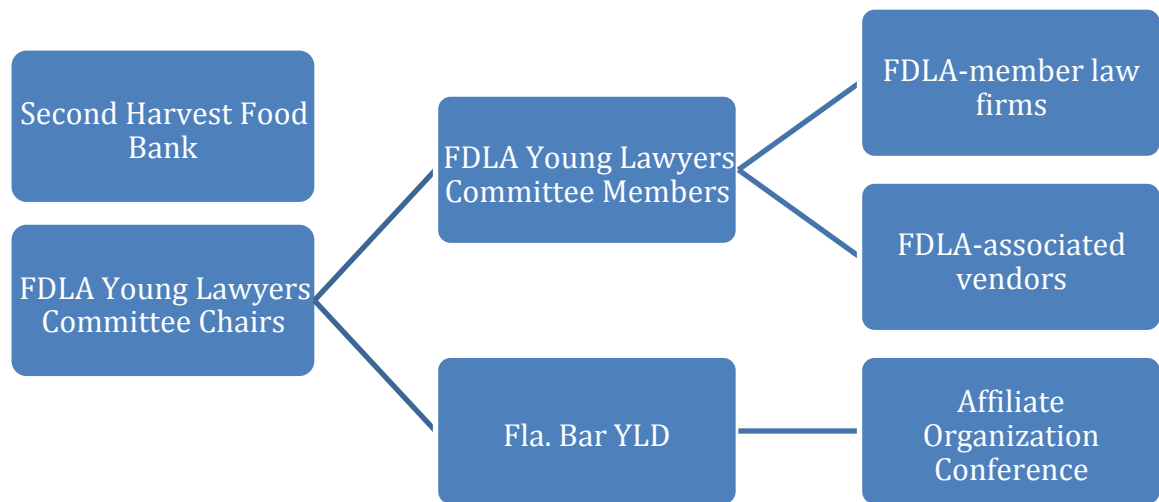
The project will take place onsite at the Disney Contemporary Resort during the FDLA Florida Liability Claims Conference in June 2018 (exact date TBD). Volunteers from Second Harvest will bring food supplies onsite to be packaged into individual “High Five Kids’ Packs” by conference attendees. Conference attendees will go through a conference room in an assembly line to put together the food packs. Based on last year’s event, the Committee’s goal is to assemble at least 400 individual packs to be distributed to children in need.

In addition, the FDLA has agreed to allow the Committee to seek donations from member law firms and vendors to sponsor additional packs. The Committee will publicize the following sponsorship tiers in advance of the meeting:

- \$25 – Traffic Court Sponsor Level;
- \$100 – Trial Court Sponsor Level;
- \$250 – District Court Sponsor Level;
- \$500 – Supreme Court Sponsor Level.

VI. Project Evaluation/Timeline: The Committee will evaluate the success of the project in 3 areas: (1) young lawyer involvement; (2) the number of packs assembled; and (3) money raised for additional kid’s pack sponsorship. The Committee plans to engage young lawyer committee members by requesting that they help solicit financial contributions from FDLA-member law firms and FDLA-associated vendors. At a minimum, the Committee plans to assemble at least 400 packs. However, based upon additional fundraising efforts of young lawyer committee members, it will endeavor to complete or fund upwards of 2,000 packs. The project will be completed at the FDLA Florida Liability Claims Conference in June 2017.

VII. Project Organization: This project will be led by the FDLA’s Young Lawyers Committee chairs. The Committee will coordinate directly with Jennifer Landress, Stewardship & Special Projects Manager of Second Harvest regarding event details and logistics. The Committee chairs will seek involvement from its members during several conference calls. Involvement will include event participation and attendance, along with fundraising for additional packs from FDLA-member law firms and FDLA-associated vendors. All additional funds raised will go to offset the costs of the Committee’s aspirational goal of assembling 2,000 packs.



VIII. Budget: Second Harvest provides all supplies to assemble the “High Five Kids’ Packs” based upon reduced-cost donations from area restaurants and grocers. Each pack costs a total of \$5.00 to assemble. All grant money will go to the purchase of supplies for assembly of the packs. At a minimum, the Committee will assemble 400 packs. However, the Committee plans to enlist its members to solicit financial contributions from FDLA-member law firms and affiliated vendors to reach its aspirational goal of assembling 2,000 packs. The Committee is requesting a \$2,000 grant for the cost of assembling 400 packs at \$5.00 per pack.

400 Packs

Packs	Cost per Pack	Total
400	\$5.00	\$2,000.00

2,000 Packs

Packs	Cost per Pack	Total
400	\$5.00	\$2,000.00 (AOC Grant Money)
1600	\$5.00	\$8,000.00 (law firm & vendor contributions)
		\$10,000.00

IX. Exhibits: “Exhibit A” is a preliminary proposal from Second Harvest for the cost of assembling 400 packs. “Exhibit B” is a letter from Second Harvest President/CEO Dave Krepcho acknowledging FDLA for its efforts in hosting the 2016 High Five Kids’ Pack Program. “Exhibit C” is a letter from Second Harvest President acknowledging FDLA for its efforts in hosting the 2017 High Five Kids’ Pack Program.

EXHIBIT A



Kids Pack Program

Our Kids Pack Program provides nutritious meals to needy children who do not have access to school cafeterias during the weekend and summer months.

We started this program because many families struggle to provide meals for their children when they are not in school. These packs will go to these children through school distribution, Summer Food sites, mobile drops targeting at risk families, as well as a variety of other outlets.

The food packs contain a variety of kid-friendly items such as cereal, shelf-stable milk and juice, fruit cups and more. These food packs of shelf stable food are all assembled at our Food Rescue Center by our dedicated volunteers. We are always looking for opportunities to expand this program to more children.

Each Kids Pack includes:

- 8 oz. Chocolate milk
- 6.5 oz Apple juice
- .75 oz Rice cereal Bowl
- Granola bar
- 4 oz. Apple sauce
- 7.5 oz Macaroni O's and Beef
- 7.5 oz Macaroni and Cheese
- 7.5 oz Beef stew



How it works:

Every volunteer will receive a job on the assembly line. Second Harvest staff will handle the instructions and leadership throughout the event. Each pack costs \$5.00

EXHIBIT A

Tentative Volunteer Activity Overview

Food Repack: Assembling these Kids Packs is a fun, impactful activity. It is an easy way to engage in local hunger relief and participants will leave knowing exactly how many lives they have impacted as a direct result of their actions.

Second Harvest Food Bank's team of professionals will take care of ordering product, set up, instructions, event execution, and clean up.

Run of Show

Volunteers will put together packs after a welcome and instructions.

Volunteer Activity - Budget

A donation would assist Second Harvest Food Bank of Central Florida in providing proper weekend and summer nutrition to underprivileged children in our community.

# of packs @ \$5 per pack	Cost of Packs
400	\$2,000



EXHIBIT B

March 30, 2016

Florida Defense Lawyers Association
Attn: Linda L. Jude
PO Box 260037
Tampa, FL 33685

Dear Ms. Jude,

Thank you for bringing hope back into the homes of so many struggling with hunger throughout Central Florida.

Your very generous gift of \$2,000.00 received on 3/18/2016 for the FDLA Young Lawyers Service Project at the 2016 Florida Liability Claims Conference will help us put nutritious meals on the tables of children facing hunger in our community all year long. During the summer many families face the harsh reality of not being able to provide meals for their children when they are out of school. The 400 Kids Packs your group is providing will give hope to 400 children that things will get better. As we count our blessings this year there are many who continue to face the prospect of not being able to feed their families. We thank you for making it possible for each day to be full of hope for more people in need.

We hope you are as proud as we are of the difference that your investment is making. Working together we can continue to transform lives by providing something as simple as life's most basic necessity. While the community's need remains high, you can take some solace in the knowledge that we are touching lives one meal at a time, and closing the gap for so many. If you might enjoy seeing the result of your generosity first hand, please consider scheduling a personal tour of our facility. I would be pleased to meet you and thank you in person.

Thank you again for choosing to be part of the solution to hunger for our neighbors. !'

Sincerely,

A blue ink signature of Dave Krepcho, written in a cursive style.

Dave Krepcho
President/CEO

If you do not want your gift to be recognized publicly, such as in our Annual Report, please call 407-514-1017.

Important Tax Note: You may keep and use this letter for federal tax purposes. The signature above certifies that you received no goods or services of value in exchange for the generous gift amount referenced. A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL



March 13, 2017

Linda L. Jude
Florida Defense Lawyers Association
P.O. Box 260037
Tampa, FL 33685

Dear Ms. Jude,

Thank you for filling the cupboards of the children, seniors, and people of all ages facing hunger here in Central Florida. You are changing hunger into hope.

The FDLA's very generous gift of \$2,000.00 received on 3/2/2017 supporting the young Lawyers Service Project at the 2017 Florida Liability Claims Conference will provide 400 Kids Packs to children in working-poor families who live paycheck to paycheck. Without the assistance these families receive from local food pantries they would go to bed hungry. Because you cared, these individuals will have the healthy, nutritious food they need. Thank you for filling their cupboards.

We know you have many choices when it comes to helping others. We so appreciate that you have made ending hunger a priority. We're proud that CharityNavigator.org continues to rate Second Harvest Food Bank with their highest rating of four stars for financial health, accountability, and transparency.

Thank you again for the joy you will bring to the hearts and homes of those children struggling with hunger. If you would like to learn more about the incredible way that your gift is making a difference I encourage you to schedule a personal tour of our facility or visit us online at www.Feedhopenow.org. I would be pleased to meet you and thank you in person. I can be reached at 407-295-1066.

On behalf of those who will benefit from your generosity, thank you again. !!!

Sincerely,



Dave Krepcho
President/CEO

I appreciate your special support.

If you do not want your gift to be recognized publicly, such as in our Annual Report, please call 407-514-1017.

Important Tax Note: You may keep and use this letter for 2017 federal tax purposes. The signature above certifies that you received no goods or services of value in exchange for the generous gift amount referenced. A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION FOR ORGANIZATION CH1818 MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE WITHIN THE STATE 1-800-435-7352 OR AT WWW.800HELPFLA.COM. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE. 100% OF YOUR DONATION IS RECEIVED BY THIS ORGANIZATION.



fighting hunger. feeding hope.



Vanessa Braga,
President
Annie Kwong,
President-Elect
Leia Leitner,
Secretary
Shane Herbert,
Treasurer
Christine Berk,
Ex Officio

G.O.A.A.B.A

GREATER ORLANDO ASIAN AMERICAN BAR ASSOCIATION

www.GOAABA.org | GOAABA@gmail.com | GOAABA@googlegroups.com

P.O. Box 2652 • Orlando, Florida 32802

Board of Directors:
Lalitha Alladi
Onchantho Am
Hazel Gumer
Greg Maaswinkel
Joe Panyanouvong

December 8, 2017

Via Electronic Mail – nzbrzezni@fvdblawn.com

& tmiller@flabar.org

Nicholas Zbrzezni, Affiliate Chair

Tom Miller, Program Administrator

The Florida Bar

651 E. Jefferson Street

Tallahassee, FL 32399-2300

Re: 2018 Florida Bar YLD Affiliate Outreach Conference Grant Application

Dear Mr. Zbrzezni and Mr. Miller:

Please accept the following as the Greater Orlando Asian American Bar Association's 2018 Florida Bar Young Lawyers Division Affiliate Outreach Conference Grant Application.

I. Short Project Title: GOAABA's "Y.E.S.S. for the Community" Project

II. Contact Information:

1. Vanessa Braga, Esq. – President
Quintairos, Prieto, Wood & Boyer, P.A.
255 South Orange Avenue, Suite 900
Orlando, Florida 32801
Telephone: (407)872-6011
E-mail: vanessa.braga@qpwbllaw.com
2. Hazel Gumer, Esq. – Presenter
Telephone: (407) 403-6429
E-mail: hazel@barkettlaw.com
3. Onchantho Am, Esq. – Presenter
Telephone: (407) 422-6100
E-mail: oam@southerntrialcounsel.com
4. Leia Leitner – Presenter
Telephone: (407) 377-6634
E-mail: leia.villasenor@gmail.com

III. Description of the Greater Orlando Asian American Bar Association ("GOAABA"):

Founded in 2009, the Greater Orlando Asian American Bar Association ("GOAABA") is a voluntary bar association comprised of approximately 63 members, consisting of attorneys, jurists, and law students. The mission of GOAABA is to represent and advocate the interests of the Asian Pacific American community of the Greater Orlando, Florida area; to encourage and promote the professional growth of the members of the Association; to facilitate client referrals and to broaden

professional opportunities for Asian Pacific American attorneys; to foster the exchange of ideas and information among and between the members of the Association and other members of the legal profession, the judiciary and the legal community; and to coordinate legal services to Asian Pacific American communities in the Greater Orlando area. GOAABA is also affiliated with the National Asian Pacific American Bar Association (NAPABA), based in Washington, D.C.

GOAABA's representatives first attended the Affiliate Outreach Conference in January 2013 and have presented in 2014, 2015, 2016, and 2017 (Elevate Orlando Outreach Program-receipt of \$1,500.00).

IV. Summarize the Purpose of Your Request:

This project will allow GOAABA members to collaborate with the Youth Enrichment and Senior Services (Y.E.S.S.), whose mission is to provide academic enrichment and life skills to youth, as well as counseling services and programs to enhance the quality of life and general well-being of seniors. Y.E.S.S. is a non-profit organization.

GOAABA hopes to obtain grant funds to partner with Y.E.S.S. in its educational programming geared towards the local community and members of Y.E.S.S. in the areas of: landlord-tenant law; wills, trusts, estate planning and power of attorneys; voting rights and voter registration; panel discussion featuring attorneys of varied practices; health and wellness; cultural diversity; and technology.

V. Project Objectives/Description:

- **What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services (young lawyers, the community at large)?**

Prior to August 31, 2017, the Asia Trend Community Learning Center ("Asia Trend") and Y.E.S.S. leased a space in the Orlando Fashion Square Mall. However, new ownership did not renew the lease, and as a result, Asia Trend and Y.E.S.S. had to reduce their monthly meetings. Together, Asia Trend and Y.E.S.S. have served the Central Florida community since November 2014. Asia Trend has been involved in the Central Florida community since June 2012. Past Y.E.S.S. events include voter registration, a health and wellness expo, a tax seminar, a wills and trust seminar, volunteering events, a leadership seminar, and holiday caroling. A video showcasing the past events held by Y.E.S.S. can be found at: <https://youtu.be/7UtlLvwVVo>.

GOAABA's "Y.E.S.S. for the Community" project (the "Project") addresses the on-going needs of the Asian American community to remain educated about landlord-tenant issues, voter registration and voter rights, and estate planning. The Project would bring seniors and youth together to both celebrate Asian American culture and learn about health and wellness issues from health professionals. The Project also seeks to build a bridge between the Asian American community and the young lawyers as there has often been a gap between generations, hindered by language and cultural barriers. By investing in the community by way of education and involvement, it will yield a more productive and considerate community, as well as foster future leadership. Additionally, since Y.E.S.S. presently does not have a dedicated space for its programming, its programming has since suffered. GOAABA hopes to serve the community at large, particularly the senior and youth citizens, and also to involve young lawyers in its law-related programming, for which GOAABA will apply for Continuing Legal Education (CLE) credits.

- **How many people will the project serve?**

At each program, the Project will serve at least 25-30 individuals, and in all there will be 6 programs. In total, the Project will immediately serve approximately 150 to 180 individuals. As of the date of this application Y.E.S.S. has approximately 450 members.

- **What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different/similar? Will your group work with any other organizations in implementing this project?**

The Legal Aid Society of the Orange County Bar Association (“the Legal Aid Society”) hosts luncheon seminars. However, only Y.E.S.S. specializes in legal and cultural education geared toward senior and youth citizens. The Asian American Federation of Florida, Inc. (“AAFF”), provides education for civics and election process. However, AAFF does not cover cultural awareness. GOAABA’s “Y.E.S.S. for the Community” Project will work directly with the Asian Trend Community Learning Center and the Y.E.S.S. to implement this Project. GOAABA will reach out to the Asian Chamber of Commerce in Orlando for possible partnership. Further, GOAABA will communicate with and invite other voluntary bar associations to the Project’s programming.

- **How will the public and/or young lawyers benefit from the project?**

This Project aims to bridge the gap between public, including the Asian American community, and the legal community. It will reduce the strong distrust by Asian Americans by allowing attorneys to work closely with individuals, particularly older generations, who may not speak English as their first language and who may not be comfortable talking or interacting with lawyers.

With the help of the Florida Bar’s Young Lawyers’ Division, GOAABA hopes to replicate its successful “Pathways to the Legal Profession” panelist discussion, where high school students asked Asian attorneys questions about their experiences as attorneys. Further, GOAABA also plans to apply for Continuing Legal Education (CLE) credits for the landlord-tenant and wills and trusts seminars, which will provide incentive for attorney attendance. Young lawyers will also gain experience in advocacy and client interaction with each program.

- **What impact will the project have in the local or legal community?**

GOAABA’s “Y.E.S.S. for the Community” project will educate the local and legal community about law-related topics, such as landlord-tenant and wills and trusts, and will enable the community to participate in discussions about health and wellness and cultural awareness. The Project will provide insight into areas of law in the professional panelist discussion, where youth will be invited to ask attorneys from varied fields about their paths into the practice of law.

- **Will handouts or other materials be sold or provided to participants?**

Handouts and other materials will be provided to participants free of charge. GOAABA intends on building upon handouts and materials previously used by Y.E.S.S.

- **Is this an easy project for other young lawyer affiliates to replicate?**

Yes, the Project will be easy for other young lawyer affiliates to replicate. The programming used by the Project would benefit other ethnic and minority groups, as well as low-income groups. The Project's programming can also be tailored to suit the needs and concerns of the surrounding communities.

- **From what other sources are you seeking funding for this project?**

GOAABA will contact the Asian American Chamber of Commerce in Orlando, as well as surrounding businesses for sponsorship opportunities.

- **If you are awarded YLD funds, how will you recognize the YLD's support of your project?**

GOAABA will recognize the YLD's support of its project in GOAABA's advertising, including e-mail communications, printed flyers, and announcements. GOAABA will also include a "special thank you" to YLD at the event and within the event handouts and materials. In the event GOAABA is featured in any news publication, GOAABA will also recognize the YLD's support of its project.

VI. Project Evaluation/Timeline:

GOAABA's "Y.E.S.S. for the Community" project will span over the course of one year, wherein every couple of months GOAABA will work with Y.E.S.S. to host events on the following topics:

1. Landlord-tenant law;
2. Wills, trusts, estate planning and power of attorneys;
3. Voting Rights & Voter Registration;
4. Professional Panelist Discussion (attorneys of varying areas of practices and legal paths);
5. Health and Wellness Expo featuring a doctor, nurse or other health professional;
6. Cultural diversity; and
7. Technology, featuring how-to use computer, cellphone and other electronics.

Prior to the event, GOAABA will prepare the printed handouts and materials, confirm a secured speaker or speakers and the location of the event, and begin advertising the event among GOAABA members, as well as within the Central Florida communities. We will request attendees RSVP to adequately prepare printed material, refreshments and non-alcoholic beverage needs.

We hope to involve 25 to 30 people at each program. At the beginning of each program, we will hand out a survey to help GOAABA determine the success of the program and its preparations for the program. Sample survey questions would include: How did you find out about the program? How helpful did you find the program? What would you recommend in the future for the same program?

GOAABA's criteria for success for the project will be based on a combination on attendance and feedback from attendees. Additionally, GOAABA's success will come from partnerships that are formed among community members and organizations, as well as future events which will spring from GOAABA's "Y.E.S.S. for the Community" project. GOAABA hopes to contribute its efforts towards growing Y.E.S.S. involvement within the community.

VII. Project Organization:

GOAABA board members, Hazel Gumera, Onchantho Am, and Leia Leitner, will be the chairs of GOAABA's "Y.E.S.S. for the Community" project, and will be responsible for advertising the programs, creating and/or updating handouts and materials, ordering refreshments and non-alcoholic beverages, and preparing and analyzing the program surveys. Ms. Gumera, Ms. Am and Ms. Leitner will have assistance from GOAABA's Board and membership, and will contact leaders of local voluntary bar associations to seek additional volunteers for the informational/service project programs, as well as to serve as mentors for the students.

VIII. Budget:

GOAABA is requesting \$2,450.00 from the Florida Bar Young Lawyers Division to cover the cost of the Project.

Description	Amount
Advertising	\$50.00 per program
Food/Refreshments & Non-Alcoholic Beverages	\$250.00 per program for 25 – 30 people
Handouts and Materials	\$50.00 per program
Total per program:	\$350.00 per program
	7 programs
Total Requested Grant:	\$2,450.00

The venue will be at the Law Offices of Agnes Chau, and as a result, there will be no costs for venues. Additional funds cannot presently be obtained to achieve the project objectives.

Possible Sponsorship Opportunities:

In the event that actual attendance well exceeds GOAABA's estimation of the attendance for a program or program(s), GOAABA may need to secure sponsorship to be able to adequately host future programs. In that event, GOAABA would seek sponsorship from law firms or donations to cover costs, not already covered by this grant funding. GOAABA is unable to determine the exact amount or total cost, if any, of possible sponsorship.

Should you have any questions or require any additional information in advance of the AOC Conference presentation, please do not hesitate to contact us.

Sincerely yours,

*s/ Hazel Gumera, Leia Leitner, and
Onchantho Am*
Greater Orlando Asian American Bar
Association

**GWEN S. CHERRY BLACK WOMEN LAWYERS ASSOCIATION,
AOC PROJECT GRANT APPLICATION**

PROJECT TITLE
<i>The Rainmakers Academy</i>
CONTACT INFORMATION
Sherria Williams, YLD Co-Chair Gwen S. Cherry Black Women Lawyers Association Post Office Box 012631 Miami, Florida 33101 info@gscbwla.org Carolyn Martin, YLD Co-Chair Gwen S. Cherry Black Women Lawyers Association Post Office Box 012631 Miami, Florida 33101 info@gscbwla.org
AFFILIATE DESCRIPTION
GWEN S. CHERRY BLACK WOMEN LAWYERS ASSOCIATION
The Gwen S. Cherry Black Women Lawyers Association (GSCBWLA), formerly the National Bar Association Women Lawyers Division Dade County Chapter, was formed in 1985. The association's mission is to address the concerns of women lawyers as they relate to the social, economic, political and moral needs of the community. For over twenty-four years, the association has been a network of attorneys dedicated to community service and the professional development of its members. The association has placed a strong emphasis on community service through its community seminars, free neighborhood legal clinics and programs educating and empowering youth and the mentorship of law students. In 2005, the association voted to be renamed in honor of community activist Gwendolyn Sawyer Cherry, who was the first Black female attorney to practice in Dade County and the first Black female legislator in the State of Florida. Throughout the association's existence, it has grown and its reach has expanded. Although it began as a Dade County bar association, GSCBWLA currently represents over 350 men and women law students, lawyers and judges throughout the State of Florida.
PURPOSE OF REQUEST
Equal access to the judicial system is an important concept for all people. There are plenty of people who need a lawyer and can't afford one. In theory, that leaves a huge gap of under-served legal consumers. The legal aid foundations are constantly requesting for members to participate in its pro bono programs. Over 67% of The Florida Bar is comprised of solo practitioners and small firms, which also reflects the demographics of the Gwen S. Cherry Black Women Lawyers Association's membership. The delivery of legal services has changed, which allows more attorneys to venture out as solo practitioners and/or as

members of small law firms. Plenty of lawyers are looking and considering the opportunity to build a legal practice.

The ***Rainmakers Academy*** is designed to bridge the gap in two areas important to the legal community. As a student in the academy, students will go through “bootcamp” for how to successfully build, run, and manage a law practice. Upon acceptance into the Academy, students will sign an oath to take one pro bono case (from a designated list of pro bono organizations) for the year in which they are enrolled into the Academy.

The Academy will have small workshop-type sessions, with an emphasis on starting a legal business, ethics, advertising, sharing office space, and the nuts and bolts of running a practice.

Sample Topics: Academy workshop topics may include, among other things, Starting a law practice, Trust accounting, General accounting procedures, Client relationship building and marketing, Conflict check procedures, Calendaring and docketing systems, Personnel policies and procedures, Succession and continuation planning (estate planning), The business of law and law as a business, Law firm technology, Social media and marketing, Websites, SEO and blogging, Setting up a virtual practice, and Cloud computing.

PROJECT OBJECTIVES

- **What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services (young lawyers, the community at large)?**

This project will address the need for more pro bono assistance by practicing attorneys and the lack of resources attorneys face when deciding to venture out into becoming a “solo practitioner.” Those desiring legal services will directly benefit from this project as well as the young lawyers who are enrolled in the Academy.

- **How many people will the project serve?**

The Rainmakers Academy is designed to accommodate 10-20 attorneys who are interested in and/or motivated to learn more about properly preparing to become a solo practitioner and/or a member of a small law firm.

Additionally, each year the students will provide pro bono assistance, therefore assisting 10-20 local families each year.

- **What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different/similar? Will your group work with any other organizations in implementing this project?**

There are national programs aimed at helping and/or assisting practitioners, The Solo and Small Practice Group of The Florida Bar also holds a conference in November. There is nothing locally that is available for our members.

- **How will the public and/or young lawyers benefit from the project?**

Young lawyers will be provided the tools from experienced attorneys on how to successfully start, run and manage a law practice while the community and legal aids will benefit by more attorneys assisting with pro bono cases. Additionally, over 12 CLE credits are awarded (if every session is attended)

To apply for the program, candidates must:

Be admitted to practice in Florida;
Be a member of Gwen S. Cherry Black Women Lawyers Association;
Have a commitment to access-to-justice for those in need;
Be willing to engage in at least one (1) pro-bono and low-bono service within one (1) calendar year of involvement;
Work well in intimate settings with a diverse group of individuals;
Be committed to learning how to establish a solo-firm or small-firm practice.

• What impact will the project have in the local or legal community?

The Rainmakers Academy will educate young lawyers in the importance of assisting organizations with pro bono opportunities.

• Will handouts or other materials be sold or provided to participants?

Yes, for each lesson in the Academy the speaker(s) will provide handouts, links to virtual resources, and homework.

• Is this an easy project for other young lawyer affiliates to replicate?

The outline will be easy to replicate, however it may be beneficial for other affiliates to have different presenters.

• From what other sources are you seeking funding for this project?

Gwen S. Cherry Black Women Lawyers Association
Lawyer Services/Products Sponsors
The Florida Bar
The Small & Solo Practitioner Section of The Florida Bar

• If you are awarded YLD funds, how will you recognize the YLD's support of your project?

YLD will be recognized on its flyer promoting this program, at each meeting of the students, as well as at the final ceremony.

PROJECT EVALUATION

Effectiveness of Project will be measured in reviewing the results of a before and after survey/test given to the students at the beginning and at the end.

This academy will be a success when our students start and successfully manage a small law practice.

PROJECT TIMELINE

December and January - Applications available for Rainmakers Academy
February – Rainmakers Academy Begins Sessions 1
March – Rainmakers Academy Begins Sessions 2
April – Rainmakers Academy Begins Sessions 3
May – Rainmakers Academy Begins Sessions 4
June – Rainmakers Academy Begins Sessions 5

PROJECT ORGANIZATION

Gwen S. Cherry Black Women Lawyers Association will be responsible for the programming of this event. The Pro Bono organizations that will benefit from the cases will be responsible for the cases relating to the pro bono case. The students enrolled will provide a “self-report” once they have completed the required pro

bono case.

BUDGET

EXPECTED EXPENSES

Food (Meeting)	\$2,500.00
Notebooks/Journals for Students	\$500.00
Graduation Awards	\$1,000.00
Certificates for Speakers	\$500.00
Headshots	\$500.00
Marketing/Flyer Promotion	\$150.00
Banner for Academy	\$150.00
TOTAL	\$5,300.00

EXPECTED REVENUE

Florida Bar, YLD	\$2,000.00
GSCBWL	\$2,300.00
Solo and Small Firm Section (in kind resources)	\$500.00
Lawyer Products/Services Sponsorships	\$500.00
Solo/Small Firm Sponsors	\$500.00
TOTAL	\$5,300.00

EXHIBITS

- A- Application for Rainmakers Academy
- B- Session Itinerary (Proposed)
- C- Pictures from 2017

**GWEN S. CHERRY BLACK WOMEN LAWYERS ASSOCIATION
APPLICATION FOR RAINMAKERS ACADEMY**

Basic Information:

Name: _____

Home Address: _____

City, State, Zip: _____

Home Phone: _____ Cell Phone: _____

E-mail Address: _____ Year of JD Degree: _____

Law School Attended: _____

Date of Admission to The Florida Bar and Florida Bar number(s):

Other Bar Admissions and Dates (If Applicable):

The following documents must be submitted with this application:

1. A Current Resume

Please initial each statement below indicating your agreement:

_____ If I am selected as a participant in RAINMAKERS ACADEMY, I agree to abide by and remain compliant with all the rules governing the program.

_____ I will accept at least one (1) pro bono case from one of the Academy's designated Pro Bono Organizations within one (1) year of my participation in the RAINMAKERS ACADEMY.

Printed Name: _____

Signature: _____

Dated: _____

Application MUST be returned to Info@GSCBWLA.org by January 15, 2018.

The **RAINMAKERS** academy—

17
FEB

STARTING YOUR PRACTICE

Learn from local attorneys how to properly start your own law practice. This session will discuss: understanding business entities, the importance of accounting, the ins and outs of billing and fee arrangements, and client intake.

RAINMAKING & MARKETING

This session will focus on developing your knowledge on how to seal the deal and close the client, social media marketing & influence, the power of networking, and other tips needed to develop a profitable business.

17
MAR

21
APR

LAW FIRM MANAGEMENT

This session will teach you the "best" management practices, emphasis will be placed on client practices, deciding on law firm management systems and subscriptions. An emphasis will be on how to get a BANG for the BUCK.

BUILDING YOUR BRAND

This FINAL session will put everything together to be a Gwen S. Cherry RAINMAKER. Speakers will discuss building your business and personal brands, & leveraging your relationships and experience.

19
MAY

REGISTER BY: 1/15/18 at
Info@gscbwla.org



THE



RAINMAKERS ACADEMY



RAINMAKERS ACADEMY

Want to learn how to gain and keep clients? Do you desire to someday start your own law practice? Are you interested in becoming a rainmaker in 2017?

If you answered, "YES" to any of the questions above then the 2017 Rainmakers Academy is a program for you.

The Rainmakers Academy is a multi-session program designed to educate, motivate, and assist young lawyers in the transition to solo/small firm practice.

This Academy will also provide practical tips for attorneys who desire to develop "rainmaking" skills.

PROGRAM
Run **MARCH-JUNE**
Solo & Small Firm Academy



HILLSBOROUGH COUNTY BAR ASSOCIATION YOUNG LAWYERS DIVISION

Via Email (nzbrzezni@fvdbl.com; tmiller@flabar.org)

Nicholas Zbrzezni
395 South Central Avenue,
P.O. Box 2188
Bartow, FL 33830-4622

Re: (Hillsborough County Bar Association Young Lawyers Division) AOC Grant Application

Dear Mr. Zbrzezni, Members of the AOC Awards Committee, and YLD Board of Governors:

On behalf of the Hillsborough County Bar Association Young Lawyers Division ("HCBA YLD"), please accept this as the HCBA YLD's application for the 2017 Florida Bar Affiliate Outreach Grant ("AOC").

I. Short Project Title:

Read to Dream – Young Readers Initiative

II. Contact Information:

Laura Tanner, Burr and Forman, 201 North Franklin Street, Suite 3200, Tampa, Florida 33602
Maja Lacevic, Trenam Law, 101 East Kennedy Boulevard, Suite 2700, Tampa, FL 33602

Laura Tanner and Brett Metcalf, both HCBA YLD Board Members, will present our project at the AOC.

III. Describe Your Affiliate:

The HCBA YLD is open to lawyers who are less than 36 years old or have less than 5 years of experience as an attorney. The Hillsborough County Bar Association has over 3800 members and its YLD division has over 926 members. The HCBA is proud to have one of the largest and strongest young lawyers divisions in the state. Our success is rooted in our membership and the support each of our dedicated young lawyers provides in all facets of the YLD. The mission of the YLD is to support the initiatives and goals of the HCBA, promote professionalism and ethical conduct, provide guidance and support to new lawyers, provide educational opportunities for our members, organize programs and events of interest to young lawyers, and encourage community involvement. The HCBA YLD has been represented at many past AOC's and has been grateful for the support of the Florida Bar YLD AOC in many of its initiatives, including, among others, support and funding towards its Wellness Initiative, Mock Trial Program and annual Golf Tournament.

IV. Summarize the Purpose of Your Request:

In the 2016-2017 year, the HCBA YLD began participating in the John F. Germany Young Readers Initiative “Read to Dream” program. The program is a volunteer staffed program created to address the lowest reading levels of children in Hillsborough County public schools by providing engaging reading activities and books for children in at-risk or under-served communities. The “Read to Dream” program encourages lawyers to spend about an hour a week volunteering to read books with elementary school children at various schools throughout Tampa. The goal of the program is to expose young children in at-risk communities to literature to foster a lifelong love of reading. Children who read regularly, tend to lead more productive lives, do better in school and generally go on to work in higher paying jobs. During the 2016-2017 year, HCBA members, and other participating Bar groups, reached 167 children in six underserved elementary schools, resulting in 208 hours of volunteer reading time and 557 books donated to the children to take home to continue encouraging their reading and participation in the program. The HCBA YLD is making this request in order to be able to purchase more books for the program, so that each child can experience the joy of reading and be exposed to a wide variety of books, including the classics.

V. Project Objectives/Description:

The Goals of Our project are:

- To increase young lawyers’ involvement in addressing the needs of their surrounding communities through direct interaction with some of the most financially challenged families;
- Share and promote the excitement and enjoyment of reading with children, through regular active small group reading sessions;
- Assist school-aged children in improving their ability to read and comprehend at grade level;
- Expose children to a wide variety of books, including the classics;
- Most importantly, to put books into the hands of children who might not otherwise have them, to encourage children to take ownership of their reading.

Questions:

1. What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services (young lawyers, the community at large)? *Recognizing there was, and continues to be, a need to improve the literacy skills among young children, especially those from underserved communities, the Read to Dream initiative addresses the lowest reading levels of children in Hillsborough County public schools by providing engaging reading activities and books for children in at-risk or under-served communities.*
2. How many people will the project serve? *We hope to impact all of the schools in Hillsborough County that serve at-risk or under-served children.*
3. What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different/similar? Will your group work with any other organizations in implementing this project? *The Read to Dream Initiative is the vision of the late John Germany, a student during the Depression years in Hillsborough County public schools, who graduated from Plant City High School in 1940. The program is the first of its kind in Hillsborough County. The HCBA YLD will work with community volunteers coordinating with the Hillsborough County Public School System and the Friends of the Library to, on a regular,*

weekly basis, place caring and engaged readers and mentors in positive group reading sessions with at-risk and under-served children.

4. How will the public and/or young lawyers benefit from the project? *Mr. Germany was an attorney, judge, founding member of the Holland & Knight law firm, leader in the development of the downtown Tampa library which bears his name, and a lifelong reader and dreamer. Germany always credited his long and fine career and love of reading, to a gift of a book which he received at a young age. We hope to inspire the same love of volunteerism and social impact on the public and young lawyers that Mr. Germany had during this lifetime.*
5. What impact will the project have in the local or legal community? *Exposing the local and legal community to the needs and benefits of working with at-risk and under-served children.*
6. Will handouts or other materials be sold or provided to participants? *Books are provided to the children participating in the program.*
7. Is this an easy project for other young lawyer affiliates to replicate? *Yes. We encourage all young lawyer affiliates to replicate this initiative and welcome questions from any other affiliates on how to do so.*
8. From what other sources are you seeking funding for this project? *Local Hillsborough County charitable organizations and Tampa Bay area law firms.*
9. If you are awarded YLD funds, how will you recognize the YLD's support of your project? *For this event, we will recognize the Florida Bar YLD by having some signage prominently placed that acknowledges the Florida Bar YLD's donation and encouraging those in attendance to join and participate in the Florida Bar YLD.*

VI. Project Evaluation:

The HCBA YLD Committee will coordinate with the Hillsborough County Public School System and the Friends of the Library to, on a regular, weekly basis, place caring and engaged readers and mentors, who are young lawyers in the community, in positive group reading sessions.

Criteria for success includes ensuring that there are enough attorney volunteers to staff the project on a weekly basis and that each child that is a participant of the program is able to take, at a minimum, one book home following their Read to Dream session. Our goal with this grant is to be able to have enough funding to fulfill the goal of providing each child with at least one book. We will also seek feedback from the participants, teachers and the libraries that host the event.

Timeline:

- January: Submit grant Application and finalize basic plans with Hillsborough County Public School System.
- March-June: Recruit volunteers for Read to Dream and advertise.
- August – June: Advertise and match volunteers with the Read to Dream volunteer slots.

VII. Project Organization:

The Read to Dream initiative is a community volunteer project of the HCBA YLD and the HCBA. The HCBA Bar staff assists with the project; however, details, volunteer logistics, and school placement are handled and managed by the HCBA YLD Board and Youth Projects Committee.

HCBA YLD Board Members:

- Responsible for organizing event and marketing.
- Responsible for purchasing books to provide to the students.
- Volunteering at the Read to Dream sites.

HCBA Bar Staff:

- Works along with HCBA YLD Board Members in organizing in marketing the initiative.

HCBA YLD Youth Projects Committee:

- YLD Committee tasked with planning, coordinating, and overseeing all youth-related activities and events sponsored by the YLD.

VIII. Budget (Based on an estimated 300 children attending the Read to Dream initiative throughout the year)

Item	Estimated Cost
Books for Children	\$3,000.00
Gift Bags (bags, pencils, notepads)	\$800.00
Total Expenditures	\$3,800.00
HCBA YLD Funds	\$250.00
In Kind Donations	\$550.00
Grant	\$3,000.00
Total Funds	\$3,800.00

IX. Exhibits (See attached pictures and link to training video)

We hope that you and the committee will favorably consider the HCBA YLD's application for this year's Florida Bar Affiliate Outreach Conference Grant.

Thank you for your time and consideration.

Sincerely,

Laura Westerman Tanner, Esq.
Director, HCBA YLD Board

Maja Lacevic, Esq.
Treasurer, HCBA YLD Board

Link to Read to Dream training video:

<https://mix.office.com/watch/1f337nu50siuo>

Pictures of Read to Dream in Action:



HISPANIC BAR ASSOCIATION OF CENTRAL FLORIDA
CONOZCA SUS DERECHOS (CSD) / KNOW YOUR RIGHTS
SEMINAR SERIES PROJECT

- I. **Short Project Title:** CSD Seminar Series Project
- II. **Contact Information:**
- Camila Pachon Silva, Esq.
801 N. Magnolia Ave. Suite 416
Orlando, FL 32803
camila@asteralaw.com
(407) 392 – 0209
- Ani Rodriguez Newbern, Esq.
222 Weber St.
Orlando, FL 32802
anirodrigueznewbern@gmail.com
(407) 849 - 1133
- III. **Affiliate Description:**

The Hispanic Bar Association of Central Florida, Inc. (HBACF) is a non-profit organization that was incorporated on September 3, 1991. The founding members were a group of Hispanic attorneys recognized the immense need for support and representation of the Hispanic community, which made up a significant part of the Central Florida population.

It is indisputable that twenty plus years later the Hispanic Community continues grow in size and influence but remains vulnerable. That is why the HBACF's mission remains as meaningful and important today as it was when it was formed. Currently, the HBACF has over 130 members made up of judges, magistrates, attorneys, legal assistants, law students, and other members. As the HBACF's membership continues to grow, so does its influence and ability to fulfill its mission.

The HBACF stands ready to advocate for the rights of the Hispanic community and help Hispanics learn and understand their legal rights and gain greater access to the courts and the legal system. The HBACF is also committed to promoting a greater representation of Hispanics in leadership positions. These efforts include supporting Hispanics in becoming judges, lawyers, law professors, law students, civic leaders, and business owners.

The HBACF has attended the AOS for the past eight (8) years. In the last two years, the HBACF presented the Speed Mentoring: Early Career Success for Law Students and the HBACF's Practice Series for the New Minority Lawyer. The CSD Seminar Series Project has not been previously presented at an AOC by this Affiliate.

IV. Purpose of the Request:

This year, hurricane Maria tore through Puerto Rico leaving unprecedented damage to the Island. The devastation has led to the exodus of Puerto Ricans whose lives have been thrown into disarray due to the lack of electricity, housing, scarce food, non-potable water, economic recession, and closed schools. It is estimated that more than 200,000 Puerto Ricans have arrived to Florida since October of this year. The vast majority of families are settling in the Central Florida Region, as demonstrated by number of Puerto Rican student enrollments in Orange and Osceola counties. As part of assimilating and adjusting to their new community, these displaced families will need to familiarize themselves with a new legal system, as well as their rights and responsibilities in the mainland.

The purpose of this request is to implement the Conozca Sus Derechos Seminar Series Project. The Project consists of a series of approximately 3 live seminars which will be held in public setting easily accessible to the public. The seminars will be conducted in Spanish and will consist of two or three practicing attorneys and one moderator who will lead the discussion before a live audience. All of the attorneys and moderators who will participate in the seminars will be active members of the HBACF, in good standing with the Florida Bar, and proficient in English and Spanish. Each seminar will contain a question and answer segment led by the moderator, that will allow audience members to ask general questions from the speakers and obtain general legal information. The seminars will be videotaped and will be made available online at the HBACF website (<https://www.hbacf.com/conozca-sus-derechos>) to allow for further distribution of these materials to the community.

V. Project Objectives / Description:

Needs Addressed by Project:

This project will address the needs of the newly arrived Puerto Rican families in learning and understanding their legal rights and gaining greater access to the courts and the legal system in the mainland. As stated before, this is one of the principal missions of the HBACF. The project's seminars will focus on the legal issues usually faced by newly arrivals such as landlord/tenant law, temporary guardianship of minors by extended family, consumer law, and public benefits, among other.

Number of People to be Served by Project:

We anticipate attendance of at least 50 people per seminar for an approximate total of 150 people served. The seminars will be videotaped and accessible online, multiplying its exposure and reach in the community.

Other/Similar Projects in the Area:

To our knowledge there are no other similar projects in the area. The HBACF will work with Community Legal Services of Mid Florida as well as the Legal Aid Society of the Orange County Bar Association in promoting the seminars to the public as well as providing materials already created by these organizations during the seminars.

Public Benefit and Impact of the Project

By educating the newly arrivals in the differences between the Puerto Rican Legal system and the legal system of the mainland U.S., the project will have a significant positive impact by empowering these families and better integrating them into the community. Through education via the seminars, the project will help this vulnerable population avoid legal issues or prevent them from developing or escalating while at the same time benefiting an already burdened court system and the fragile framework of local legal aid organizations.

Project Materials

The HBACF will coordinate the script for speakers and moderators. The HBACF will also reach out to the Legal Aid Society of the Orange County Bar Association and Community Legal Services of Mid Florida for printed materials on seminars' topics. Flyers and brochures in the respective areas of law such as landlord tenant already will be provided to participants. No materials will be sold.

Project Replication

Once the seminar series project is implemented it will be easy for other young lawyer affiliates to replicate. Furthermore, the seminars will be available online at the HBACF website to be replicated and distributed in the community.

Other Funding Sources

To the extent grant funds fall short and/or not eligible to cover specific expenses, the difference will be sought from sponsors, charitable contributions, as well as from the HBACF's general budget.

YLD Recognition

If YLD awards funds for the project, recognition to YLD will be provided in all marketing materials, as well as at the beginning and the end of each seminar.

VI. Project Evaluation and Timeline:

The first seminar will take place in January 2018 and will cover common legal issues in landlord tenant law. The second seminar will take place in May 2018 and the third seminar will take place in October 2018. The topics for the second and third seminar

will be temporary guardianship of minors by extended family and consumer law/ public benefits. The order of the topics will be selected based on the availability of the speakers.

The effectiveness of the project will be measured by attendance at the seminars. The attendees will be given an opportunity to evaluate the seminar at its completion. From those results, HBACF will assess the success and determine improvements for next seminar.

VII. Project Organization:

The project will be chaired by the Community Relations Chair, Camila Pachon Silva, Esq. The chair will report to the HBACF executive board for approval of all budgeting, partnerships, and overall organizations of the seminars. To assist in implementing and carrying out the seminars, a CSD Seminar Series Project committee will be formed. The committee will be charged with the logistics, obtaining speakers, selecting a venue, and registering interested attendees, among other duties.



VIII. Budget

The chart below summarizes the preliminary budget for this project. The HBACF is requesting \$4,500 for the CSD Seminar Series Project (\$1500 per seminar). To the extent grant funds fall short and/or not eligible to cover specific expenses, the difference will be sought from sponsors, charitable contributions, and contribution from the HBACF's general budget.

Budget Item Description per Seminar	Amount
Venue	\$500
Videography Services (Filming, Editing, Uploading)	\$700
Materials and Advertisement (Brochures, Flyers)	\$200
Refreshments	\$100
TOTAL PER SEMINAR	\$1,500

IX. Conclusion

The goals and objectives of the CSD Seminar Series Project will carry out the mission of the HBACF. Through community legal education, the project will empower the Puerto Rican families fleeing from this natural disaster while preventing the development or escalation of legal issues that will further burden the local courts and legal aid organizations.

**The Jacksonville Bar Association
Young Lawyers Section
Grant Application
For
RIBAUT HIGH SCHOOL FUTURE
LAWYERS AND LEADERS**

The Jacksonville Bar Association Young Lawyers Section
Grant Application

I. Short Project Title: Ribault High School Future Lawyers Mock Trial

II. Contact Information:

Alexandria Hill
25 North Market Street
Jacksonville, Florida 32202
alex@maplestreetbiscuits.com
904-554-7344

David Chauncey
1500 Riverside Avenue
Jacksonville, Florida 32204
David.chauncey@adblegal.com
904-345-3277

III. Affiliate:

The Jacksonville Bar Association Young Lawyers Section (“YLS”) is the largest section of the The Jacksonville Bar Association (“JBA”) with over 750 members consisting of young lawyers under the age of 35 or who have been practicing for less than five years. The YLS is dedicated to providing a diverse array of programs and projects designed to benefit young lawyers, all members of the bar, and the community. These projects go beyond the traditional networking happy hour and include core programs such as our Annual Charity Golf Tournament held every fall, our Annual Poker Tournament held every spring, breakfasts with local judges, sports league, and Noon in June (a program designed for summer law clerks). In addition, the YLS works closing with the board for the JBA to help coordinate their programming.

One of the more recent projects the YLS has put together is the Ribault High School Future Lawyers Program (the “Ribault Program”), which we are excited to present to the Grant Committee this year. As further explained below, the Ribault Program, now in its third year, has paired over twenty local lawyers with twenty high school sophomores, juniors, and seniors from Ribault High School, a Title I school in one of the most improvised areas of Jacksonville.

In the past, the YLS has received funding for our Chili Cook-Off in the amount of \$1500.00 and our Poker Tournament, also in the amount of \$1500.00.

The YLS normally sends several representatives and has been consistently active at past AOCs.

IV. Summarize the Purpose of Your Request:

All funds awarded to the YLS will be used to help organize the 2017-2018 Ribault Future Lawyers and Leaders (FLL) Program. In the past several years, YLS has used chapter resources to fund the program and funds from other philanthropic activities. However, at this point, program is running low on funds to continue in providing this service to our students. At monthly practices, students are provided with lunches and supplies.

With the assistance of this grant, we also hope to provide additional supplies and assistance for our students including small scholarships for college use to our most outstanding students in order to additionally motivate and contribute to further their education. Likewise, the funds from

The Jacksonville Bar Association Young Lawyers Section
Grant Application

this grant will be used directly to help offset the costs associated with the program so that proceeds may be applied to student scholarships.

The Mock Trial itself will be conducted at the Middle District of Florida Federal Courthouse in Downtown Jacksonville, FL. The students are transported to the Courthouse for the event. Likewise, we seek to provide students with an end of the year celebration and awards event to commemorate their significant accomplishments. FLL is not only a great experience for the students, but it is an amazing experience for our members and has proven to be a great way to showcase lawyers helping the community.

V. Project Objective/Description:

The Ribault Future Lawyers and Leaders (FLL) consists of high school students from a high need, traditionally low-performing school in Jacksonville. FLL is run and organized by the Jacksonville Bar Association's Young Lawyers Section in partnership with Jean Ribault High School, DW Perkins Bar Association and the Jacksonville Public Education Foundation.

FLL contains many of the student-leaders of Ribault High School that desire to hone their leadership skills and who seek to potentially pursue a career in law. FLL provides each and every student with a mentor in the legal community including civil attorneys, judges, public defenders and prosecutors. Each mentor and student meet in order to build the necessary relationship for optimal impact. Mentors also help provide students with assistance in the Mock Trial which is held at the end of the school year.

FLL takes students to experience places such as the Duval County Courthouse, City Hall, Federal Courthouse, colleges and universities, and other meaningful experiences to equip them to lead and achieve their dreams. FLL also brings speakers to students such as the State Attorney, Public Defender, Federal Judges, Mayor, City Council members, State Legislators, and other leaders throughout our community.

FLL was created to help students acquire a working knowledge of our judicial system, develop analytical abilities and communication skills, and gain an understanding of their obligations and responsibilities of those in the legal field. Many of our students have only had negative experiences with legal professionals or only know the legal field from what they have seen on television. Some of our students have family members incarcerated or have seen friends incarcerated at early ages. FLL seeks to provide students a hands-on, real life experience concerning the legal process and trial practice.

Each year, FLL produces a new set of Mock Trial materials. Case topics have included criminal issues that challenge the students analytically and critically. The materials include a hypothetical case (including summaries of case law, witness statements, official exhibits, and simplified rules of evidence); lesson plans on the central issues in the case; and competition rules and guidelines.

With the assistance of a teacher and mentors/attorney coaches, FLL's Mock Trial engages our students in the litigation process. Throughout the school year, students are trained in the art of

The Jacksonville Bar Association Young Lawyers Section Grant Application

trial-level litigation. Students enter a training program throughout the year designed to teach proper courtroom demeanor, hone their presentation abilities, and sharpen their reasoning skills. The process includes lectures, practice trials, and an intramural competition.

Many of the guest speakers mentioned previously provide their own insights to students about the litigation process and tips on litigating effectively. Students actively experience the excitement of working in teams, exchanging ideas, setting goals, and examining issues while interacting with positive role models from their communities. By studying the case and preparing strategies and arguments for trial, students also develop presentation skills, analytic ability, and team cooperation.

At the end of the school year, the Mock Trial teams compete at the Middle District of Florida Federal Courthouse in Downtown Jacksonville. Federal Judge Brian Davis presides over the Mock Trial. Mentor attorneys serve as jurors and score the teams as well. At the end of the trial, awards for best advocate and best witness are provided with trophies. This year, we would also like to provide a small scholarship to applied to the winner's college education. We also provide a celebratory event to close out the school year.

In the end, our mission is to provide mentorship and legal skills equipping our students to lead today and accomplish their college, career and life goals tomorrow. The vision of FLL is to connect students with legal professionals and civic leaders from around the greater Jacksonville area who can mentor students both in their Mock Trial, but also their academic studies and personal journeys.

On top of providing training for the Mock Trial, we hope to contribute to students thriving in their academic studies, growing as leaders today, and advise them on entering the college of their choice moving forward. Although we attempt to impact our students, the students have a bigger impact on many of our mentors. YLS is proud to organize and lead this program in hope of being a positive influence in these students' lives and a small part of their journey towards achieving their professional goals.

VI. Project Evaluation:

We hope to encourage more students to get involved in the mock trial this year and more importantly make the Ribault Program more impactful. In simple terms – we want to be able to host more practices with lunch or dinner for the students, purchase awards for the students, provide small scholarship to the “best advocate”, and host a killer awards banquet.

VII. Project Organization:

The Ribault Program is spearheaded by Dave Chauncey as the chair. Dave serves as the head of the program and organizes the 30 mentors. He also serves as the liaison between the mentors and Ribault High School. For the purposes of the mock trial, the mentors divide themselves up into coaching teams: defense and prosecution. Each coaching team selects a head coach. The students have the ability to sign up for various roles on either side. Once the teams are

The Jacksonville Bar Association Young Lawyers Section
Grant Application

established, the head coach develops a practice schedule. Last year, we had the ability to host lunch time joint practice at the school and half-day joint practices at the State Attorney's Office and Jacksonville University. We hope to be able to host more such practices this year as they seem to be better attended by the students.

VIII. Budget:

Revenue		Budget
	Sponsorships**	\$2000
	Grant Request	\$2000
Total Revenue		\$3000
Expenses		
	Meals during practice (\$250 each, six total)	\$1500.00
	Awards	\$400
	Banquet	\$700
Total Expenses		\$2600
Net Profit		\$400
Total Profit (amount available for scholarship)		<u>\$400</u>

** We have already set aside funds from our Jacksonville Bar Sponsorship to help fund this program and are actively seeking additional sponsorships.

IX. Timetable:

While the Ribault Program is in full swing with field trips, the mock trial is scheduled for late April, pending availability of the Federal Courthouse. We have already distributed the trial packet and reviewed with the students. We intend on assigning teams and roles at our meeting in December. Once team assignments are complete, students will begin regular practices until the trial date.

Ribault Mock Trial Competition 2017



Field Trip to Jacksonville University



2017 Best Advocate



Home » News » Judge Bass reflects on mentoring program at Ribault High

Local judge reflects on experiences mentoring students at Ribault High

Posted 4/4/2016 12:00:00 AM by in News/Blog

I recently had the opportunity to chat with County Court Judge Lester B. Bass about the Jean Ribault High School Mentoring Program. Here's what he had to say. Thank you, Judge Bass, for your service!

What has been one of the most powerful moments you have witnessed so far?

One of the most transformational moments for me was to witness Jean Ribault High School students demonstrate leadership, confidence and effective communication skills during the mock trial in my courtroom. Contrary to many of the negative stereotypes associated with youth today, the students displayed enthusiasm and courage during the mock trial experience. Their questions were an indication of their higher order thinking skills and a desire to be fully immersed in the legal process. My heart was delighted to see our bright young future leaders conducting themselves as though they were seasoned attorneys. It was an awesome experience to behold!



What do you and other legal professionals gain from participating in this program?

As a current judge, former General Magistrate, former prosecutor, and former defense attorney, I have personally witnessed the tragic destruction of young people's lives by the choices that they make and the choices made for them by society. It is refreshing to be involved in this preventive measure to encourage youth to discover their strengths and abilities. My goal is to assist youth with their decision making skills and understanding the consequences of their behavior. It takes me back to a similar point in my own life when I faced the same choices and challenges. "To whom much is given, much is required." I am blessed to give back to the community that has given me so much. It comes as a solemn duty to equip youth with the knowledge and skills to be successful. I also serve as the Assistant Scoutmaster with a local Boy Scout troop and speak with diverse youth about charting paths for success at various events. I often think about my own mentors that influenced my career and life choices such as: my parents, neighbors, local attorneys, scoutmaster, pastors, teachers, and many others. How do I impart into today's youth what my mentors gave to me? As a member of the judiciary, it is very rewarding to expose youth to one of the greatest professions on Earth.

What kind of impact do you hope this program is making on the lives of students?

I hope that this program is impacting the lives of the students/mentees by opening their eyes to new career choices and expanding their dreams about what they may accomplish in life. Hopefully, by seeing successful persons who came from very similar circumstances as they did, they will be empowered to say and believe that they can accomplish similar goals. The program will also broaden students' horizons and expose them to careers that lack racially/ethnically diverse representation. They will leave this program believing that they too can be lawyers and judges. My goal is to assist these bright and gifted youth in charting positive courses for their lives. I want them to know that I care about their futures and I am available to support and encourage them along the journey.

How do you see this program impacting the public education experience?

Having graduated from the public education system, I truly understand and appreciate the value of public education. It is the foundation that I received through the public education experience that allowed for my success at Duke University and the University Of North Carolina School Of Law. Hopefully, the Ribault High Mentoring Program will help students to make the connection between education and real life experiences. As a young person, it is often difficult to make the connection between the knowledge and skills that you are gaining in school and your future career. I see this program impacting the public education experience in three ways.

The Ribault High Mentoring Program will:

1. Add a new dimension to the public school experience by helping these young people to understand why they are in school and the future benefits of a good education. They are in school not for a fashion show or to be babysat while parents do other things. School is the training ground for your future careers. This is not practice, it is very much reality. They must be made to realize the significance of getting all that they can from their public education experiences here as they prepare for their tomorrows. Statistics clearly show that one of the main determinants for a life of crime and poverty is education levels;
2. Help reinforce the importance of staying in school, academic success, and achieving a meaningful life career. The students must connect the importance of getting good grades, staying in school, avoiding a life of crime, and making good choices with their future careers as adults. I want them to understand that the decisions or choices that they are making right now as teenagers will seriously impact the quality and type of lives that they will lead as adults;
3. Encourage young people to pursue legal careers or any other profession through higher education. I view education as one of the most important vehicles for upward mobility in today's society. Hopefully, this mentoring program will instill into these young minds the importance of a good quality education.

2 Comments

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Selena Webster-Bass · Jacksonville, Florida

Thank you for your commitment to serving others!

Like · Reply · Apr 7, 2016 8:35am



Cassy Gallichan Kinney · Jacksonville, Florida

Thank you your service! U are bless great judge!

Like · Reply · May 26, 2016 2:52pm

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2017 AOC Grant Project Application

Jacksonville Women Lawyers Association "Good Guys" Program

I. Short Project Title

“Good Guys Event”

II. Contact Information

For the purposes of this grant and project, the Jacksonville Women Lawyers Association ("JWLA"), contact is Angela Scott. Angela Scott will be presenting the grant proposal at the 2017 Affiliate Outreach Conference ("AOC").

Angela Scott
The Law Office of Jason A. Burgess, LLC
1855 Mayport Road
Atlantic Beach, Florida 32233
Phone: (407) 461-1051
Email: angela@jasonaburgess.com

III. Affiliate Description

JWLA was founded in 1982 as a non-profit organization that provides support and networking for women lawyers in Jacksonville, Florida. JWLA membership is open to all attorneys, male or female, in Jacksonville, Florida and surrounding counties. JWLA is a Chapter of the Florida Association for Women Lawyers.

JWLA's mission is to actively promote gender equality and the leadership roles of its members in the legal profession, judiciary and community at large, and for any other lawful purpose.

There are currently 215 number of members of JWLA, 49 of which are law students. project has not been previously presented at AOC by JWLA.

IV. Purpose of Request

The purpose of this request is obtain funding which will assist JWLA in hosting the "Good Guys" Event. Good stands for “Guys Overcoming Obstacles to Diversity”. The Good Guys event was created by the National Conference of Women's Bar Associations ("NCWBA") in an effort to “engage all attorneys – men and women alike- to be one of the “Good Guys” in the fight for gender equity.” JWLA is replicating this event at one of our luncheons, where we will invite managing partners

from around our area to become one of the “Good Guys” by breaking the impasse in women’s advancement by inviting them to discuss the issues as a panel with our members.

V. Project Objectives Description

Needs Addressed by Project

Equality and advancement of women in their legal careers to increase the amount of female partners is part of the mission of JWLA. This project will help level the playing field by hearing from the “Good Guys” ways in which women lawyers can increase diversity in their firms and areas in which they practice. The “Good Guys” will also hear from JWLA members about their concerns and barriers they face in advancing their legal careers.

Groups Served by Project and Public Benefit

Both members and non-members of the legal community may attend our luncheons. We attract a wide-array of lawyers in the community including a large amount of young lawyers and law students who frequently attend our luncheons. The event will benefit the public by encouraging a conversation about women becoming equity partners in firms which in turn will inspire the younger generation to follow in their footsteps and creating diversity in the legal profession. The project will not only reach the attendees, but also the media in the Jacksonville area has been actively attending JWLA events and publishing key points of discussions taking place at our events. We will also be seeking a CLE credit (gender bias elimination) for the event.

Other Similar Projects in the Area

There is no other similar project in the area. By being able to have the "Good Guys" event in such a large legal community, we will be able to make a great impact in continuing our mission of diversity in the legal profession.

Ability to Replicate Program

The program was created by NCWBA with the intention for it to be easily replicated by other affiliates around the country. There is a "Good Guys" toolkit that assists in preparing and executing a successful event.

Materials for the Program

There will be not materials sold but there will be handouts which are provided in the toolkit at: <http://ncwba.org/programs/good-guys-toolkit/>.

These materials will help facilitate discussion with the panel of “Good Guys”. As a result during the panel there will be a diverse selection of questions to achieve the most insight for all parties at the event.

We will not be seeking funding from any other organizations. The event will be held at our monthly luncheon which our members pay to attend to cover the cost of their attendance. If funds allow, we will provide for discounted or free attendance for your lawyers and law students.

YLD Recognition

The YLD will be recognized at the event as well as on the announcement for the event. In the opening statements at the event we will thank the YLD for making it possible to hold this event and assisting in developing diversity in the legal profession.

VI. Project Evaluation

JWLA's goal is to advance diversity in the legal profession which includes having more female lawyers as equity partners. The event will be deemed a success if we are able to obtain a full panel of "Good Guys" and full turnout at the event. The success of the event can also be seen in the increased amount of interest and the success of women advancing to partner in the legal community after we hold this event.

VII. Project Organization

The board members of JWLA are currently contacting and identifying the managing partners to invite to the "Good Guys" event. The event will be held in April. In the months leading up to the event a committee will be appointed by the board, which include young lawyers. The committee will orchestrate the event. The committee will also seek a CLE credit (gender bias elimination) for the event. The committee will formally invite the managing partners, organize the advertising of the event, and assist at the event to coordinate the partners and schedule.

VIII. Budget

JWLA is requesting \$2,000.00 for the "Good Guys" event. This will cover the attendance cost of the partners at the event (approximately 25). free attendance for 25 young lawyers and law students, the formal invitations, and presenter gifts for the partners. Below is a breakdown of the costs of the event.

Fund Source	YLD Grant Funds	Normal Attendee Fees	JWLA Member Dues	Total
Food and Beverage	(25 managing partners x \$35) = \$875 (25 young lawyers and law	(50 x \$35)= \$2,100		\$3,850

	students x \$35) = \$875			
Constant Contacts			\$70 monthly	\$70
Speaker Gift	(25 x \$10)= \$625		\$35	\$285
Name Tags			\$30	\$30
				Grand Total = \$4,215

IX. Timetable

January – Committee will be appointed. The Committee will continue to identify and record managing partners that are willing to participate in the event.

February – Committee will make contact with the partners and begin the planning of the schedule of the event.

March – Adverting for the event will begin and formal invitations will go out to the partners. Once responses for the invitations are received, the event outlay will be configured. Materials for the event will also be organized and printed.

April – The event will be held on April 8, 2018. The Committee will then begin collecting feedback about the event.

X. Exhibits

Exhibits from the good guys toolkit.

Exhibits



Monday Morning TO DO List

Brought to you by the National Conference of Women's Bar Associations

**It's Monday morning and GOOD Guys want to take action.
Here's your TO DO List!**

1 Number One: Assess your firm, company, or organization in diversity terms. Take this quick test:

- Identify the core leadership group in your firm, company, or organization. Include the top three layers of leadership if there are multiple layers. For example, in a firm, the core leadership group may be equity partners, and another layer may be the executive committee. List here:

Leadership Group

Diversity %

- Assess the diversity among the core leadership groups above. What percentage are women? If less than 40% - 50% are women or persons of diversity, there is room for improvement. What percentage are persons of diversity?
- Assess where power lies in your firm, company, or organization and determine how diversity success can be measured. For example, private firms may ask not only how many women are equity partners, but also **how much equity do women own?** Such profound information reveals true levels of integration.

2 Number Two: Assess your personal implicit associations. Take the test for gender/career bias at: <https://implicit.harvard.edu/implicit/selectatest.html>

What level of implicit association do you have toward women and careers?

Insert here: _____.

3 Number Three: What bias interruptors can you try? List here:



4

Number Four: Learn about the challenges women lawyers face. Be aware that women lawyers are notorious for not talking about challenges they face, which they believe are bias-based with their employers, managers, or colleagues. They don't use the gender card. Open a dialogue with women attorneys outside of your workplace and you will learn a lot. How? Join a women's bar association. Look on NCWBA's web page for a list of women's bar organizations and select one in your area (www.ncwba.org/members/).

List here: _____

Now, JOIN! _____ Check here when done.



Get involved at
[www.GoodGuvsinLaw.com!](http://www.GoodGuvsinLaw.com)

Next, assess the committees of the above organization. There is no substitute for rolling your sleeves up and getting active. List potential committees here:

Now, Join a committee! _____ Check here when done.



5

Number Five: Assess Your Zone of Influence. Identify your personal zone of influence. Areas where you can advance a female attorney include those listed below. Consider that lawyers in corporations can have major impact by hiring female attorneys as outside counsel as inhouse employees. Lawyers in firms can have major impact by championing women attorneys in their firms and women professionals practicing as experts, mediators, special masters, and the like. Look for opportunities to do business with women.

Check categories where you have influence:

Hiring _____ Assignments _____ Evaluations _____

Advancement _____ Compensation _____

Selection of Outside Counsel _____

Selection of Other Outside Vendors _____ Other Referrals _____

For each area above, learn about how diversity can be improved and develop a plan where you can personally impact diversity in these areas.

6

Number Six: Help develop the next chapter.

Change does not occur after one program. GOOD Guys are needed to develop the next chapter: GOOD Guys Chapter Two. Get involved at www.GoodGuysinLaw.com.

Number Seven: TRACK YOUR PROGRESS

1 _____

2 _____

3 _____

4 _____

5 _____

6 _____





PANEL PRESENTATION QUESTIONS

These questions are useful at a GOOD Guys Event in guiding the participants' discussion during a moderated panel presentation, or even for prompting a question and answer session following a speaker presentation. A selection of just a few key questions by the moderator or speaker would likely be more effective than a use of the entire list. For more considerations regarding the best format for your GOOD Guys Event, refer to the Programming Guide in the Toolkit.

INSPIRATION

You are all deeply involved in efforts to overcome obstacles to diversity and include women and minorities in all levels of the legal profession.

- Why should guys get involved in these efforts for diversity and inclusion?
- Was there a person or situation inspiring you to get involved? Why have you stayed involved?

GOOD GUYS

Success in overcoming obstacles to diversity depends on the involvement and efforts of all stakeholders, including both men and women.

- What does it mean to you to be a GOOD Guy?
- What are the unique ways GOOD Guys can contribute to these efforts?
- What are the most effective ways you have seen to engage men in these efforts, both obvious (e.g., bottom-line payoff) and non-obvious (e.g., relating issues in personal terms), and why is it so important to engage rather than blame?

EFFORTS

Efforts in overcoming obstacles to diversity should be constant and strategic. Efforts may also differ in scope, depending on the location, group, industry, etc.

- What individual actions have you personally taken or observed, and which have you seen to be most effective? Conversely, which have you seen to have no effect?
- What actions have you seen to be the most effective in enacting change on a large scale, such as in global initiatives, national bar organizations, and nationwide law firms and companies?



- What actions have you seen to be the most effective in enacting change on a small scale, such as in state and local bar organizations and in your own office?
- How would you say efforts differ state-to-state, such as by bar size or geography?
- How would you say efforts differ from country-to-country, comparing the U.S. versus other common law countries versus countries with other legal systems?
- How would you say efforts in the legal profession compare to other industries (e.g., accounting, sales, academia)?
- Where do you think people should focus their efforts for the most impact – global or local level, public or private sector, legal or other industry – and does that focus differ for men and women?
- How important are diversity groups and committees for law firms, and how should they measure success? What resources are available for these diversity groups and committees?

PROGRESS

With some issues, there are calculable metrics that can track progress, such as gender split in equity and non-equity partnerships, equality in equity ownership, promotions, and compensation. In others it is more difficult to track progress, such as gender impact on perception and respect, alternative career paths, and work-life balance considerations.

- How important is the ability to track progress in individual areas to the overall progress in overcoming obstacles to diversity?
- Over the last 20-30 years, in which areas have we seen the greatest actual or perceived improvements, and in which areas have we seen the least improvements or even regression?
- Over the next 20-30 years, in which areas do you think the progress will continue or grow, and in which areas do you fear the progress will slow or stop?

TAKEAWAYS

Exploring the best ways to overcome obstacles to diversity is good. Taking action based on those actions is even better.

- What is one manageable, concrete step you think the attendees today can take away and start applying immediately when they return to their office?
- What is the most important point from our discussions today that attendees should keep in mind as GOOD Guys (and Gals) overcoming obstacles to diversity in their own communities?

Lee County Bar Association Young Lawyers Division 2018 AOC Grant Application

I. Short Project Title: Lee County YLD Literacy Initiative

II. Contact Information:

Joel Hyatt, President of the Young Lawyers Division of the Lee County Bar, is the contact person and lead presenter for the grant application.

Joel Hyatt, Esq.
Hahn Loeser & Parks LLP
2400 First St., Ste. 300
Fort Myers, FL 33901
Direct Phone No.: (239) 337-6725
Email: jhyatt@hahnlaw.com

III. Description of Affiliate and Past Attendance at the AOC:

The Young Lawyers Division of the Lee County Bar Association (the "Lee YLD") is a growing organization made up of about 60 active young lawyers dedicated to furthering their professional growth, and developing the skills necessary to become leaders within the Lee County Bar Association ("LCBA") and the community at large. The Lee YLD places great emphasis on improving the community through philanthropic activities that focus on children. The Lee YLD is governed by a five-person board and has consistent monthly meeting attendance of 20 members.

This will be the seventh consecutive year that the Lee YLD has attended the Affiliate Outreach Conference and submitted a grant application. In 2013, the AOC Grant funds received by Lee YLD helped fund a S.T.E.M. (Science, Technology, Engineering, and Mathematics) program at Child Care Southwest Florida, an organization that provides day care services to lower-income families in Lee County. In 2014 and 2015, the AOC Grant Funds received by the Lee YLD were used to partner with Voices for Kids of Southwest Florida ("VFK") and its "Bedz for Kidz" program. This program provides beds and related items for children in the Lee County Guardian ad Litem Program. In 2015, the Lee YLD's \$3,500 AOC Grant was combined with an additional \$1,500.00 raised by the Lee YLD, for a total contribution of \$5,000.00 to VFK. In 2016 and 2017, the Lee YLD used its \$2,900 and \$2,600 AOC Grants to assist in funding a yearlong Tryathlon event. During these extremely successful events, young lawyers teamed with children in foster care and their foster families to participate in three "competitive" sporting and community service events each year.

IV. Summary – Purpose of Request:

The purpose of the Lee YLD's 2017 AOC Grant request is to obtain funding to support the "Lee County YLD Literacy Initiative". This year we seek to partner with the Early Learning Coalition of Southwest Florida ("Early Learning Coalition"). The goals of the literacy initiative are three-fold:

1. Improve childhood literacy in the community by connecting with children and inspiring them to enhance their reading, writing, and communication skills, which are the building blocks of the practice of law;
2. Spark childhood interest in the legal profession through education and one-on-one interaction between Lee YLD members and children of the community; and

3. Create a positive impression of lawyers and the legal profession through positive interactions with the community.

The Lee YLD will achieve these goals is through a partnership with the Early Learning Coalition. The Lee YLD will participate in the Early Learning Coalition's "Literacy Buddy Program" and visit classrooms throughout the county during Law Week to read a book about the legal profession, and discuss the legal profession with the classroom.

The Literacy Buddy Program: Lee YLD members will be partnered with a child in an early learning facility, with whom they will become "literacy buddies". The child will write letters to their partnered young lawyer. In response to the child's letter, the young lawyer sends a letter and high-quality book to the child. The young lawyer has the opportunity to go to the school, meet one on one with their literacy buddy, and read the book together. This exchange takes place three times throughout the year. The program teaches children about correspondence and communication, and instills an appreciation of reading and writing, which are some of the most important building blocks of the practice of law.

The AOC funding will assist the Lee YLD in purchasing three books for each young lawyer to send to their literacy buddy. This will greatly encourage participation in the program. Many young lawyers are saddled with financial burdens such as student loans. No financial burden will be placed on the young lawyers who participate in the literacy buddy program—the books will be paid for through grants and fundraising. All that is required of the young lawyers is that they donate their time and positive energy.

Law Week Classroom Visit: The members of the Lee YLD will visit a classroom during Law Week and educate the children about the legal profession by reading, and donating, law-related books to the classroom. Proposed books include:

"A Story of Lawyers" by Jacqueline Buyze. "This book is a fun introduction to law as a profession. A broad overview, along with the mention of specific legal terms, gives readers a good sense of what lawyers do. From schooling to becoming a judge, a brief look at the life of a lawyer is something we rarely get, especially as children. This book gives children a chance to learn about lawyers, and perhaps strike an interest in the profession at a young age."

"Mom, What Do Lawyers Do?" by Roxanne Richards-LeCorps. "When the author asked her eight year old son if he wanted to become a lawyer someday, he asked her, "Mom, What Do Lawyers Do?" This delightful picture book explains what different types of lawyers do in their daily work. The book offers child-friendly writing coupled with engaging illustrations that provide a realistic but fun look into the career specializations a lawyer might practice. An educational children's book, Mom, What Do Lawyers Do?, is perfect for the home and classroom libraries where careers will be discussed. It's an excellent resource in explaining how lawyers can help families."

"I Love A Lawyer" by Shelly Freedenthal. "I Love A Lawyer provides children with a positive overview of the job of a lawyer. Through its bright, cheerful illustrations, the book shows children that in addition to going to court, lawyers spend much of their time learning about the law through reading, writing, researching, and meeting with people. I Love A Lawyer also shows kids the various environments in which lawyers work -- including tall buildings, small offices, and even home offices -- and describes some of the many beneficial things lawyers do for our world: from helping children and the elderly to protecting our environment."

During the classroom visit, the young lawyer will have the opportunity to discuss the legal profession with the classroom, and answer any questions the children may have. This event will provide Lee YLD Members with the opportunity to serve as role models and have fun interacting with the community. It is our hope that mentor relationships with Lee YLD members will be forged that extend beyond participation in this program. Members of the Lee YLD and the LCBA will have opportunities to participate at the organizational level and as volunteers.

AOC Grant funding will provide the Lee YLD with resources to purchase the books for the literacy buddy program and for the classroom visit. The Literacy Buddy books will be gifted directly to the children and are theirs to take home and keep. We hope that they will use these books to start an at-home library. The law week classroom visit books will be donated to the classroom, in hopes that the children will revisit the books on their own as part of their classroom library.

V. Project Objectives/Description:

1. What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services (young lawyers, the community at large)?

Twenty percent of Florida's children under the age of 6 live in poverty and are likely to live in families where the most educated parent has less than a high school education. *See Key Facts about the Children: A Report on the Status of Florida's Children*. Children of parents living at the poverty level typically have fewer words spoken to them in their homes. Increasing the number of words spoken by parents as they interact with their children is a powerful family literacy tool. *See The Reading Teacher*, Vol 59, No. 7 April 2006. When children lack the advantages of a home with an educated parent, they are less likely to be exposed to educational opportunities outside the home, and half of them start school as much as two years behind their peers in terms of development. *See Florida in the 21st Century*.

The Lee YLD hopes to address these needs through direct interaction between its members and low-income children, and that these interactions foster a love for reading and writing, and an spark an interest in the legal profession. Through the Literacy Buddy program and classroom visits, Lee YLD members will be able to act as role models for the children who participate.

2. How many people will the project serve?

Currently, three classrooms, totaling 43 children have been unable to participate in the Literacy Buddy program due to a lack of volunteers. The Lee YLD hopes to serve all 43 children through the Literacy Initiative. Additionally, our goal is for the Lee YLD to conduct twenty classroom visits during law week. This will serve approximately 300 children.

3. What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different?

We do not know of any other project organized by a professional organization like the Lee YLD aimed at both addressing childhood literacy in the community and sparking an interest in the profession of law. The Literacy Initiative provides for continual interaction among low-income children and the Lee YLD over an extended period of time.

4. How will the public benefit from the project?

The public's relationship with the Southwest Florida legal community will benefit because the literacy initiative represents a sustained effort by the Lee YLD (and LCBA) to improve childhood

literacy and spark an interest in the legal profession in area children. Disadvantaged children of the community will be provided with a series of free books in hopes of fostering a love of reading, and will have ongoing interaction with young lawyers who can act as role models. This will ideally allow participants to form mentorships that last beyond completion of the literacy initiative.

Finally, the literacy initiative will hopefully form a partnership between the Lee YLD and the Early Learning Coalition. This may lead to cross-organizational involvement and support in the future. Connecting professional organizations with charitable organizations allows for a strategic union to better impact and address the needs of our community.

5. What impact will the project have in the community?

The Literacy Initiative will impact the community by (i) improving childhood literacy, (ii) fostering a love of reading and writing among children, which are some of the most important building blocks of the practice of law, (iii) educating children about the legal profession, potentially sparking an interest in the legal profession, (iv) create mentorship opportunities between low-income children and young lawyers.

We hope to provide a yearlong project that is a positive experience for these children. We further hope that this encourages them to grow, feel loved, and has a positive impact on their future, their eventual participation in the community as young adults, and potentially participate in the legal community as adults.

The Literacy Initiative will also help develop positive relationships among the participating organizations, sponsors, and community at large.

6. Will handouts or other materials be sold or provided to participants?

AOC Grant funding will provide the Lee YLD with resources to purchase the books for the Literacy Buddy program and for the law week classroom visit. The Literacy Buddy books will be gifted directly to the children. The books are theirs to take home and keep, in hopes that they will build an at-home library. The Law Week classroom visit books will be donated to the classroom, in hopes that the children will revisit the books on their own as part of a classroom library.

7. Is this an easy project for other young lawyer affiliates to replicate?

The concept is simple to understand and replicate; however, replication may be difficult without a partner organization with access to children and classrooms. With the right partnership, a dedicated affiliate organization could replicate and/or improve upon the Literacy Initiative.

8. From what other sources are you seeking funding for this project?

In past years, the Lee YLD has been successful in raising money to supplement AOC grant funding to accomplish its project goals through traditional fundraising methods, such as sales, raffles, sponsorship, and other historically successful fundraising efforts.

9. If you are awarded YLD funds, how will you recognize the YLD's support of your project?

The YLD's support of our project will be recognized in mailings to the Lee County Bar Association membership, in all write-ups of the project in the Lee County Bar Association monthly magazine, and in any other media coverage. Additionally, for any Law Week Classroom Visit book donated to classroom libraries paid for by AOC grant funding, we intend to stamp the book with the following: "Donated By The Florida Bar Young Lawyers Division."

VI. Project Evaluation:

The success of the Literacy Initiative will be evaluated based on the level of general participation, and post-event feedback from the Early Learning Coalition, the Lee YLD members, the classroom teachers, and, most importantly, the children-participants.

VII. Project Organization:

The Lee YLD will work with the Early Learning Coalition to coordinate the pairing of members with children and classrooms. The Lee YLD Executive Board will solicit member volunteers for participation. The Lee YLD has partnered with the Early Learning Coalition to perform outreach to classrooms to participate in the Literacy Initiative, and help maintain lines of communication with the classrooms between individual events. Members of the LCBA will be invited to participate in the Literacy Initiative.

VIII. Project Budget:

<u>Literacy Initiative Project Budget</u>	<u>Amount</u>
Literacy Buddies Project	
Three books for 44 child participants	\$1,980.00 ¹
Law Week Classroom Visit	
A Story of Lawyers (\$15.85 x 20 Classrooms)	\$317.00
Mom, What Do Lawyers Do? (\$13.72 x 20 Classrooms)	\$272.40
I Love a Lawyer (\$15.89 x 20 Classrooms)	\$317.80
AOC Grant Request	\$2,887.20

IX. Timetable:

The Lee YLD has already begun coordination with the Early Learning Coalition, and hope for the first exchange in the Literacy Buddy Program to occur in early February, with two additional exchanges throughout the school year. The Law Week Classroom Visit will likely take place in May.

We are already well into the planning stages and are excited for the kick-off of our project in 2018. We thank the Florida Bar YLD for the opportunity to present this grant application at the AOC and for the consideration and assistance in making this project a success.

Thank you,

Joel W. Hyatt, Esq.

Joel W. Hyatt, Esq.
President, Lee County Bar Association YLD

¹ This is based upon an estimated price of \$15.00 per book for a high-quality hardcover children's book.

LACTATION ROOM FOR THE COURTHOUSE

2018 Grant Application Presented by:

The Young Lawyers Division of the Manatee County Bar
Association, Inc.

I. Project Title

The Young Lawyers Division of the Manatee County Bar Association, Inc. ("YLD") is proud to present the LACTATION ROOM FOR THE COURTHOUSE for consideration by the Young Lawyers Division of the Florida Bar, Board of Governors.

II. Contact Information

- Project Chairs

Melissa Casanueva
Porges, Hamlin, Knowles & Hawk,
P.A.
1205 Manatee Avenue West
Bradenton, FL 34205

Bryony G. Swift
Porges, Hamlin, Knowles & Hawk,
P.A.
1205 Manatee Avenue West
Bradenton, FL 34205

III. Describe Your Affiliate

- The Manatee County Bar Association has approximately 60 attorneys who qualify for membership in the YLD, with approximately 30 attorneys actively participating in regular YLD events. The YLD have attended the past nine (9) AOC conferences and will attend the 2018 AOC conference as well.
- The last three AOC Projects the YLD has received funding for are the following:
 - o 2017 AOC Grant – Stock up for College with Take Stock in Children for \$1,500.00
 - o 2016 AOC Grant - Expansion of Art Creations \$1,200.00
 - o 2015 AOC Grant – Art Creations \$3,500.00

IV. Summarize the Purpose of Your Request

A. Background

The YLD promotes community involvement among its members, and serves the needs of numerous local non-profit organizations. In recent years, the YLD's focus has been to increase connections with the youth of our community to encourage diversity in the profession so as to better serve the needs of our community. Last year, the YLD hosted a round table discussion for lower-income high-school seniors who were close to graduation, wherein we discussed choosing a career path, attending college and post-secondary education. These seniors were college scholarship recipients as part of the Take Stock in Children non-profit organization which selects and mentors "at risk" youth.

In May 2017, the YLD Board unanimously voted to support the Diversity Committee of the Florida Bar's efforts to pass the Parental Leave Rule, which would facilitate maternity and paternity leave for attorneys who are becoming new parents. Additionally, we learned in May of 2017 the Thirteenth Circuit (Hillsborough County) added two lactation rooms to their courthouse. The YLD would like to help make the Manatee County Judicial Center ("MCJC") more accessible and inclusive to new mothers by adding a lactation room to our own courthouse.

It is against this background that this grant is submitted.

B. Current Project

The Lactation Room for the Courthouse Project aims to continue and grow connections within our community, including local residents, attorneys, and court staff, by creating a warm, welcoming, clean and inspiring space for new mothers who want a private and clean environment in which to breast feed or express milk. Use of the Lactation room would not be limited to counsel, but would welcome nursing jurors, litigants and court-reporters, thereby increasing the participation of new mothers throughout the legal field. In this current project, we will take a sterile room and create a space that is conducive for nursing or pumping mothers of the community. By adding this designated lactation room to the courthouse, the YLD will be able to create good will within the community, assist mothers in their return to the practice of law after childbirth, and also continue the Young Lawyers Division's of the Florida Bar's focus on inclusion. A commemorative plaque outside the room will recognize the financial contribution and support received from the Young Lawyers Division of the Florida Bar.

V. Project Objectives/Description

This project addresses the needs of the Manatee County community at large, as well as the county's legal community, by supporting participation of new mothers throughout the legal field and fostering positive experiences for nursing mothers. Commonly, nursing or pumping mothers are expected to feed or pump in the bathroom or outside in their personal vehicles. This arrangement is unsanitary, inconvenient, undignified, and, frankly, degrading. New mothers, who are already dealing with the work-life balance issues inherent in working-parenthood, should be supported by the legal community to encourage their continued participation. A mother who does not have a designated safe, clean, private space to nurse may develop the negative feelings about being in the courthouse. A mother-attorney who does not have a designated safe, clean, private space to nurse may not be able to focus on her work, as the distraction of where to pump will play in the back of her mind. These needs are important to our affiliate because we want our courthouse to be an inclusive part of the community, and we want to facilitate a return to the legal profession for mothers if they so choose.

This project will provide a needed safe, clean, private space to nurse that will benefit many different groups of people. Most importantly, this project will serve the public-at-

large by including a demographic that has historically not had any good options within the MCJC. Secondly, this project will serve women who work at the MCJC or clerk's office, attorneys, jurors, or the public in general. Lastly, this project will serve the legal community in Manatee county by making a connection between the legal community and the community at large in a positive way.

Our idea is based on the successful lactation rooms created in Hillsborough County's courthouse. The project is easy to replicate, and we sincerely hope other affiliates do replicate this project, or otherwise take steps necessary to provide a smooth return to the legal profession for mothers.

The Manatee YLD will work with the MCJC administration on choosing a room to update into a functional lactation room; to create processes for reasonable reservation system to facilitate use by all who need the room; to create signage for the MCJC to let the community know the room is available. Additionally, we will decorate the room with historical information and photographs relating to inspirational women of Manatee County who broke through metaphorical glass-ceilings, including Justice Peggy Quince, who practiced law in Manatee County, as well as Judge Evelyn Gobbie, Manatee's first female elected Circuit Court Judge, and Judge Roberta Knowles, Manatee's first female elected County Court Judge, who attended law school as a single mom after the tragic death of her attorney-husband. We want to focus the décor on Manatee County Bar's diversity and inclusion throughout the years, so as to bolster the nursing mothers with some inspirational, local life-stories of triumphant women. Our goal is for the community to perceive the courthouse as more inclusive, and for new mothers to be able to fully participate in the practice of law. Further, when and if members of the community need to use this room, they will access the MCJC with a calmer mindset, safe in the knowledge that they will not need to nurse in the bathroom, pump in their cars, or leak in the courtroom.

VI. Project Evaluation/Timetable

- Project Evaluation: The success of this project will be determined by amount of use the lactation room receives and feedback from the community. We hope to collect reactions from the MCJC staff regarding the lactation room and their impression of the community's reaction.
- Project Timetable: Our goal is to have the lactation room open to the public by May of 2018. After the Manatee YLD learns of any award for this project, the supplies will be ordered. In April of 2018, we hope to plan the date for the Manatee YLD to volunteer their time to repaint and remodel the lactation room. We hope to host the unveiling in May 2018, which will be announced to local media so as to inform the community about the lactation room.

VII. Project Organization

This project will be executed by a special committee of the YLD. The historical decorations will be completed by the YLD in conjunction with our local volunteer historian, Judge Gilbert Smith Jr. The painting and other physical tasks will be performed by the

YLD members, though the signage will be hung by the maintenance staff of the courthouse. The courthouse will provide a room to the YLD free of charge.

The Manatee YLD will make decisions regarding the cosmetic remodel of the room, the processes to utilize the lactation room, and signage requirements. A plaque outside the room will recognize the financial contribution and support received from the Young Lawyers Division of the Florida Bar.

Once all of the decisions have been agreed upon, the Manatee YLD will volunteer their time to remodel the room. Court Administration will coordinate with the maintenance staff to affix the signs, purchased by the YLD, strategically around the courthouse.

The special committee of the YLD will plan an unveiling ceremony and coordinate with the MCJC staff regarding logistical issues.

VIII. Budget

The below preliminary line-item budget represents the costs necessary to carry out the Lactation Room for the Courthouse project through to the unveiling.

Anticipated Income

AOC Grant (Requested)	\$3,000
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Anticipated Expenses

Chair made of easy cleaning, durable material	\$650.00
New lock for room – States occupied/vacant, plus installation	\$300.00
Paint and painting supplies	\$350.00
Cleaning wipes, hand sanitizer and basket for same	\$50.00
Side table next to comfortable chair-needed to hold supplies	\$1250.00
Soft lighting source and decor which explains the history of diversity efforts and history making women of Manatee County, Clipboard & webpage for reservations, a full-length mirror to make certain one is presentable before returning to court, and a simple desk with desk chair for those who need to work while pumping	
Signage x2 (for door and entry to the MCJC) and plaque	\$400.00
TOTAL EXPENSES:	\$3,000.00

*The Manatee YLD has no other sources of revenue for this project.

AOC Grant Application on Behalf of Miami-Dade FAWL Young Lawyers Committee,
Presented January 13, 2018

I. Short Project Title: Discovery Through Reading

II. Contact Information:

- Claire Armagnac (will be presenting at AOC)
203-313-2689
cca828@gmail.com
- Maite Garcia (will be co-presenting at AOC)
mgarcia@aijustice.org
- Ardith Bronson (our affiliate's treasurer, please mail funds to her)
ardith.bronson@dlapiper.com
DLA Piper
200 South Biscayne Blvd.
Suite 2500
Miami, FL 33131

III. Describe Your Affiliate:

- The Young Lawyers Committee of the Miami Dade chapter of the Florida Association for Women Lawyers (MDFAWL) has approximately 100 members. MDFAWL as a whole has close to 500 members. Events hosted by the Young Lawyers Committee may be attended by all members of MDFAWL.
- Our affiliate has attended for at least the last three years.
- Our prior presentations are as follows:
 - o 2014: Lunch and Dinner Mentorship Program (funds were received, our treasurer is obtaining past reports to confirm the amounts)
 - o 2015: Lunch and Dinner Mentorship Program (funds were received, our treasurer is obtaining past reports to confirm the amounts)
 - o 2016: Salary Strategies for Young Lawyers: An Event to Benefit Dress for Success Miami (received \$800)

IV. Summarize the Purpose of Your Request:

- The Young Lawyers Committee of MDFAWL is requesting \$5000 to establish a lending library at the Miami PACE Center for Girls (PACE). PACE and its objectives are described in detail in Exhibit 2, but can be summarized as follows: PACE is a free charter school that serves at-risk girls ages 11 to 17. PACE is located in an impoverished area. PACE helps the girls achieve educational goals, prepare for careers, and avoid criminal activity. Many PACE students have a criminal history and are doing poorly in school before attending PACE. Once at PACE, their grades generally improve and they learn to make better choices.
- Currently, PACE has a resource room that can be used as a lending library, but it does not have any functionality. PACE has received a small book

donation from another source but has not organized the books, does not have a way to categorize the books, does not have bookshelves, does not have a lending-library system, and does not have any decorations for the room.

- PACE's reading instructors have identified books that would be useful to the PACE students if purchased and included in the library. These books include "young adult" novels and non-fiction books such as biographies of historical figures.
- The Young Lawyers Committee of MDFAWL intends to use YLD grant funds to purchase the materials PACE needs and to host a "ribbon cutting" event.
- The ribbon cutting event will include a presentation of the donated materials to the PACE students and a reception at the PACE courtyard. The reception will include food and drinks, as well as a chance for members of MDFAWL to socialize with the PACE students. Attendees will have an opportunity to make an additional donation to PACE during the reception.

V. Project Objectives/Description:

- What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services?
 - This project addresses the needs of the students at PACE, who currently do not have access to a lending library. These needs are important to our affiliate because young women who study at PACE may someday be able to become attorneys.
 - PACE students will be the only group that this project provides services to.
- How many people will the project serve?
 - PACE Miami currently has a total enrollment of 60 girls and has educated more than 150 girls since its opening 3 ½ years ago.
- What other projects in the area provide similar services to the same groups?
 - We are not aware of any other projects in the area establishing a lending library for the PACE students.
- How is your project similar/different?
 - We are not aware of any other projects in the area establishing a lending library for the PACE students.
- Will your group work with any other organizations in implementing this project?
 - We are not planning to work with any other organizations in implementing this project.
- How will the public and/or young lawyers benefit from the project?
 - The public and the legal profession will benefit from having well-educated students who have a safe place to read.
- What impact will the project have in the local or legal community?
 - PACE focuses on preparing girls for college and careers. It is possible that, by learning about MDFAWL and its lawyer-members through the donation and event, some of the PACE students will go on to pursue a legal education. Additionally, PACE's students are students who have

struggled in traditional schools. Many have had contact with the juvenile criminal justice system. Providing them with a lending library of books to read for pleasure will increase their reading abilities. A lending library will also provide the PACE students with a safe place to spend time away from the streets.

- Will handouts or other materials be sold or provided to participants?
 - No
- Is this an easy project for other young lawyer affiliates to replicate?
 - Yes, if they have a PACE school or similar school in their area.
- From what other sources are you seeking funding for this project?
 - We have not sought funding from other sources yet, but we may be able to obtain in-kind donations of food and furniture.
- If you are awarded YLD funds, how will you recognize the YLD's support of your project?
 - We will announce YLD's support of the project in email marketing for the project. We will also thank the YLD during the event.

VI. Project Evaluation/Timeline:

- Our goal is to implement the project in September or October of 2018 by completing a donation of materials and hosting a ribbon cutting reception.
- We will consider the project a success if we are able to establish a functioning lending library with at least 100 books by the date of the ribbon cutting reception.
- We will evaluate the number of books and the functionality of the lending system on a periodic basis to gauge ongoing progress.

VII. Project Organization:

- The MDFAWL Young Lawyers Committee will work with PACE's Board of Directors to determine how many books and materials can be purchased with the grant funds.
- The PACE Board of Directors will be responsible for ordering the books, decorations, and an inventory processor and supplies. The inventory processor and supplies will allow the book collection to function as a lending library.
- PACE staff or students will be responsible for building the bookcases (if bookcases are purchased).
- The MDFAWL Young Lawyers Committee will be responsible for planning the ribbon cutting and reception.
- The MDFAWL Young Lawyers Committee will also be responsible for creating signage recognizing MDFAWL in the library.
- The MDFAWL Young Lawyers Committee will be responsible for advertising the event to its members and other members of the legal community.
- The PACE Board of Directors will be responsible for advertising the ribbon cutting event to PACE's community partners.

VIII. Budget: Attached as Exhibit 1

IX. Exhibits: Exhibit 1, budget. Exhibit 2, history of PACE and PACE's mission statement.

XI. Page Limitation: Met

XII. Project Presentation: We will present our project at the AOC conference. We will prepare a PowerPoint to accompany the presentation. We will submit the PowerPoint prior to January 5, 2018.

XIII. Follow-Up: We will routinely check on the lending library at PACE to assess its resources and functionality.

EXHIBIT 1

Estimated Budget

Bookshelves (3)	\$ 600.00
Assorted Books	\$1,500.00
Wall hangings	\$ 50.00
FAWL – PACE Library signage	\$ 100.00
Library – inventory processor and supplies	\$ 1,800.00
Ribbon cutting event: Items can be purchased or can also be donated.	
• Food	\$ 500.00
• Beverages (non-alcoholic if purchased with grant funds)	\$ 300.00
• Police presence (for reception in PACE courtyard) \$50 per hour	\$ 150.00
Total	\$ 5,000.00

EXHIBIT 2

Information provided by PACE Miami's Executive Director regarding PACE Miami

Our Mission: PACE Center for Girls, Inc. provides girls and young women an opportunity for a better future through education, counseling, training and advocacy.

Our Philosophy: PACE values all girls and young women, believing each one deserves an opportunity to find her voice, achieve her potential and celebrate a life defined by responsibility, dignity, serenity, and grace.

PACE Center for Girls, Inc. is committed to organizational excellence and outcomes that make a positive difference in the lives of girls and young women. PACE began in 1985 with one Center in Jacksonville, Florida serving 10 girls. Today PACE includes 19 Centers throughout Florida that serve over 2,500 girls from the ages of 11-17 each year. PACE has changed the life trajectory of over 39,000 girls since its inception. PACE began as a community response to the realization that girls involved with the justice system were either being placed in programs designed for boys or placed further into the system for their own protection. There were no effective alternatives.

Started by Vicki Burke and guided by the research-based recommendations which called for gender responsive programming, PACE created a new alternative to institutionalization or incarceration for girls and in turn for scholastic improvement. PACE is now recognized as a national model for reducing recidivism and improving school success, employment, and self-sufficiency amongst girls by the Annie E. Casey Foundation, Children's Defense Fund, National Mental Health Association, National Council on Crime and Delinquency, and the Office of Juvenile Justice and Delinquency Prevention. PACE is also recognized by the Edna McConnell Clark Foundation and the Social Innovation Fund as the only gender responsive, strength based, intervention, prevention day program in the country.

91% of PACE students had no contact with the criminal justice system within one year of leaving PACE.

90% of PACE students improved academically while enrolled in PACE.

90% of PACE students were in school, higher education, or employed after leaving PACE.

PACE Miami opened its doors 3 ½ years ago. We currently have 60 Girls enrolled and have served over 150 Girls since our opening. We are excited to partner with the Young Lawyers Committee of MDFAWL, as this opportunity will give our students a chance to excel and explore through literature.



ORANGE COUNTY BAR ASSOCIATION
Young Lawyers Section
880 North Orange Avenue
Orlando, Florida 32801
Phone 407.422.4551 Fax 407.843.3470
www.orangecountybar.org

**To: Nicholas Zbrzezni, nzbrzezni@fvdblawn.com
Tom Miller, tmiller@flabar.org**

RE: Affiliate Outreach Grant Application

I. SHORT PROJECT TITLE

"Book Fair"

II. CONTACT INFORMATION

Keshara Cowans
OCBA YLS President
2750 Balforn Tower Way
Winter Garden, FL 34787
Email: kesharacowans@gmail.com
Phone: 850-321-2416

Our project will be presented by Jill Simon, OCBA YLS President-Elect

III. DESCRIBE YOUR AFFILIATE

The Young Lawyers Section of the Orange County Bar Association ("YLS") has more than 750 young lawyer members. YLS provides year-long programming for its membership to support their educational development, to provide social and networking opportunities, and to serve the greater Orlando community, with an emphasis on service to at-risk youth. YLS membership is free for all OCBA members meeting the requirements of membership. All but one of the YLS events are open to OCBA members, judges, and law students, regardless of membership in the YLS.

The OCBA YLS has sent representation from our organization to the Affiliate Outreach Conference for the past several years. We recently received funding from the AOC for the following programs: the Halloween Party at the Women's Residential Center and our Wills for Heroes service project.

IV. SUMMARIZE THE PURPOSE OF YOUR PROJECT

The goal of the YLS Book Fair project is to provide free children's books to the children of Washington Shores Elementary School. Located in the heart of an economically challenged area near downtown Orlando, Washington Shores Elementary is a Title I school where 100% of the students receive free or reduced meals including breakfast, lunch, and dinner. This school is unable to host a book fair because the children attending the school cannot afford to purchase books. In bookstores, most hardcover children's books sell for \$15 to \$20, with paperbacks typically running from \$5 to \$10. These costs put regular book buying out of reach for low-income families. The YLS Book Fair will provide free books for each child to take home and enjoy.

Washington Shores Elementary school is thrilled to be the recipient of the YLS Book Fair. The school enrollment is currently 516 children, from preschool to fifth grade. Additionally, children arriving from Puerto Rico continue to enroll in the school, increasing their need for assistance.

V. PROJECT OBJECTIVES/DESCRIPTION

This project has two main goals:

- 1). To provide children with the ability to have their very own book at home.
- 2). To provide a deserving school and its children the opportunity to participate in a book fair event.

What needs does the project address?

This project addresses the importance of early childhood education and reading. These needs are important to our organization because we understand the importance of providing resources to underserved communities and at-risk youth.

Qualified Event Participants:

All children enrolled at Washington Shores Elementary School, approximately 516 children (with an expected increase in enrollment by the time of the event) will receive a free book of their choosing at the book fair.

Recognition of the Florida Bar YLD:

All written and digital advertising, pamphlets, or emails will include recognition of the Florida Bar YLD and its generous support of our program if the grant is received, including use of the Florida Bar YLD Logo alongside the OCBA YLS Logo.

Is this an easy project for other young lawyer affiliates to replicate?

Yes, it requires identifying a school in need in your service area and working with the administration to select a date and time for the book fair. In addition to seeking the grant from the YLD, we plan to hold a book drive during our monthly luncheons where we will provide a list of popular children's book series and ask our members to donate books from the series. We plan to host a charity happy hour where we will seek monetary and book donations. We also plan to seek donations of popular titles from publishers.

VI. PROJECT EVALUATION

The goal of this project is to provide at least one free book to each child enrolled at Washington Shores Elementary School. The project will be evaluated in terms of reaching the goal and in terms of raising funds necessary to fully cover the costs of the event through grants, donations, and fundraising. The Book Fair will be held on Tuesday, March 13, 2018.

VII. PROJECT ORGANIZATION

The YLS Community Service Committee will be responsible for planning, organizing, and executing the Book Fair Event. We will utilize members of the OCBA YLS to volunteer to work the event. The Community Service Committee will be responsible for:

- Coordinating the Event with the assistance of school administrators
- Fundraising
- Obtaining donations of popular titles from publishers or sellers

- Training volunteers
- Supervising the event
- Setting up, cleaning up, and running the event

VIII. BUDGET

Books: \$2,750 (\$5 per book x approximately 550 students)
 Book Displays, Tablecloths, etc: \$250
 Goodie Bags: \$250
Total: \$3,250

We are requesting a \$1,500 grant from the YLD to assist with the overall cost of the project. In addition to the funds we have requested from the YLD, we plan to solicit book and monetary donations from our members, we also plan to solicit book donations from publishers.

IX. TIMETABLE

The YLS plans to host the Book Fair event in March 2018. It is expected that this event will become an annual event to help meet the needs of school children who are unable to participate in a traditional book fair.

Expected Timetable for planning Event:

December 2017: Community Service Committee will begin coordinating with school officials to determine the date and time of the book fair. The Committee will also work with the school to determine popular titles to create a “wish list” of books.

January 2018: Committee members will reach out to publishers and sellers to seek donations of books or the opportunity to purchase books at wholesale costs.

February 2018: Committee members will organize a YLS Charity Happy Hour to raise funds to cover the outstanding costs of the event.

March 2018: Book Fair, Tuesday, March 13, 2018

**PALM BEACH COUNTY BAR ASSOCIATION YOUNG LAWYERS SECTION
AFFILIATE OUTREACH CONFERENCE GRANT APPLICATION**



YLS Wellness Day

I. SHORT PROJECT TITLE

“YLS Wellness Day”

II. CONTACT INFORMATION

1. Name: Lauren Johnson
2. Mailing Address: Palm Beach County Bar Association, P.O. Box 17726, West Palm Beach, FL 33416
3. Telephone Number: (561) 659-7878
4. Email Address: LJohnson@mccaberabin.com
5. Individuals who will present at AOC: Olivia Liggio & Lauren Johnson

III. THE PALM BEACH COUNTY BAR ASSOCIATION’S YOUNG LAWYERS SECTION

The Young Lawyers Section of the Palm Beach County Bar Association (“YLS”) is the largest section/committee of the Palm Beach County Bar Association (“PBCBA”). The PBCBA consists of more than 2,800 active members, 700 of which are active members of the YLS. The YLS is a dynamic group committed to offering its members numerous opportunities to participate in activities to meet other lawyers, further their practice areas, and serve the community both within and outside of the legal practice.

In addition to our monthly networking receptions, the YLS hosts or co-hosts, on average, 15-20 special events each year. This year, those events included: a 5k Race; attendance of YLS members at a Spring Training baseball game; the Lawyers Go Green Project; an Easter/Passover Event; a Fishing Tournament; the YLS Sidebar Series Luncheons; multiple CLE presentations; Take Your Child to Work Day; Various Pro Bono Projects; a Golf Tournament; Adopt-A-School Supply Drive; a Diversity & Inclusion Luncheon; the No Shave November Fundraiser; a Silent Auction Fundraiser; and a Holiday Party for Children in Foster Care.

Our YLS has been very active in past attendance at the Affiliate Outreach Conference (“AOC”) for the past several years, usually having our President attend, in addition to someone presenting at the AOC. In the past three years, the YLS has been awarded the following AOC grants from the YLD:

1. Lawyers Go GREEN in 2017: The YLD awarded our YLS \$1,500 to facilitate the implementation of this project last year, which was started to encourage and incentivize law firms in Palm Beach County to take manageable and affordable actions to “go green.” Specifically, law firms were encouraged to 1) implement a recycling program at their firm if one was not already in place, including recycling ink cartridges, 2) reduce paper usage, 3) eliminate disposables in kitchen

areas and conference rooms, 4) reuse equipment and supplies such as binders, file folders, and ink cartridges, 5) purchase sustainable products, 6) provide commuter incentives, and 7) reduce energy usage. The YLS hosted a happy hour kick-off party for the initiative at Busch Wildlife Sanctuary, a local animal refuge and wildlife hospital, on April 27, 2017. Throughout the year, many law firms began recycling programs which were not already in place. We even began naming a “GREEN Law Firm of the Month!”

2. Mentor/Mentee Project in 2015: The YLS was awarded \$1,500 from the YLD for this project, and then contributed approximately \$700 of its own funds for the project. The purpose of the project was to start a mentoring program between members of the YLS and at-risk high school students who may be interested in the legal profession. The YLS selected students from the Palm Beach Lakes High School Law Magnet Program to attend a series of mentoring events. The participants were asked to submit an application, and then 12-15 students were selected as mentees. This project included 1) a mentoring session and presentation at the high school, which discussed various career options both within and outside the practice of law; 2) a field trip to the Legal Aid Society of Palm Beach County where the students were able to meet with over 15 attorneys from various programs and participate in a mock trial; and 3) a field trip to the Palm Beach County courthouse. In addition to these events, YLS members met with the mentees before and after the events to advise and discuss important topics such as: applying for college, the financial aid process, and how to balance family stress with career and educational goals.

3. Real Life Series in 2014: In 2014, the YLS was awarded an AOC grant to host a series of seminars to teach new attorneys about the various real-life skills needed to succeed when establishing a well-balanced life and career. These three sessions included panel discussions which addressed: 1) career choices; 2) financial decisions; and 3) student debt. Panelists were brought in from within and outside of the Palm Beach County area and engaged young lawyers in an open discussion about these topics. Refreshments were served and relationships were further built between YLS members and the mentor panelists.

IV. Purpose of Request

The YLS Wellness Day is a one-day event that will be hosted by the YLS to focus on the health and wellness of lawyers in Palm Beach County. The event will take place in April of 2018. Activities for the day will include a yoga class on the green; a meditation class on the green; a presentation by a psychiatrist, a psychologist, a hypnotist for lawyers, and a lawyer in recovery; and a healthy lunch. The YLS is requesting \$4,160.00 to help us implement this project.

V. Project Objectives/Description

The event will be held in April of 2018 on a weekend day so lawyers can participate and not feel pressured to miss a day of work. We will hold the event at the Waterfront Commons and Lake Pavilion of the City of West Palm Beach. These facilities are beautifully situated in the heart of Downtown along the intracoastal.

First, we will hold a yoga class outside on the green, followed by a meditation class. These classes will be taught by a local certified yoga instructor.

Then, attendees will move inside the Lake Pavilion for a presentation/panel discussion by a psychologist, psychiatrist, certified hypnotist, and recovering alcoholic who is a lawyer.

Following the presentation, attendees will receive a healthy lunch and chance to browse among the tables of organizations.

After the event, the YLS will create a listserv for young lawyers to join where they can ask questions of or seek advice and support from other young lawyers about issues of which they may be unfamiliar but are facing in their practice. The YLS hopes that this listserv will help to reduce stress and anxiety of young lawyers.

1. What needs does the project address? Why are these needs important to your Affiliate? To what groups will the project provide services (young lawyers, the community at large)?

According to a recent American Bar Association study released in 2016, approximately 1/3 of practicing lawyers are problem drinkers, 28% suffer from depression, and 19% show symptoms of anxiety. This study, "The Prevalence of Substance Use and Other Mental health Concerns Among American Attorneys," is attached as an Exhibit.

The YLS Wellness Day will address the growing concerns about the mental health and improper work-life balance of those in the legal profession. These needs are important to the YLS because law firms and lawyers have an increased pressure on them to work long hours, bill excessive time, and bring in new clients. This pressure causes lawyers to neglect their health, ignore their mental well-being, and suffer from higher rates of depression and/or anxiety.

2. How many people will the project serve?

The project will hopefully serve more than 100 attendees who participate in the one-day event, and possibly help many more people than those in attendance by attendees spreading awareness of mental health and wellness from what they learn at the event.

3. What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different/similar? Will your group work with any other organizations in implementing this project?

The YLS is unaware of any other similar one-day events in the area of Palm Beach County that serves young lawyers who may be struggling with mental or emotional well-being.

However, the Judicial Relations Committee of the Palm Beach County Bar Association recently began hosting monthly yoga and lunch sessions with some judges and members at the Palm Beach County courthouse. The first session had about 15 people in attendance.

At the moment, the YLS plans to host the Wellness Day on our own, but we are open to having other PBCBA sections and/or committees help us implement the project.

4. How will the public and/or young lawyers benefit from the project?

Although hosted by the YLS, the event will not only help both young and seasoned lawyers, but also any additional attendees, on the day of the event by encouraging them to participate in yoga and meditation classes. Further, the event will help attendees for the extended future to continue practicing mindfulness through self-care, yoga, and meditation (with their take-home yoga mat!). The YLS also hopes that attendees will benefit greatly from a presentation by a psychiatrist, a psychologist, a certified hypnotist, and a lawyer who is in recovery. These presentations will help young lawyers and other attendees determine whether they need to put more focus on their own mental and physical health and well-being and how spot warning signs of other individuals who may be having mental or emotional issues and how to lend support to those individuals.

5. What impact will the project have in the local or legal community?

In the Palm Beach County legal community, this event would help foster relationships among lawyers by allowing them to bond over physical activity and substantive presentations that they might not otherwise realize other lawyers would be interested in.

6. Will handouts or other materials be sold or provided to participants?

Yes, the event will have tables of various organizations providing handouts and materials to attendees. Tables will include those for suicide prevention, psychological counseling for both depression and stress management, substance abuse centers, local healthy restaurants, and many more!

Also, as an event “care package,” the YLS will provide every attendee with their own yoga mat to use at the event and to encourage them to continue practicing yoga in the future. In addition to the yoga mat, each attendee will receive a t-shirt with a slogan that will help dispel the negative stigma regarding treatment for mental health.

7. Is this an easy project for other young lawyer affiliates to replicate?

This would be a very simple project for other young lawyer affiliates to replicate, and hopefully they do, as this emerging issue is becoming a focus of many State and local Bar Associations throughout the United States.

8. From what other sources are you seeking funding for this project?

The YLS will seek law firm and organization sponsors to fund this project and will contribute some of its own money to the event.

9. If you are awarded YLD funds, how will you recognize the YLD’s support of your project?

If the YLS is awarded YLD funds, it will recognize YLD’s critical support of this project on all promotional materials, signage at the event, and on social media—through the use of tagging the YLD in our online promotions on Facebook, Instagram, and Twitter. Additionally, the YLS will maintain a summary of its activities and coordination thereof, to increase the replication potential for this project for other local and State Bars.

VI. Project Evaluation/Timeline

1. Timeline:

- November 2017—The YLS finalizes decision to focus on the health and wellness of lawyers in Palm Beach County because of the growing concern of an imbalance between work and life activities within the legal profession, specifically young lawyers; secure support of 15th Circuit Chief Judge Christa Marx and U.S. District Judge Robin Rosenberg to participate in and help promote event.
- December 2017—Research similar projects and events in the Palm Beach County and South Florida areas; apply for AOC grant to help implement event.
- January-February 2018—Finalize teachers, presenters, and speakers for the event; solicit partnerships with other sections/committees of the PBCBA; seek sponsorship(s); and order pamphlets and custom yoga mats and t-shirts.

- March 2018—start promoting the event in the PBCBA Bulletin, on social media, and at other YLS events; finalize volunteer list for event; and assemble “care packages” (which include yoga mats, t-shirts, and informational pamphlets).
- April 2018—continue promoting event via PBCBA email blasts, social media promotion, and word-of-mouth; hold the event!

2. Results Expected to Achieve: By holding this event, the YLS expects to achieve a better focus of lawyers and law firms on a healthy work-life balance; a reduction in the amount of lawyers experiencing substance abuse, depression, and anxiety; and spread awareness of the importance of mental health. The YLS hopes to have more than 100 attendees.

3. How the YLS Will Measure Effectiveness of Project: After the event, the YLS will send out a survey to measure people’s thoughts and opinions on the event. The YLS realizes the importance to some individuals of privacy in discussing certain substance abuse and mental health issues. Therefore, this survey will be anonymous to get honest feedback.

VII. Project Organization

The YLS will have two board members serve as co-chairs of the project to oversee its implementation and planning. These co-chairs will be in charge of overseeing the marketing of the event, getting members of the PBCBA registered, securing and communicating with the teachers and speakers for the event, and planning the event.

The other board members of the YLS will help the co-chairs with these various tasks.

Staff members of the PBCBA will participate by helping to market the event to the entire PBCBA by sending email blasts and putting announcements in the monthly Bulletin ad also by volunteering at the event.

VIII. Budget

YLS WELLNESS DAY BUDGET

Expenses	<i>Qty</i>	<i>Cost</i>	<i>Total</i>	<i>Source</i>
Yoga Mats	110	\$15.00	\$1,650.00	25% Sponsorship/75% AOC Grant
Professionals	5	\$200.00	\$1,000.00	25% Sponsorship/75% AOC Grant
Healthy Meals	100	\$15.00	\$1,500.00	AOC Grant
Canopy Tents	5	\$250.00	\$1,250.00	AOC Grant
T-Shirts	110	\$12.00	\$1,320.00	25% Sponsorship/75% AOC Grant
Listserv Hosting	1	\$200.00	\$200.00	AOC Grant
Pamphlets	120	\$4.50	\$540.00	AOC Grant
Total Expenses			\$7,460.00	
Income/Funding				
YLS Budget	-	\$300.00	\$300.00	
Free Admission	100	\$20.00	\$2,000.00	
Sponsorships	4	\$250.00	\$1,000.00	
Total Funding			\$3,300.00	
Grand Total			\$4,160.00	AOC Grant

OPEN

The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys

Patrick R. Krill, JD, LLM, Ryan Johnson, MA, and Linda Albert, MSSW

Objectives: Rates of substance use and other mental health concerns among attorneys are relatively unknown, despite the potential for harm that attorney impairment poses to the struggling individuals themselves, and to our communities, government, economy, and society. This study measured the prevalence of these concerns among licensed attorneys, their utilization of treatment services, and what barriers existed between them and the services they may need.

Methods: A sample of 12,825 licensed, employed attorneys completed surveys, assessing alcohol use, drug use, and symptoms of depression, anxiety, and stress.

Results: Substantial rates of behavioral health problems were found, with 20.6% screening positive for hazardous, harmful, and potentially alcohol-dependent drinking. Men had a higher proportion of positive screens, and also younger participants and those working in the field for a shorter duration ($P < 0.001$). Age group predicted Alcohol Use Disorders Identification Test scores; respondents 30 years of age or younger were more likely to have a higher score than their older peers ($P < 0.001$). Levels of depression, anxiety, and stress among attorneys were significant, with 28%, 19%, and 23% experiencing symptoms of depression, anxiety, and stress, respectively.

Conclusions: Attorneys experience problematic drinking that is hazardous, harmful, or otherwise consistent with alcohol use disorders at a higher rate than other professional populations. Mental health distress is also significant. These data underscore the need for greater resources for lawyer assistance programs, and also the expansion of available attorney-specific prevention and treatment interventions.

Key Words: attorneys, mental health, prevalence, substance use

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Conflicts of interest: Linda Albert is an employee of the State Bar of Wisconsin. Remaining authors are employees of the Hazelden Betty Ford Foundation. No conflicts of interest are identified.

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Little is known about the current behavioral health climate in the legal profession. Despite a widespread belief that attorneys experience substance use disorders and other mental health concerns at a high rate, few studies have been undertaken to validate these beliefs empirically or statistically. Although previous research had indicated that those in the legal profession struggle with problematic alcohol use, depression, and anxiety more so than the general population, the issues have largely gone unexamined for decades (Benjamin et al., 1990; Eaton et al., 1990; Beck et al., 1995). The most recent and also the most widely cited research on these issues comes from a 1990 study involving approximately 1200 attorneys in Washington State (Benjamin et al., 1990). Researchers found 18% of attorneys were problem drinkers, which they stated was almost twice the 10% estimated prevalence of alcohol abuse and dependence among American adults at that time. They further found that 19% of the Washington lawyers suffered from statistically significant elevated levels of depression, which they contrasted with the then-current depression estimates of 3% to 9% of individuals in Western industrialized countries.

While the authors of the 1990 study called for additional research about the prevalence of alcoholism and depression among practicing US attorneys, a quarter century has passed with no such data emerging. In contrast, behavioral health issues have been regularly studied among physicians, providing a firmer understanding of the needs of that population (Oreskovich et al., 2012). Although physicians experience substance use disorders at a rate similar to the general population, the public health and safety issues associated with physician impairment have led to intense public and professional interest in the matter (DuPont et al., 2009).

Although the consequences of attorney impairment may seem less direct or urgent than the threat posed by impaired physicians, they are nonetheless profound and far-reaching. As a licensed profession that influences all aspects of society, economy, and government, levels of impairment among attorneys are of great importance and should therefore be closely evaluated (Rothstein, 2008). A scarcity of data on the current rates of substance use and mental health concerns among lawyers, therefore, has substantial implications and must be addressed. Although many in the profession have long understood the need for greater resources and support for attorneys struggling with addiction or other mental health concerns, the formulation of cohesive and informed strategies for addressing those issues has been handicapped by the

outdated and poorly defined scope of the problem (Association of American Law Schools, 1994).

Recognizing this need, we set out to measure the prevalence of substance use and mental health concerns among licensed attorneys, their awareness and utilization of treatment services, and what, if any, barriers exist between them and the services they may need. We report those findings here.

METHODS

Procedures

Before recruiting participants to the study, approval was granted by an institutional review board. To obtain a representative sample of attorneys within the United States, recruitment was coordinated through 19 states. Among them, 15 state bar associations and the 2 largest counties of 1 additional state e-mailed the survey to their members. Those bar associations were instructed to send 3 recruitment e-mails over a 1-month period to all members who were currently licensed attorneys. Three additional states posted the recruitment announcement to their bar association web sites. The recruitment announcements provided a brief synopsis of the study and past research in this area, described the goals of the study, and provided a URL directing people to the consent form and electronic survey. Participants completed measures assessing alcohol use, drug use, and mental health symptoms. Participants were not asked for identifying information, thus allowing them to complete the survey anonymously. Because of concerns regarding potential identification of individual bar members, IP addresses and geo-location data were not tracked.

Participants

A total of 14,895 individuals completed the survey. Participants were included in the analyses if they were currently employed, and employed in the legal profession, resulting in a final sample of 12,825. Due to the nature of recruitment (eg, e-mail blasts, web postings), and that recruitment mailing lists were controlled by the participating bar associations, it is not possible to calculate a participation rate among the entire population. Demographic characteristics are presented in Table 1. Fairly equal numbers of men (53.4%) and women (46.5%) participated in the study. Age was measured in 6 categories from 30 years or younger, and increasing in 10-year increments to 71 years or older; the most commonly reported age group was 31 to 40 years old. The majority of the participants were identified as Caucasian/White (91.3%).

As shown in Table 2, the most commonly reported legal professional career length was 10 years or less (34.8%), followed by 11 to 20 years (22.7%) and 21 to 30 years (20.5%). The most common work environment reported was in private firms (40.9%), among whom the most common positions were Senior Partner (25.0%), Junior Associate (20.5%), and Senior Associate (20.3%). Over two-thirds (67.2%) of the sample reported working 41 hours or more per week.

TABLE 1. Participant Characteristics

	n (%)
Total sample	12825 (100)
Sex	
Men	6824 (53.4)
Women	5941 (46.5)
Age category	
30 or younger	1513 (11.9)
31–40	3205 (25.2)
41–50	2674 (21.0)
51–60	2953 (23.2)
61–70	2050 (16.1)
71 or older	348 (2.7)
Race/ethnicity	
Caucasian/White	11653 (91.3)
Latino/Hispanic	330 (2.6)
Black/African American (non-Hispanic)	317 (2.5)
Multiracial	189 (1.5)
Asian or Pacific Islander	150 (1.2)
Other	84 (0.7)
Native American	35 (0.3)
Marital status	
Married	8985 (70.2)
Single, never married	1790 (14.0)
Divorced	1107 (8.7)
Cohabiting	462 (3.6)
Life partner	184 (1.4)
Widowed	144 (1.1)
Separated	123 (1.0)
Have children	
Yes	8420 (65.8)
No	4384 (34.2)
Substance use in the past 12 mos*	
Alcohol	10874 (84.1)
Tobacco	2163 (16.9)
Sedatives	2015 (15.7)
Marijuana	1307 (10.2)
Opioids	722 (5.6)
Stimulants	612 (4.8)
Cocaine	107 (0.8)

*Substance use includes both illicit and prescribed usage.

Materials

Alcohol Use Disorders Identification Test

The Alcohol Use Disorders Identification Test (AUDIT) (Babor et al., 2001) is a 10-item self-report instrument developed by the World Health Organization (WHO) to screen for hazardous use, harmful use, and the potential for alcohol dependence. The AUDIT generates scores ranging from 0 to 40. Scores of 8 or higher indicate hazardous or harmful alcohol intake, and also possible dependence (Babor et al., 2001). Scores are categorized into zones to reflect increasing severity with zone II reflective of hazardous use, zone III indicative of harmful use, and zone IV warranting full diagnostic evaluation for alcohol use disorder. For the purposes of this study, we use the phrase “problematic use” to capture all 3 of the zones related to a positive AUDIT screen.

The AUDIT is a widely used instrument, with well established validity and reliability across a multitude of populations (Meneses-Gaya et al., 2009). To compare current rates of problem drinking with those found in other populations, AUDIT-C scores were also calculated. The AUDIT-C is a subscale comprised of the first 3 questions of the AUDIT

TABLE 2. Professional Characteristics

	n (%)
Total sample	12825 (100)
Years in field (yrs)	
0–10	4455 (34.8)
11–20	2905 (22.7)
21–30	2623 (20.5)
31–40	2204 (17.2)
41 or more	607 (4.7)
Work environment	
Private firm	5226 (40.9)
Sole practitioner, private practice	2678 (21.0)
In-house government, public, or nonprofit	2500 (19.6)
In-house: corporation or for-profit institution	937 (7.3)
Judicial chambers	750 (7.3)
Other law practice setting	289 (2.3)
College or law school	191 (1.5)
Other setting (not law practice)	144 (1.1)
Bar Administration or Lawyers Assistance Program	55 (0.4)
Firm position	
Clerk or paralegal	128 (2.5)
Junior associate	1063 (20.5)
Senior associate	1052 (20.3)
Junior partner	608 (11.7)
Managing partner	738 (14.2)
Senior partner	1294 (25.0)
Hours per wk	
Under 10 h	238 (1.9)
11–20 h	401 (3.2)
21–30 h	595 (4.7)
31–40 h	2946 (23.2)
41–50 h	5624 (44.2)
51–60 h	2310 (18.2)
61–70 h	474 (3.7)
71 h or more	136 (1.1)
Any litigation	
Yes	9611 (75.0)
No	3197 (25.0)

focused on the quantity and frequency of use, yielding a range of scores from 0 to 12. The results were analyzed using a cut-off score of 5 for men and 4 for women, which have been interpreted as a positive screen for alcohol abuse or possible alcohol dependence (Bradley et al., 1998; Bush et al., 1998). Two other subscales focus on dependence symptoms (eg, impaired control, morning drinking) and harmful use (eg, blackouts, alcohol-related injuries).

Depression Anxiety Stress Scales-21 item version

The Depression Anxiety Stress Scales-21 (DASS-21) is a self-report instrument consisting of three 7-item subscales assessing symptoms of depression, anxiety, and stress. Individual items are scored on a 4-point scale (0–3), allowing for subscale scores ranging from 0 to 21 (Lovibond and Lovibond, 1995). Past studies have shown adequate construct validity and high internal consistency reliability (Antony et al., 1998; Clara et al., 2001; Crawford and Henry, 2003; Henry and Crawford, 2005).

Drug Abuse Screening Test-10 item version

The short-form Drug Abuse Screening Test-10 (DAST) is a 10-item, self-report instrument designed to screen and quantify consequences of drug use in both a clinical and

research setting. The DAST scores range from 0 to 10 and are categorized into low, intermediate, substantial, and severe-concern categories. The DAST-10 correlates highly with both 20-item and full 28-item versions, and has demonstrated reliability and validity (Yudko et al., 2007).

RESULTS

Descriptive statistics were used to outline personal and professional characteristics of the sample. Relationships between variables were measured through χ^2 tests for independence, and comparisons between groups were tested using Mann-Whitney *U* tests and Kruskal-Wallis tests.

Alcohol Use

Of the 12,825 participants included in the analysis, 11,278 completed all 10 questions on the AUDIT, with 20.6% of those participants scoring at a level consistent with problematic drinking. The relationships between demographic and professional characteristics and problematic drinking are summarized in Table 3. Men had a significantly higher proportion of positive screens for problematic use compared with women (χ^2 [1, *N* = 11,229] = 154.57, *P* < 0.001); younger participants had a significantly higher proportion compared with the older age groups (χ^2 [6, *N* = 11,213] = 232.15, *P* < 0.001); and those working in the field for a shorter duration had a significantly higher proportion compared with those who had worked in the field for longer (χ^2 [4, *N* = 11,252] = 230.01, *P* < 0.001). Relative to work environment and position, attorneys working in private firms or for the bar association had higher proportions than those in other environments (χ^2 [8, *N* = 11,244] = 43.75, *P* < 0.001), and higher proportions were also found for those at the junior or senior associate level compared with other positions (χ^2 [6, *N* = 4671] = 61.70, *P* < 0.001).

Of the 12,825 participants, 11,489 completed the first 3 AUDIT questions, allowing an AUDIT-C score to be calculated. Among these participants, 36.4% had an AUDIT-C score consistent with hazardous drinking or possible alcohol abuse or dependence. A significantly higher proportion of women (39.5%) had AUDIT-C scores consistent with problematic use compared with men (33.7%) (χ^2 [1, *N* = 11,440] = 41.93, *P* < 0.001).

A total of 2901 participants (22.6%) reported that they have felt their use of alcohol or other substances was problematic at some point in their lives; of those that felt their use has been a problem, 27.6% reported problematic use manifested before law school, 14.2% during law school, 43.7% within 15 years of completing law school, and 14.6% more than 15 years after completing law school.

An ordinal regression was used to determine the predictive validity of age, position, and number of years in the legal field on problematic drinking behaviors, as measured by the AUDIT. Initial analyses included all 3 factors in a model to predict whether or not respondents would have a clinically significant total AUDIT score of 8 or higher. Age group predicted clinically significant AUDIT scores; respondents 30 years of age or younger were significantly more likely to have a higher score than their older peers (β = 0.52, Wald [*df* = 1] = 4.12, *P* < 0.001). Number of years in the field

TABLE 3. Summary Statistics for Alcohol Use Disorders Identification Test (AUDIT)

	AUDIT Statistics			Problematic %*	P**
	n	M	SD		
Total sample	11,278	5.18	4.53	20.6%	
Sex					
Men	6012	5.75	4.88	25.1%	<0.001
Women	5217	4.52	4.00	15.5%	
Age category (yrs)					
30 or younger	1393	6.43	4.56	31.9%	<0.001
31–40	2877	5.84	4.86	25.1%	
41–50	2345	4.99	4.65	19.1%	
51–60	2548	4.63	4.38	16.2%	
61–70	1753	4.33	3.80	14.4%	
71 or older	297	4.22	3.28	12.1%	
Years in field (yrs)					
0–10	3995	6.08	4.78	28.1%	<0.001
11–20	2523	5.02	4.66	19.2%	
21–30	2272	4.65	4.43	15.6%	
31–40	1938	4.39	3.87	15.0%	
41 or more	524	4.18	3.29	13.2%	
Work environment					
Private firm	4712	5.57	4.59	23.4%	<0.001
Sole practitioner, private practice	2262	4.94	4.72	19.0%	
In-house: government, public, or nonprofit	2198	4.94	4.45	19.2%	
In-house: corporation or for-profit institution	828	4.91	4.15	17.8%	
Judicial chambers	653	4.46	3.83	16.1%	
College or law school	163	4.90	4.66	17.2%	
Bar Administration or Lawyers Assistance Program	50	5.32	4.62	24.0%	
Firm position					
Clerk or paralegal	115	5.05	4.13	16.5%	<0.001
Junior associate	964	6.42	4.57	31.1%	
Senior associate	938	5.89	5.05	26.1%	
Junior partner	552	5.76	4.85	23.6%	
Managing partner	671	5.22	4.53	21.0%	
Senior partner	1159	4.99	4.26	18.5%	

*The AUDIT cut-off for hazardous, harmful, or potential alcohol dependence was set at a score of 8.

**Comparisons were analyzed using Mann-Whitney *U* tests and Kruskal-Wallis tests.

approached significance, with higher AUDIT scores predicted for those just starting out in the legal profession (0–10 yrs of experience) ($\beta = 0.46$, Wald [$df = 1$] = 3.808, $P = 0.051$). Model-based calculated probabilities for respondents aged 30 or younger indicated that they had a mean probability of 0.35 (standard deviation [SD] = 0.01), or a 35% chance for scoring an 8 or higher on the AUDIT; in comparison, those respondents who were 61 or older had a mean probability of 0.17 (SD = 0.01), or a 17% chance of scoring an 8 or higher.

Each of the 3 subscales of the AUDIT was also investigated. For the AUDIT-C, which measures frequency and quantity of alcohol consumed, age was a strong predictor of subscore, with younger respondents demonstrating significantly higher AUDIT-C scores. Respondents who were 30 years old or younger, 31 to 40 years old, and 41 to 50 years old all had significantly higher AUDIT-C scores than their older peers, respectively ($\beta = 1.16$, Wald [$df = 1$] = 24.56, $P < 0.001$; $\beta = 0.86$, Wald [$df = 1$] = 16.08, $P < 0.001$; and $\beta = 0.48$, Wald [$df = 1$] = 6.237, $P = 0.013$), indicating that younger age predicted higher frequencies of drinking and quantity of alcohol consumed. No other factors were significant predictors of AUDIT-C scores. Neither the predictive model for the dependence subscale nor the harmful use subscale indicated significant predictive ability for the 3 included factors.

Drug Use

Participants were questioned regarding their use of various classes of both licit and illicit substances to provide a basis for further study. Participant use of substances is displayed in Table 1. Of participants who endorsed use of a specific substance class in the past 12 months, those using stimulants had the highest rate of weekly usage (74.1%), followed by sedatives (51.3%), tobacco (46.8%), marijuana (31.0%), and opioids (21.6%). Among the entire sample, 26.7% ($n = 3419$) completed the DAST, with a mean score of 1.97 (SD = 1.36). Rates of low, intermediate, substantial, and severe concern were 76.0%, 20.9%, 3.0%, and 0.1%, respectively. Data collected from the DAST were found to not meet the assumptions for more advanced statistical procedures. As a result, no inferences about these data could be made.

Mental Health

Among the sample, 11,516 participants (89.8%) completed all questions on the DASS-21. Relationships between demographic and professional characteristics and depression, anxiety, and stress subscale scores are summarized in Table 4. While men had significantly higher levels of depression ($P < 0.05$) on the DASS-21, women had higher levels of anxiety ($P < 0.001$) and stress ($P < 0.001$). DASS-21 anxiety,

TABLE 4. Summary Statistics for Depression Anxiety Stress Scale (DASS-21)

	DASS Depression				DASS Anxiety				DASS Stress			
	n	M	SD	P*	n	M	SD	P*	n	M	SD	P*
Total sample	12300	3.51	4.29		12277	1.96	2.82		12271	4.97	4.07	
Sex												
Men	6518	3.67	4.46	<0.05	6515	1.84	2.79	<0.001	6514	4.75	4.08	<0.001
Women	5726	3.34	4.08		5705	2.10	2.86		5705	5.22	4.03	
Age category (yrs)												
30 or younger	1476	3.71	4.15	<0.001	1472	2.62	3.18	<0.001	1472	5.54	4.61	<0.001
31–40	3112	3.96	4.50		3113	2.43	3.15		3107	5.99	4.31	
41–50	2572	3.83	4.54		2565	2.03	2.92		2559	5.36	4.12	
51–60	2808	3.41	4.27		2801	1.64	2.50		2802	4.47	3.78	
61–70	1927	2.63	3.65		1933	1.20	2.06		1929	3.46	3.27	
71 or older	326	2.03	3.16		316	0.95	1.73		325	2.72	3.21	
Years in field												
0–10 yrs	4330	3.93	4.45	<0.001	4314	2.51	3.13	<0.001	4322	5.82	4.24	<0.001
11–20 yrs	2800	3.81	4.48		2800	2.09	3.01		2777	5.45	4.20	
21–30 yrs	2499	3.37	4.21		2509	1.67	2.59		2498	4.46	3.79	
31–40 yrs	2069	2.81	3.84		2063	1.22	1.98		2084	3.74	3.43	
41 or more yrs	575	1.95	3.02		564	1.01	1.94		562	2.81	3.01	
Work environment												
Private firm	5028	3.47	4.17	<0.001	5029	2.01	2.85	<0.001	5027	5.11	4.06	<0.001
Sole practitioner, private practice	2568	4.27	4.84		2563	2.18	3.08		2567	5.22	4.34	
In-house: government, public, or nonprofit	2391	3.45	4.26		2378	1.91	2.69		2382	4.91	3.97	
In-house: corporation or for-profit institution	900	2.96	3.66		901	1.84	2.80		898	4.74	3.97	
Judicial chambers	717	2.39	3.50		710	1.31	2.19		712	3.80	3.44	
College or law school	182	2.90	3.72		188	1.43	2.09		183	4.48	3.61	
Bar Administration or Lawyers Assistance Program	55	2.96	3.65		52	1.40	1.94		53	4.74	3.55	
Firm position												
Clerk or paralegal	120	3.98	4.97	<0.001	121	2.10	2.88	<0.001	121	4.68	3.81	<0.001
Junior associate	1034	3.93	4.25		1031	2.73	3.31		1033	5.78	4.16	
Senior associate	1021	4.20	4.60		1020	2.37	2.95		1020	5.91	4.33	
Junior partner	590	3.88	4.22		592	2.16	2.78		586	5.68	4.15	
Managing partner	713	2.77	3.58		706	1.62	2.50		709	4.73	3.84	
Senior partner	1219	2.70	3.61		1230	1.37	2.43		1228	4.08	3.57	
DASS-21 category frequencies	n	%			n	%			n	%		
Normal	8816	71.7			9908	80.7			9485	77.3		
Mild	1172	9.5			1059	8.6			1081	8.8		
Moderate	1278	10.4			615	5.0			1001	8.2		
Severe	496	4.0			310	2.5			546	4.4		
Extremely severe	538	4.4			385	3.1			158	1.3		

*Comparisons were analyzed using Mann-Whitney *U* tests and Kruskal-Wallis tests.

depression, and stress scores decreased as participants' age or years worked in the field increased ($P < 0.001$). When comparing positions within private firms, more senior positions were generally associated with lower DASS-21 subscale scores ($P < 0.001$). Participants classified as nonproblematic drinkers on the AUDIT had lower levels of depression, anxiety, and stress ($P < 0.001$), as measured by the DASS-21. Comparisons of DASS-21 scores by AUDIT drinking classification are outlined in Table 5.

Participants were questioned regarding any past mental health concerns over the course of their legal career, and provided self-report endorsement of any specific mental health concerns they had experienced. The most common mental health conditions reported were anxiety (61.1%), followed by depression (45.7%), social anxiety (16.1%), attention deficit hyperactivity disorder (12.5%), panic disorder (8.0%), and bipolar disorder (2.4%). In addition, 11.5% of the participants reported suicidal thoughts at some point during their career, 2.9% reported self-injurious behaviors, and 0.7% reported at least 1 prior suicide attempt.

Treatment Utilization and Barriers to Treatment

Of the 6.8% of the participants who reported past treatment for alcohol or drug use ($n = 807$), 21.8% ($n = 174$) reported utilizing treatment programs specifically tailored to legal professionals. Participants who had reported prior treatment tailored to legal professionals had significantly lower mean AUDIT scores ($M = 5.84$, $SD = 6.39$) than participants who attended a treatment program not tailored to legal professionals ($M = 7.80$, $SD = 7.09$, $P < 0.001$).

Participants who reported prior treatment for substance use were questioned regarding barriers that impacted their ability to obtain treatment services. Those reporting no prior treatment were questioned regarding hypothetical barriers in the event they were to need future treatment or services. The 2 most common barriers were the same for both groups: not wanting others to find out they needed help (50.6% and 25.7% for the treatment and nontreatment groups, respectively), and concerns regarding privacy or confidentiality (44.2% and 23.4% for the groups, respectively).

TABLE 5. Relationship AUDIT Drinking Classification and DASS-21 Mean Scores

		Nonproblematic	Problematic*	P**
		M (SD)	M (SD)	
DASS-21 total score		9.36 (8.98)	14.77 (11.06)	<0.001
DASS-21 subscale scores	Depression	3.08 (3.93)	5.22 (4.97)	<0.001
	Anxiety	1.71 (2.59)	2.98 (3.41)	<0.001
	Stress	4.59 (3.87)	6.57 (4.38)	<0.001

AUDIT, Alcohol Use Disorders Identification Test; DASS-21, Depression Anxiety Stress Scales-21.

*The AUDIT cut-off for hazardous, harmful, or potential alcohol dependence was set at a score of 8.

**Means were analyzed using Mann-Whitney *U* tests.

DISCUSSION

Our research reveals a concerning amount of behavioral health problems among attorneys in the United States. Our most significant findings are the rates of hazardous, harmful, and potentially alcohol dependent drinking and high rates of depression and anxiety symptoms. We found positive AUDIT screens for 20.6% of our sample; in comparison, 11.8% of a broad, highly educated workforce screened positive on the same measure (Matano et al., 2003). Among physicians and surgeons, Oreskovich et al. (2012) found that 15% screened positive on the AUDIT-C subscale focused on the quantity and frequency of use, whereas 36.4% of our sample screened positive on the same subscale. While rates of problematic drinking in our sample are generally consistent with those reported by Benjamin et al. (1990) in their study of attorneys (18%), we found considerably higher rates of mental health distress.

We also found interesting differences among attorneys at different stages of their careers. Previous research had demonstrated a positive association between the increased prevalence of problematic drinking and an increased amount of years spent in the profession (Benjamin et al., 1990). Our findings represent a direct reversal of that association, with attorneys in the first 10 years of their practice now experiencing the highest rates of problematic use (28.9%), followed by attorneys practicing for 11 to 20 years (20.6%), and continuing to decrease slightly from 21 years or more. These percentages correspond with our findings regarding position within a law firm, with junior associates having the highest rates of problematic use, followed by senior associates, junior partners, and senior partners. This trend is further reinforced by the fact that of the respondents who stated that they believe their alcohol use has been a problem (23%), the majority (44%) indicated that the problem began within the first 15 years of practice, as opposed to those who indicated the problem started before law school (26.7%) or after more than 15 years in the profession (14.5%). Taken together, it is reasonable to surmise from these findings that being in the early stages of one's legal career is strongly correlated with a high risk of developing an alcohol use disorder. Working from the assumption that a majority of new attorneys will be under the age of 40, that conclusion is further supported by the fact that the highest rates of problematic drinking were present among attorneys under the age of 30 (32.3%), followed by

attorneys aged 31 to 40 (26.1%), with declining rates reported thereafter.

Levels of depression, anxiety, and stress among attorneys reported here are significant, with 28%, 19%, and 23% experiencing mild or higher levels of depression, anxiety, and stress, respectively. In terms of career prevalence, 61% reported concerns with anxiety at some point in their career and 46% reported concerns with depression. Mental health concerns often co-occur with alcohol use disorders (Gianoli and Petrakis, 2013), and our study reveals significantly higher levels of depression, anxiety, and stress among those screening positive for problematic alcohol use. Furthermore, these mental health concerns manifested on a similar trajectory to alcohol use disorders, in that they generally decreased as both age and years in the field increased. At the same time, those with depression, anxiety, and stress scores within the normal range endorsed significantly fewer behaviors associated with problematic alcohol use.

While some individuals may drink to cope with their psychological or emotional problems, others may experience those same problems as a result of their drinking. It is not clear which scenario is more prevalent or likely in this population, though the ubiquity of alcohol in the legal professional culture certainly demonstrates both its ready availability and social acceptability, should one choose to cope with their mental health problems in that manner. Attorneys working in private firms experience some of the highest levels of problematic alcohol use compared with other work environments, which may underscore a relationship between professional culture and drinking. Irrespective of causation, we know that co-occurring disorders are more likely to remit when addressed concurrently (Gianoli and Petrakis, 2013). Targeted interventions and strategies to simultaneously address both the alcohol use and mental health of newer attorneys warrant serious consideration and development if we hope to increase overall well being, longevity, and career satisfaction.

Encouragingly, many of the same attorneys who seem to be at risk for alcohol use disorders are also those who should theoretically have the greatest access to, and resources for, therapy, treatment, and other support. Whether through employer-provided health plans or increased personal financial means, attorneys in private firms could have more options for care at their disposal. However, in light of the pervasive fears surrounding their reputation that many identify as a barrier to treatment, it is not at all clear that these individuals would avail themselves of the resources at their disposal while working in the competitive, high-stakes environment found in many private firms.

Compared with other populations, we find the significantly higher prevalence of problematic alcohol use among attorneys to be compelling and suggestive of the need for tailored, profession-informed services. Specialized treatment services and profession-specific guidelines for recovery management have demonstrated efficacy in the physician population, amounting to a level of care that is quantitatively and qualitatively different and more effective than that available to the general public (DuPont et al., 2009).

Our study is subject to limitations. The participants represent a convenience sample recruited through e-mails and

news postings to state bar mailing lists and web sites. Because the participants were not randomly selected, there may be a voluntary response bias, over-representing individuals that have a strong opinion on the issue. Additionally, some of those that may be currently struggling with mental health or substance use issues may have not noticed or declined the invitation to participate. Because the questions in the survey asked about intimate issues, including issues that could jeopardize participants' legal careers if asked in other contexts (eg, illicit drug use), the participants may have withheld information or responded in a way that made them seem more favorable. Participating bar associations voiced a concern over individual members being identified based on responses to questions; therefore no IP addresses or geo-location data were gathered. However, this also raises the possibility that a participant took the survey more than once, although there was no evidence in the data of duplicate responses. Finally, and most importantly, it must be emphasized that estimations of problematic use are not meant to imply that all participants in this study deemed to demonstrate symptoms of alcohol use or other mental health disorders would individually meet diagnostic criteria for such disorders in the context of a structured clinical assessment.

CONCLUSIONS

Attorneys experience problematic drinking that is hazardous, harmful, or otherwise generally consistent with alcohol use disorders at a rate much higher than other populations. These levels of problematic drinking have a strong association with both personal and professional characteristics, most notably sex, age, years in practice, position within firm, and work environment. Depression, anxiety, and stress are also significant problems for this population and most notably associated with the same personal and professional characteristics. The data reported here contribute to the fund of knowledge related to behavioral health concerns among practicing attorneys and serve to inform investments in lawyer assistance programs and an increase in the availability of attorney-specific treatment. Greater education aimed at prevention is also indicated, along with public awareness campaigns within the profession designed to overcome the pervasive stigma surrounding substance use disorders and mental health concerns. The confidential nature of lawyer-assistance programs should be more widely publicized in an effort to overcome the privacy concerns that may create barriers between struggling attorneys and the help they need.

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PINELLAS COUNTY CHAPTER
FLORIDA ASSOCIATION FOR WOMEN LAWYERS
YOUNG LAWYER DIVISION'S AFFILIATE OUTREACH COMMITTEE
2018 PROJECT GRANT APPLICATION

Short Project Title:

“Stem”ulating Young Minds: Promoting a Foundation of Science, Technology, Engineering and Mathematics

Contact Person:

Jennifer Edwards
PFAWL YLD Director
10573 Hetrick Circle East
Largo, FL 33774
Jennifer9129@gmail.com

Presenter:

Jennifer Edwards and Megan Hurchalla

III. Describe Your Affiliate:

The Pinellas County Chapter of the Florida Association for Women Lawyers (PFAWL) is devoted to actively promoting the advancement of women in the legal profession and furthering the common interests of its members by encouraging camaraderie and learning. PFAWL'S chapter has approximately 130 members, the majority of whom are young lawyers and law students. PFAWL's Young Lawyer Division was established in the fall of 2012. This is the sixth year PFAWL'S Young Lawyer Division will be attending an AOC. In 2016, PFAWL was awarded funding for its work/life balance initiative, where PFAWL collaborated with women in other professions to create a series of videos with tips on how to achieve a work/life balance. Last year, PFAWL was awarded funding for this STEM project and we are eager to continue furthering the education of our future generations by continuing with this project in 2018.

IV. Summarize the Purpose of Your Request:

The gender bias movement first inspired PFAWL's project, and that movement is still the backbone with an additional focus on promoting inclusion for all children. Nationwide, there is a push to have more young ladies enter career fields in the science, technology, engineering, and mathematics arenas. This is where our brainstorming began, but with rapidly changing technology, however, PFAWL believes that all children, regardless of gender, race, ethnicity, or any other factors should be aware of these growing fields. With this project, PFAWL will inspire and educate elementary children in the areas of science, technology, engineering, and mathematics. Specifically, we want to plant a seed in the mind of today's youth that learning is

fun, by sparking their imagination and curiosity, and explain that these skills are translatable to any career that they can dream of. After witnessing firsthand the warm welcome and gratitude that the children who were directly impacted by our volunteers, our hope is to reach more schools in the coming year.

V. Project Objectives/Description:

Background of STEM

Locally and nationwide, an initiative has been launched to promote the education of students in the areas of science, technology, engineering, and mathematics. The United States Department of Education developed a STEM initiative because “it’s more important than ever for our youth to be equipped with the knowledge and skills to solve tough problems, gather and evaluate evidence, and make sense of information.”ⁱ The world is evolving rapidly, and in order for the United States to remain a leader, we have to keep up. The best way to do this is to make sure that our children are educated at a young age about these technologies.

Unfortunately, many school systems do not have a STEM initiative in place; as a result, only about 16% of graduating high school seniors decide to pursue a college degree in a STEM related field, and only half of those go on to actually have a career in that area.ⁱⁱ The impact of this is that, globally, the United States is falling behind in these innovative fields that drive not only progress, but the economy.

Fortunately for Pinellas County, the school board has begun a STEM initiative. Pinellas County offers STEM Academies. These academies are comprised of 20 students per academy, and there may be multiple academies in a school. While this a great first step at getting STEM in front of our children, this is still voluntary and only runs from beginning of April to the end of October. An afterschool curriculum may not be conducive to a parent’s schedule and many students might simply shy away from the idea of joining an after school activity that is educationally based. Bringing STEM into the classroom during the school day and allows EVERY child to have access to the activities and will help to promote STEM academies in Pinellas County. This in turn will teach children that learning can be fun, and ultimately moves us towards a stronger STEM initiative – one that PFAWL hopes will end up as a permanent staple in the classroom, and not just a voluntary after school activity.

STEM is more than just a focus on science, technology, engineering, and mathematics; it is a way of teaching leadership, teamwork, and problem solving skills at an early age. There are predominately three types of learning: auditory, visual (including reading and writing), and kinesthetic.ⁱⁱⁱ STEM lends itself to each of these different ways, allowing children the opportunity to learn the same skills even if they have individual styles of learning. STEM, taught in the classrooms allows the students to learn in an auditory and visual manner, but for the kinesthetic learner, the classroom may not be the way to learn STEM. By providing a Makers’ Fair and bringing STEM activities into the school, PFAWL intends to meet a need that the school system may not be currently able to provide.

A Day at a Makers' Fair

PFAWL will continue to utilize volunteers from the PFAWL organization, as well as students from Stetson University College of Law as needed. In order to volunteer and enter the school, each volunteer is required to fill out a form provided by the Pinellas County School Board before the day of the event. As in the previous year, we will promote the activity about one month in advance, allowing volunteers enough time to fill out and return the forms to a PFAWL YLD committee member. If we are unable to host the event during school hours or in conjunction with one of the school's stem academies, a PFAWL YLD committee member will be responsible for making, printing, and giving fliers to the school at the time the volunteer forms are presented. These fliers will be sent home with every child to make the parents aware of the event so that we may have as high of an attendance as possible. Additionally, if the event were to be held after school, we would encourage the student's parents to come as well.

Our first after school Makers' Fair was held at Maximo Elementary with roughly 8 volunteer participants. However, the attendance of after school children was not as high as anticipated, likely due to the inability of parents to accommodate the after school hours. Through this initial fair we also discovered that the children enjoyed the building activities most among all others, so for our next fair we ordered more building activities, which proved higher success in maintaining their interest. We knew that a simple adjustment in how we reached the children would make all of the difference. For our next Makers' Fair we worked closely with Laura Spence, director of STEM in Pinellas County, who suggested we participate in one of the established Stem Academies offered at Fairmont Elementary.

On the day of the fair we will have two to three activities available depending on the age of the participants. As with the success of our past Makers' Fair, we found that the target age group for our project falls between third to fifth graders. Depending on the number of children, we anticipate dividing the children into groups of no more than 8, making the group manageable for each volunteer. Each station will be set up with one of the activities and the volunteer will talk the children through the activity. The students will then be tasked with completing the activity as a team. This will give each student the opportunity to get their hands on the project, interact with fellow students, and learn about the various types of activities that make up STEM. It will allow them to experience problem solving and develop teamwork skills in a small setting that is fun and promotes imagination. These activities are geared to stimulate the imagination of children and take the "boring" stigma away from science, technology, engineering, and mathematics. These teams will then be rotated among the different stations so that each child will have the opportunity to work with the different activities.

Currently, the activities that we hope to order again for the third through fifth grade level students include: coding, circuits, and logic. The first activity, the ozobot, which was demonstrated during last year's presentation for the grant, involves coding a miniature robot to perform various tasks. The ozobot has an instruction manual containing 20 activities the robot can perform, but children are encouraged to reach beyond their imagination to combine these activities into limitless commands. The students will pick one of these commands and, using colored markers contained in the kit, draw out the code on a blank sheet of paper. If they have drawn out the code correctly, the ozobot will perform the activity they have instructed from the manual. This activity proved to be a hot item during our past Makers' Fair, with many parents

being intrigued and some even adding it to their holiday shopping list after witnessing their children's enthusiasm. After some trial and error, the children were able to understand the necessary color pattern required for the ozobot to mimic the moves they coded for him to achieve and could even program him to create multiple different sequences.

The second activity is a snap circuit activity. This timeless activity uses pieces in the kit to allow students to construct over 300 different projects ranging from doorbells to radios. This is a great exercise not only working together, but also electronic engineering and circuitry without the hazards of having to solder or use open flames. One of the best observations with this activity was hearing the laughter and seeing the proud moments on their faces once they connected a fan that was operated purely by the connection of multiple separate pieces on the circuit board. The boys would race the girls, and vice versa, on who could properly create a circuit that would turn on by the first try—but most importantly they worked together when something didn't run as planned.

Each activity is designed to last about fifteen minutes, but with the various instructions the activities can be used over and over again expanding on the same concepts but in different ways. Our goal is that every child be able to experience each activity by providing multiple stations of each activity, which in turn allows for the school to better replicate the fair in the future. Ideally, we would like to provide 4 activities, repeated 3 to 4 times (meaning a total of 9-12 stations per fair). Additionally, at the end of the fair we will again donate all of the equipment used during the fair to the school so that students may use it whenever they would like. In the past, when we made the announcement at the end of the fair that the students are able to keep these activities at their school, they were overjoyed, even asking if we could return the following Monday to volunteer again! We would also like to purchase books for the school library on STEM activities that students can do at home. These books provide instructions for kids to create different things using STEM principles from basic items they would have at home. Hopefully, this will not only foster their creativity, imagination and interest in STEM, but promote a closer relationship with their parents.

PFAWL is extremely excited about and dedicated to this project. We hope that our continuous enthusiasm for this need has been reflected and we appreciate any and all funding that will help us reach out to our community to foster each child's growth and education.

VI. Project Evaluation:

The project will be considered successful if we can inspire just one student to continue with their education in STEM. We hope, that through the use of fun activities and donation of equipment and books related to STEM we will ultimately inspire many more.

VII. Project Organization:

This project's events will be organized by the PFAWL YLD Committee members. The committee members already have a positive working relationship with the director of STEM in Pinellas County Schools, Laura Spence. Ms. Spence continues to be a great resource in planning

our next Makers' Fairs, by easily shaping the logistics of when, where, and which schools to target for the project. We have also obtained quotes from and hope to work with the local community outreach coordinator for STEM programs, Liz Dunn, at Barnes & Noble for the purchase, instruction, and donation of STEM equipment.

VIII. Budget:

We are requesting the AOC grant funds to cover the cost of 4 Makers' Fairs. Thank you very much for your consideration.

STEM Makers' Fair (Rates by Liz Dunn for Barnes & Noble)	
STEM equipment for use at the Makers' Fair	\$850
STEM books to donate to the school library	\$125
1 Makers' Fair Total:	\$975
	x 4
Total 2018 Grant Request (4 Makers' Fairs):	\$3,900

IX. Timetable:

We plan to host two Makers' Fair between February and April 2018, held in conjunction with a middle school's afterschool STEM academy. We hope to provide the opportunity to volunteer and reach hundreds of students within Pinellas County simply by joining them for an hour of stimulating educational fun and mentoring. The additional two fairs will take place between May and November 2018, which is timed perfectly within the break of Pinellas County's established STEM academy summer break between May and September.

ⁱ U.S. Dept. of Education, Science, Technology, Engineering and Math: Education for Global Leadership, ed.gov, <http://www.ed.gov/stem>, (last visited December 1, 2016).

ⁱⁱ U.S. Dept. of Education, Science, Technology, Engineering and Math: Education for Global Leadership, ed.gov, <http://www.ed.gov/stem>, (last visited December 1, 2016).

ⁱⁱⁱ LearningRx, Types of Learning Styles, [learningrx.com](http://www.learningrx.com/types-of-learning-styles-faq.htm), <http://www.learningrx.com/types-of-learning-styles-faq.htm>, (last visited December 1, 2016).

I. Short Project Title

Corn Hole For A Cause

St. Johns County Bar Association, Young Lawyers Section
Corn-Hole Tournament @ St. Johns County Pier Pavilion
Benefiting Kids Bridge

II. Contact Information

Heather S. Maltby

c/o St. Johns County Bar Association
PO Box 211
St. Augustine, FL 32084
hsmaltby.pa@gmail.com

Heather Maltby will present at AOC.

III. Describe Your Affiliate

The St. Johns County Bar Association ("SJCBA") has 150 active members. In 2015, we formed a Young Lawyer Section ("YLS") and became an affiliate of The Florida Bar Young Lawyers Division ("YLD"). There are approximately 30 members of the YLS. There are an additional 150+ young lawyers who live or work in St. Johns County. In 2016, the YLS held their first annual Cornhole For A Cause and in 2017, the YLS held their second annual Cornhole For A Cause. In 2017, in addition to the Cornhole tournament the YLS planned a Health and Wellness Paddleboard and Yoga event which was postponed due to Hurricane Irma and a professionalism roundtable breakfast with the three of the local judiciary. The SJCBA YLS will continue to grow and expand in 2018 incorporating a Book Drive in July and a co-host a Woman and Minority dinner with the St. Johns County Woman Lawyers Association, rescheduling the Paddleboard and Yoga event, as well as continuing the activities we began last year. The YLS became an affiliate of The YLD to grow affiliate membership while promoting the purposes of The Florida Bar. Brittany Fraser and Heather S. Maltby have presented at the last two AOC conferences and this is the third time Heather S. Maltby will be presenting at AOC. In 2016 we received \$1,550.00 for this event and raised over \$2,000.00 and in 2017 we received \$2,165.00 and raised over \$4,000.00.

IV. Summarize the Purpose of Your Request

We hope to raise \$3,000 or more for the benefit Kids Bridge. Kids Bridge is a supervised family visitation center that offers on-site supervised visits, parent exchange services, and several programs and courses to help strengthen families. The purpose of Kids Bridge is to advocate for children who have been separated from family members and provide a safe place for meaningful visits for those families. Our donation will help Kids Bridge keep its facilities running as they recently lost funding. Our project will also bring young lawyers together, grow affiliate membership, and improve the work/life balance of those that attend. The

purpose of our request is to obtain funding for promotional items, food, and entertainment which will help increase attendance and overall funds raised.

V. Project Objectives/Description

Our project directly addresses the underfunding of non-profits at the local level. Participants will also be encouraged to assist the local community by introducing them to new organizations for volunteering opportunities.

Our project will also improve the work-life balance of young lawyers in our area. The event will provide a fun filled evening for our members and their families along with local attorneys which will help foster new professional relationships and strengthen existing ones. Our project will also promote the YLD and help grow affiliate membership. Our event is designed to serve up to 100 participants (64 tournament participants). Invitees will include young lawyers, members of the judiciary, current students or recent graduates of Florida Coastal School of Law, their families, and the rest of the community at large.

We have already secured St. Johns County Pier Pavilion as our venue. The pier facilities include a splash park, volleyball courts, beach access, restroom facilities, and the pier itself. It is a family and pet friendly venue which we hope will increase the overall number of participants and guests from last year. We will have access to the pavilion for a nominal rental fee on Saturday April 21, 2018. We will suggest that guests also bring beach chairs or blankets to sit on while spectating. Last year parking was an issue so we will have a shuttle running participants and guests from an off-site parking location.

There are no other projects in the area that provide a similar service to the targeted groups. Two local law firms host fundraising events for local area legal aid (a St. Patrick's Day themed party and a golf tournament). This is the only event hosted by the local bar association and the only event intended for young lawyers and law students to become more involved in their legal community in a fun environment.

No materials will be sold. Participants will be encouraged to make a \$50 donation to participate in the tournament. Those not wishing to compete in the tournament will be encouraged to make donations for spectating and to cover costs of food provided.

This is an easy project for other affiliates to replicate.

VI. Project Evaluation

Our goal is to raise \$3,000 or more for Kids Bridge. The effectiveness of our project will be measured by the ultimate donation as well as by the number of event participants. The success of our project can further be measured by the number of young lawyers who become new members of the affiliate chapter. In 2016 we raised over \$2,000 for the St. Johns County Legal Aid Office and in 2017 raised over \$4,000 and hope to continue the trend.

VII. Project Organization

Registration Team

- 2 people will register guests and distribute admission tickets plus promotional items

Set Up Team

- 4 people will set up the pavilion tables/chairs and corn-hole boards

Tournament Team

- 2 people will organize the tournament bracket, keep time, and distribute trophies

Catering Team

- 4 people will oversee food service/delivery and clean up

VIII. Budget

a. Income

Tournament Participants	54 x \$50 =	\$2,700	(sponsors get 2 free participants)
Spectators	36 x \$15 =	\$ 540	(children < 5 – free; 6-12 = \$5)
<u>Sponsorships</u>	<u>5 x \$300 =</u>	<u>\$1,500</u>	
TOTAL		\$4,740	

b. Expenses

	<u>Cost</u>	<u>Source</u>
St. Johns County Pier Park Pavilion	\$159.75	Sponsor
Corn Hole Board Rentals (8 @ \$30 per board)	\$240.00	Grant
Table Rentals (5 tables @ \$8 per table)	\$40.00	Grant
<i>*(1) Registration, (2) food & bev, (2) silent auction</i>		
Table Rental Guests (5 tables @ \$9 per table)	\$45.00	Grant
Chairs (40 @ \$1.50 per chair)	\$60.00	Grant
Promotional Items / YLS shirts (@ \$10 per person)	\$1,000	Grant
Musician	\$300	Grant
Drinks/Cups/Plates/Forks/Ice/Trash Bags	\$100	Grant
Trophy for Winning Team (2@ \$15 each)	\$30	Grant
Prize for Winning Team	\$300	Grant
<i>*each winner gets custom cornhole set @ \$150 each</i>		
Attendee Wristbands/Food Tickets	\$25	Grant
Printing	\$25	Grant
<u>BBQ Catering (@ \$15 per person)</u>	<u>\$1,500</u>	<u>Guest</u>
TOTAL	\$ 3,824.75	
REQUESTED GRANT AMOUNT	\$ 2,165.00	

IX. Timetable

We have already secured the venue for Saturday April 21, 2018. The SJCBA will promote the event in the e-newsletter, at all board meetings or events leading up to the date, and on our Facebook page. Invitations

will be emailed directly to all YLD members in St. Johns, Putnam and Flagler Counties on February 1. Email reminders will be sent on March 1st, and April 1st. Students at Florida Coastal School of Law will be notified February 18th. The number of groups (Law Review, Moot Court, Mock Trial, etc.) invited will depend on the number of registrations received to date. The registration deadline will be April 15th, however we will allow people to sign up the day of. Sponsors will be sought during the months of January to April. A musician will be secured by April 3rd. Promotional items will be ordered no later than March 15th. Catering will be confirmed no later than April 1st.

X. Exhibits

See below.

2017 VENUE PHOTOS





THE YOUNG LAWYERS OF ST. JOHNS' COUNTY sponsored a corn hole tournament fundraiser for St. Johns County Legal Aid. Pictured from the left are hosts Brittany Fraiser, Travid Mydock, and Heather Maltby.



TOURNAMENT RULES

Cornhole Court Layout

- Cornhole Boards: Boards are positioned 27' from front edge to edge.
- Cornhole Pitchers Boxes: A designated pitchers box is a 4' x 3' area at each end of the court and on both sides of each board; (4) boxes in all.
- Cornhole Foul Lines: The front edge of the cornhole board is the foul line.



Cornhole

Scoring

- **Traditional 21:** The game shall be played to the pre-determined number of twenty-one (21) points. The first player/team to reach (or exceed) that amount at the conclusion of a frame is the winner.
- **Woody:** Refers to any cornhole bag that has been pitched and remains on the cornhole board playing surface at the conclusion of the frame. Each woody is 1pt.
- **Cornhole:** Refers to any cornhole bag that has been pitched and passes through the cornhole board hole at anytime within the frame. Each cornhole is 3pts.
- **Cancellation Scoring:** The points of one player cancel out the points of their opponent. Using this method, only one player/team can score in each frame.
 - Example: Red achieves one (1) woody and two (2) cornholes. Blue achieves two (2) woodies and zero (0) cornholes. 7 points – 2 points = Red scores 5 points for that frame.
- **Foul Bags** – Refers to any cornhole bag that has not been determined as a “woody” or “cornhole”, or was designated a foul bag as the result of rules violation.
- **Designated Foul Bags** – Refers to any cornhole bag that has not been determined as a “woody” or “cornhole”, or was designated a foul bag as the result of rules violation. Bags contacting the ground before reaching the playing surface and bags pitched when a player has crossed the foul line are Foul Bags. If a foul bag lands on the playing surface or comes to rest touching the ground and the board, it must be removed immediately.

TOURNAMENT RULES

Doubles Play

- Team A competes against Team B – each team is comprised of two (2) people.
- Each team will stay in their designated lane for the whole game.
- Players at the headboard will alternate pitching bags until each player has pitched all (4) of his/her bags.
- Players at the footboard will take score and resume pitching back to the other cornhole board.

Pitching

- Players alternate pitching bags (one player at a time) until each player has pitched all (4) of his/her bags.
- A player must pitch all (4) cornhole bags from their designated cornhole pitchers box.

- Players must deliver the bag with an under-hand release.
- One foot must be completely within the pitcher's box at the time of releasing the bag.
- Players must not cross the foul line with their feet before the bag has landed.

Pitching the Next Frame

- The player/team who scored in the preceding frame shall pitch first in the next frame. If neither player/team scores, the player/team who pitched first in the preceding frame shall retain first pitch in the next frame.

Raking Cornhole Bags

- If bags become piled inside the cornhole board hole and may interfere or obstruct with the next pitch or if there is question whether a cornhole bag would have naturally fallen through the hole, a player may request to "rake" the cornhole bags that have fallen inside the hole.
- Important note: During raking, all efforts should be made to leave bags on the playing surface undisrupted, in their natural state, and to leave bags that may hang on the rim of the hole from falling inside the hole unnaturally. If a bag is resting on a piled bag, and unavoidably falls into the hole as a result of raking, then it shall be counted as a "cornhole."

SCHEDULE

64 participants / 32 teams

1st team to 21 (max is 12 minute game)

Minimum of 2 games

8 corn-hole board set up

SIGN IN / REGISTRATION 11:00 to 12:00

FIRST BRACKET

ROUND 1 (32 Teams)

Teams 1 to Team 16 12:30 to 12:45

Team 17 to Team 32 12:45 to 1:00 pm

ROUND 2 (16 Teams) 1:00 to 1:15

ROUND 3 (8 Teams) 1:15 to 1:30

ROUND 4 (4 Teams) 1:30 to 1:45

ROUND 5 (2 Teams) 1:45 to 2:00

MUSIC/ENTERTAINMENT 11:30 to 6:30 pm

LUNCH - FOOD/DRINKS 12:30 to 2:00 pm

SECOND BRACKET

ROUND 1 (32 Teams)

Odd # Teams 2:30 to 2:45

Even # Teams 2:45 to 3:00

ROUND 2 (16 Teams)	3:00 to 3:15
ROUND 3 (8 Teams)	3:15 to 3:30
ROUND 4 (4 Teams)	3:30 to 3:45
ROUND 5 (2 Teams)	3:45 to 4:00

PRESENTATION OF TROPHY 4:30 pm

EVENT END 5:00-5:30 pm

* Note: Sunset for April 21, 2018 is 7:56 pm.

CATERING ESTIMATES

Sonny's BBQ

Catering package includes: choice of meat, three sides, bread/butter, paper plates and utensils, lemonade/ice tea, and BBQ sauce.

- Choice of Three Meats (Pulled pork, sliced pork, pulled chicken, chicken, or turkey)
 - Pick up \$ 8.99
 - Delivery \$ 10.59
 - Set-up & Serve \$ 12.39
 - Add \$0.89 for Brisket
 - Sides: BBQ beans, macaroni & cheese, potato salad, green beans, corn on the cob, baked potato, coleslaw, salad, brunswick stew.

Bono's BBQ

Catering includes choice of three side items plus garlic toast, iced tea or lemonade, paper products, serving utensils, and BBQ sauce.

- Choice of Three Meats (Pork, Beef, Turkey, Chicken or Sausage)
 - \$12.49 / per person (does not include 7% sales tax)
 - Sides: Baked beans, coleslaw, green beans, mac & cheese, fried corn on the cob, banana pudding.
 - Call for full service catering prices 904-332-RIBS

Bonez Smokehouse

Catering contact mfraser@bonezsmokehouse.com 904-829-8939

Mojos BBQ

Full service on site catering call 904-524-8952

Woodpeckers BBQ

Contact Lisa Marston 904-534-5440

**THE FLORIDA BAR YOUNG LAWYERS DIVISION
AFFILIATE OUTREACH CONFERENCE 2018**

ST. PETERSBURG BAR ASSOCIATION GRANT APPLICATION

- I. Short Project Title:** Lawyers for Literacy
- II. Contact Information:** Lauren Rubenstein, YLS President
Law Offices of James W. Denhardt
2700 1st Avenue North
St. Petersburg, Florida 33713
Phone: 727-327-3400
Email: lauren@denhardtlaw.com

Lauren Rubenstein and Joseph Murphy will present the project of the St. Petersburg Bar Association Young Lawyers Section at the Affiliate Outreach Conference on January 13, 2018.

III. Describe Your Affiliate: The St. Petersburg Bar Association Young Lawyers Section (YLS) currently has approximately 115 members, with approximately 25-30 members who regularly and actively participate in YLS functions. Prior projects that our Affiliate has presented are as follows:

Year	Title	Award
AOC 2017	Activites for Court Kids	\$1580.00
AOC 2016	Ask a Lawyer Day	\$1200.00
AOC 2015	Ask a Lawyer Day	\$1700.00
AOC 2014	Better our Schools, Better our Students, Better Ourselves	\$2500.00

IV. Summarize the Purpose of Your Request: Our Affiliate is requesting a grant to fund 5 local elementary schools to provide the schools with the needed materials and support for the Lawyers for Literacy program.

V. Project Objectives/Description:

What needs does the project address? Why are these needs important to your Affiliate?

Lawyers for Literacy (LFL) is designed to help at-risk students improve one of the most foundational skills that will help determine their future achievement: reading. LFL has partnered with schools in the Tampa Bay area to provide support from the professional community needed to help at-risk third grade students improve reading skills, pass the FSA (Florida Standards Assessments) exam to be promoted to the fourth grade, and be prepared for greater success and impact on the world around them. Research indicates that students who do not read at grade level by the end of 3rd grade are likely to not read at grade level for the remainder of their school years.

The Young Lawyer Section of the St. Petersburg Bar Association (SPBA) is excited to join forces with Lawyers for Literacy (which is a local non-profit started by SPBA members back in 2003) to increase the impact and number of kids helped. In 2015 the Tampa Bay Times published an Pulitzer winning series titled “Failure Factories” about five south Saint Petersburg, Florida, elementary schools that are some of the worst performing schools in our state. With the problem right in our backyard, the Young Lawyer Section are compelled and eager to help local third grade students that so desperately need additional tutoring and mentoring to ensure they get promoted to the fourth grade.

What groups will the project provide services? The project will help at-risk third grade students at 20 schools in the Tampa Bay Area. For 12 weeks, January to early April, tutors meet with 3rd grade students, usually on a weekly basis to work on and improve reading skills in preparation for the spring Florida Standards Assessments exam

How many people will the project serve? Since 2003, over 775 students have been tutored. Over 11,000 books have been given to students, and 31 schools have been served. Depending on funding and the number of volunteers, this year Lawyers for Literacy, with the help of our Young Lawyer Section, will expand the tutoring effort to 20 schools and help hundreds of students.

What other projects in the area provide similar services to the same group(s)? Lawyers For Literacy is a local non-profit organization of volunteer attorneys and judges with one goal in mind: helping at-risk third grade students pass the FSA (Florida Standards Assessments). The SPBA Young Lawyer Section would be working with Lawyers For Literacy to increase the number of schools and children reached that desperately need these services.

How will the public and/or young lawyers benefit from the project? What impact will the project have in the local or legal community?

According to the U.S. Department of Justice, a staggering 85 percent of children and teens in the juvenile system have below-average reading and comprehension skills. In Florida, third grade is the first level that children can fail the FSAT (the Florida Standards Assessment Test), a statewide, mandatory exam that children in grades 3-11 must pass each year in order to be promoted to the next grade level). Children who fail a grade are more likely to drop out of school and less likely to succeed in general, as evidenced by a National Literacy Trust study suggesting that children’s level of ability at the age of seven is “a good predictor of their future level of achievement.”

Early intervention and support could prevent at-risk children from falling into the void of the juvenile system. Since its inception in 2003, the Lawyers for Literacy reading program has expanded to as many as 31 schools in Pinellas and Hillsborough Counties, and it has been very well-received by students and their teachers. In May 2017, 97% of 3rd graders that were tutored by Lawyers for Literacy volunteers improved and were promoted to the 4th grade. With the Young Lawyer Section of the St. Petersburg Bar Association taking an active role in assisting Lawyers For Literacy, even more students and schools will get the help they need. Having attorneys and legal professionals

involved in projects like this also helps create a good public image of lawyers and the legal system, and instills the public's confidence in the legal system.

Will handouts or other materials be sold or provided to participants? We will not be selling any materials or providing handouts to participants. We will, however, be providing books to children to use, which can be taken home with them.

Is this an easy project for other young lawyer affiliates to replicate? This project will be easily replicated by other young lawyer affiliates, especially if other affiliates also have a local non-profit that provides a similar service.

From what other sources are you seeking funding for this project? Our Affiliate intends to seek additional funding by receiving donations (monetary or in-kind) from our membership at large.

If you are awarded YLD funds, how will you recognize the YLD's support of your project? If our Affiliate is awarded funds for this project, the Florida Bar YLD will be recognized in our local bar publication. Lawyers for Literacy also has a newsletter that it publishes and would be utilized to recognize the YLD, along with recognizing the contribution/grant on its website. Finally, although it is certainly not guaranteed, Lawyers for Literacy has been approached by the Tampa Bay Times wanting to do an in-depth story on the project. Lawyers for Literacy have expressed that it would like to use that opportunity to highlight the Young Lawyer Section's involvement and support. If an article did get written, we would use our best efforts to also acknowledge the YLD grant funds and impact they had on the project's success.

VI. Project Evaluation/Timeline:

Project timeline. For 12 weeks, January to early April, tutors meet with 3rd grade students, usually on a weekly basis to work on and improve reading skills in preparation for the spring FSA exam. Students are tutored in reading and reading comprehension. During that time, books are provided to the students and their families.

Project evaluation. The success of this project will be measured by membership participation and the number of additional schools and students we can help. Effectiveness will be measured by the percentage of tutored students who pass the FSA and are promoted to 4th grade. The criteria for success or failure will include, number of members participating in project efforts, books the project can provide to the schools and students, and receiving feedback from the Schools and families of the tutored students.

VII. Project Organization:

The SPBA YLS will work with the Lawyers for Literacy non-profit group. Lawyers for Literacy has the experience and expertise to train our volunteers, get them set-up as volunteers for the Pinellas County School system, and coordinate what school and student each young lawyer will work with during the project. The YLS President will be the point person for young lawyers getting involved and responsible for soliciting participation and donations from the membership, but the training and placement will be coordinated by Lawyers for Literacy.

VIII. Budget:

The Young Lawyer Section has been working with Lawyers for Literacy to calculate the necessary funds to facilitate this program at five elementary schools. \$1000 provides a library of high interest books, instructional materials, backpack and supplies for the students for one participating school . The SPBA Young Lawyer Section's goal is to provide all the materials necessary for five local elementary schools.

Five Schools at \$1,000 each = \$5,000 total

The St. Petersburg Bar Association YLS is requesting a grant of \$5,000.00 from the Florida Bar YLD to help jump start this project. If we do not receive the amount requested, we will engage in fundraising among our Bar members and local firms to raise additional funds to cover the costs of the project.

IX. Exhibits: None.

Tallahassee Bar Association Young Lawyers Section 2018 AOC Grant Application

"Thunderdome Tallahassee"

I. Short Project Title: Thunderdome Tallahassee: Legal Education, Leadership, and a Legacy in Volunteer Family Law Services for Low-Income Leon County Citizens

II. Contact Information:

Submission:

Tabitha G. Harnage
Director - Tallahassee Bar Assoc. Young
Lawyers Section
Department of Financial Services
Office of the General Counsel
200 East Gaines Street
Tallahassee, FL 32399
850-413-1606
Tabitha.Harnage@MyFloridaCFO.com

Thunderdome Tallahassee:

Darby K. Scott, Esq.
Executive Director
Legal Aid Foundation
301 S. Monroe St., Ste. 108
Tallahassee, FL 32301
850-222-3292
darby@tallahasseebar.org

Tabitha Harnage will present at this year's AOC

III. Describe Your Affiliate: The Tallahassee Bar Association Young Lawyers Section (the "YLS")

- The YLS is comprised of young attorneys or those attorneys recently admitted to the Bar.
- The YLS strives to contribute to the educational and professional advancement of attorneys, particularly younger members of the Bar, as well as contribute to the betterment of the community in general through charity functions and projects.
- The YLS has over 100 members.
- The YLS has had a strong presence at the AOC and has applied for and received grants the past several years.
- Thunderdome Tallahassee ("Thunderdome") will be in its fifth year in 2018, and this is the fifth year the YLS is presenting Thunderdome for funding at an AOC.

IV. Summarize the Purpose of Your Request:

The YLS, in partnership with the Legal Aid Foundation, proposes continued support to further develop "Thunderdome Tallahassee," a cohort training program in family law. Thunderdome gathers and trains diverse community leaders to address the chronic need for pro bono service among low-income clients in and around Leon County. This innovative model has helped the Legal Aid Foundation to recruit and develop more volunteers, serve more clients, garner new donors/sponsors, and receive widespread publicity, such as in the *Tallahassee Democrat* and *The Florida Bar News*. Based on the successful development of the Thunderdome Tallahassee initiative, Class 5 participants will commit to taking cases during nine months of

family law education, group discussions and leadership development. This supportive and experiential environment will foster new and continued volunteerism, benefitting local families and children who are unable to afford the legal help they need.

V. Project Objectives/Description:

- *What needs does the project address? Why are these needs important to your Affiliate?*

Thunderdome provides family law legal services to low-income clients in and around Leon County. In consulting with the American Bar Association for best practices in volunteer recruitment and education, the Legal Aid Foundation found a promising program model to help address three important goals: (1) increase pro bono family law services to needy Leon County citizens; (2) unite the legal community with larger community efforts for social change; and (3) deliver volunteer training supported by continuing legal education credit, intensive networking and public recognition.

Finding pro bono volunteer lawyers is always a challenge, particularly in family law matters. Young lawyers, or lawyers inexperienced in family law, may be reluctant to handle these potentially high-emotion cases without the training and support they receive through Thunderdome. Amazingly though, over the past four years through the efforts of many dedicated Thunderdome participants, this program shortened a new client's waiting time from 3-4 months or more, to several weeks. Young lawyers further benefit through expanded recognition among colleagues and community peers, as well as leadership training and legal mentorship. The response from the established legal community has been remarkable and the caliber of speakers and mentors is unmatched.

- *To what groups will the project provide services (young lawyers, the community at large)?*

This project provides legal services to low-income Leon County citizens with family law civil legal needs through pro bono legal service. Additionally, this program provides diverse young lawyers with legal training, leadership development and networking opportunities with established members of the Leon County legal community and each other.

- *How many people will the project serve?*

This project has the ability to serve an immeasurable number of people. The inaugural Thunderdome class consisted of 21 young lawyers, each of whom handled at least one pending case. Class 2 through 4 consisted of between 12-20 lawyers, each of whom handled at least one case. Upon entry, each participant is assigned to a family law case from the Legal Aid Foundation pro bono case list and will be assigned a second case if the first is completed during the course of the program.

Thunderdome graduates will be more likely to volunteer for family law cases than will untrained Legal Aid volunteers. Capacity will multiply over time as successful

volunteers take family law cases throughout their careers, paying dividends years into the future. Class 5 will train and develop approximately 15-20 attorneys.

- *What other projects in the area provide similar services to the same group(s)? When and with what success? How is your project different? Will your group work with any other organizations in implementing this project?*

There is nothing similar to Thunderdome in Tallahassee. The Legal Aid Foundation currently provides pro bono legal services to low-income families, often the working poor. In the full representation Pro Bono program, lawyers represent clients on a volunteer basis in multiple civil matters, approximately 75% of which are family law matters. Thunderdome will build upon the existing supply of pro bono volunteers and provide them with family law training, making the volunteers more effective and efficient and reducing the clients' wait for pro bono assistance. Thunderdome does coordinate with many established Tallahassee organizations to gain recognition for its volunteers and to solicit mentoring and other contributors for the program.

- *How will the public and/or young lawyers benefit from the project?*

The public will benefit by having trained attorneys, working in a group, handle the family law cases of low-income people in and around Leon County. Civil legal aid in family law bolsters family stability, safety, and living conditions, ultimately impacting the public welfare of Leon County and the surrounding area. Young lawyers benefit with training, confidence and early exposure to clients and case management.

- *What impact will the project have in the local or legal community?*

The community at-large gains greater access to trained attorneys prepared to handle pro bono family law cases. This decreases the wait time for clients in need.

- *Will handouts or other materials be sold or provided to participants?*

In 2014, the Legal Aid Foundation, YLS, FSU Law professors, and other Thunderdome leaders compiled a Florida-specific family law handbook and other support materials geared toward young lawyers or volunteers inexperienced in family law. Having been evaluated by the first classes, these materials have been and will continue to be updated, and Thunderdome will provide participants with the handbook to use in conjunction with the Thunderdome curriculum.

- *Is this an easy project for other young lawyer affiliates to replicate?*

Yes, Thunderdome is an easy project to replicate throughout Florida. Thunderdome Tallahassee is based on Thunderdome family law legal clinics in Chicago and Connecticut. With the Florida-specific handbook and a documented process for implementation, Thunderdome clinics can begin throughout the state. An additional

benefit is that such an educational program supported by networking and community leadership development will be attractive to sponsors at local levels.

- *From what other sources are you seeking funding for this project?*

The Florida Bar Diversity Leadership Grant, Tallahassee Bar Association, various small grants and sponsors (businesses, law firms and individuals); and in kind support (not included in budget below) from the Florida Bar Family Law Section and FSU College of Law.

- *If you are awarded YLD funds, how will you recognize the YLD's support of your project?*

The Legal Aid Foundation will treat YLD as a sponsor in the amount of the grant.

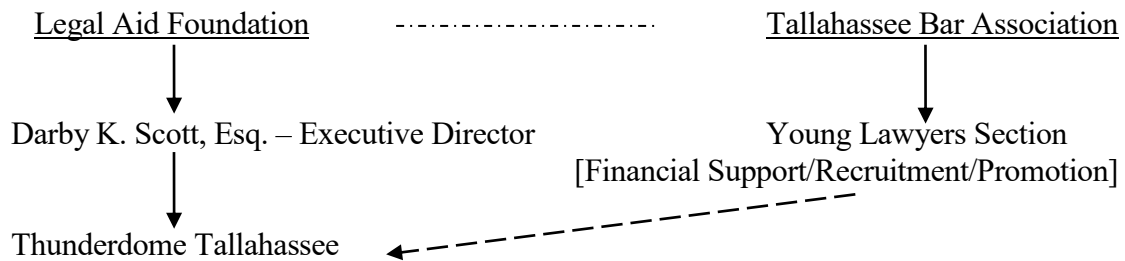
VI. Project Evaluation:

- In spring of 2018, continue the Thunderdome development process to improve the Thunderdome experience for participants, and establish best practices to address the ongoing need for pro bono family law assistance.
- Beginning fall of 2018 and continuing for several months, provide Class 5 of between 15-20 diverse attorneys with family law education and experience, leadership development, networking, and public recognition.
- Use participant experiences and program publicity to inform the community of how Thunderdome impacts the public welfare of low-income families, a critical step to build community participation and future support.
- The effectiveness of the project can be evaluated most quantitatively by how many clients Class 5 is able to assist and the measurable decrease in wait times for those clients. But other measures of success may include the prestige of Class 5 participants, the effective handling of cases, and the retention of Thunderdome graduates as future volunteers.

VII. Project Organization:

The YLS is unofficially affiliated with the Legal Aid Foundation through its association with the Tallahassee Bar Association. The Legal Aid Foundation is an independent organization but was founded by the Tallahassee Bar Association (the "TBA") and still looks to the TBA for support. This grant application is an effort by the YLS to assist the Legal Aid Foundation with its funding needs for this remarkable program, still in its infancy.

Thunderdome is administered by the Legal Aid Foundation, while YLS helps to raise funding, recruit participants and sponsorships, and promote the program. The Legal Aid Foundation ultimately selects and trains participants, and assigns cases based on ability and need.



VIII. Budget:

Space Rental	\$ 1,500.00
*Refreshments (Class meals, Awards Luncheon meals, etc.)	\$ 4,600.00
*Marketing	\$ 100.00
Supplies	\$ 850.00
Recording	\$ 450.00
<u>Total Expenses</u>	<u>\$7,500.00</u>
<u>AOC Grant Request</u>	<u>\$3,000.00</u>

* YLS anticipates using awarded AOC grant monies for these purposes only. To the extent there are any funds remaining after these expenses, the money will be used for filing and litigation fees for the Class 5 clients. The Legal Aid Foundation has built relationships with individuals and corporations who have sponsored Thunderdome Tallahassee Classes 1-4, and with enthusiastic interest from the community, we expect to see continued sponsorship of Class 5. (As stated above, this budget does not include in-kind support.)

IX. Exhibits:

- “Thunderdome program training lawyers to help poor clients” – *Tallahassee Democrat*, March 20, 2015 (Chief Justice spoke and highlighted the benefits of the Thunderdome program in Tallahassee)
- “Legal Aid Foundation launches Thunderdome Class 2” – *Tallahassee Democrat*, September 21, 2015 (Introducing the 2nd Thunderdome Class)
- “In praise of lawyers who keep their pro bono promise” – *The Florida Bar News*, November 15, 2014 (highlighting a case litigated by a participant of Class 1)
- Class 4 (2017) Press Release <http://www.legalaidtallahassee.org/wp-content/uploads/2017/08/Thunderdome-Class-4-News-Release.pdf>

Thunderdome Class 4:



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November 15, 2014

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In praise of lawyers who keep their pro bono promise

By Jan Pudlow

Senior Editor

In a roomful of lawyers gathered to honor pro bono volunteers, one mother of a young boy came to show her deep appreciation.

Once, Kristina Benton had been separated from her son, who was exposed to a meth lab and living in filth at her estranged husband's home.

Now, 25 hours of free legal help later that involved going to court, Benton has full custody of her 8-year-old son, described as happy at home and enrolled in a new school.

Benton flung her arms in a warm hug around Tallahassee lawyer Doug McAlarney, whose eyes glistened with tears.



"We had to go up against one of the biggest lawyers in town, and we were able to push back," McAlarney said. "At this point in my legal career, there has been nothing more beautiful than to help reunite a mother and her child."

Benton was in the audience October 24 at the Pro Bono Week reception honoring lawyer volunteers of the Tallahassee Bar Association's Legal Aid Foundation and the [Thunderdome Tallahassee](#) Class I.

"I just wanted to be here because Doug helped me in so many ways, and so did Anne," she said, referring to Anne Munson, executive director of the TBA Legal Aid Foundation, who had listened to her sad predicament and quickly found her a volunteer lawyer to take her case.

"I didn't know where to go, what to do, who to turn to. And they helped me from beginning to end. I was thinking I was on a waiting list, and he said, 'No, I've got your case.' I about fell out of my chair."

As Munson and McAlarney described, Benton walked into the TBA's Legal Aid office, asking for help in a child visitation modification. Because of some false accusations, the child had been placed with her estranged husband, but he did not provide proper care. Living in a tent inside a filthy house, the child was exposed to a meth lab. His hair was coming out in patches, because he had an untreated ringworm infection on his head and had broken out in a rash. The boy complained he wasn't given enough baths, and he had to go to school dirty.

Munson called McAlarney, part of Thunderdome Tallahassee, where the motto is "Young lawyers enter, community leaders emerge." Experienced lawyers mentor less experienced lawyers willing to handle pro bono cases, and that has resulted in recruiting and developing more volunteers in pro bono family law.

McAlarney said he was honored to take Benton's case.

Munson told the lawyers and community leaders gathered: "When you think about civil legal aid, the impact is a child who needs a safe and stable living environment. This was the first case I saw. It keeps me in mind of one of our volunteer lawyers, Karen Walker of Holland & Knight, who put it this way: 'Civil legal aid seems so distant, but when you set a fair child support amount, a child has food on the table, a decent roof over her head, school clothes that fit. You name it. These basic needs are what are at stake in a family law case.'"

While Munson estimated there are more than 2,300 low-income families in Leon County alone, clients had been facing a three-to-four-month wait for lawyer volunteers.

"It was a major unmet need," Munson said. "Every time we saw a client coming in, we knew it was a threat to home and family and livelihood. And that's not just here. It is endemic to the state and to the nation. Family law is the hardest area to find help."

Facing this growing need for family law volunteers, Tallahassee Legal Aid partnered with legal and community leaders to create Thunderdome Tallahassee.

"Our caseload for low-income families waiting for help is down to two," Munson said, as the audience broke into applause.

[Florida Bar Foundation](#) Executive Director Bruce Blackwell, who received the ABA's 2014 Pro Bono Publico Award, came to the podium and said: "I am thrilled that the Tallahassee Bar has done this, because Thunderdome is a project I believe can be replicated around the state of Florida and hopefully beyond the limits of Florida."

Blackwell pointed out that "one out of every four children in the state of Florida lives in poverty. And a great number of those people are involved in particularly difficult family situations. . . .Where do we have the most affect one on one? We make the most change when we touch one family, one child."

The Florida Bar Foundation is relying more on the private bar, Blackwell said, because of its financial crisis. Once, he said, the Foundation had \$88.2 million in reserves, but because of plummeting interest rates, IOTA funds have dried up, and the Foundation has "spent up almost \$100 million in the last five and a half years."

Sandy D'Alemberte, a former ABA president who received the 2007 Tobias Simon Pro Bono Service Award, filed the D'Alemberte Petition in 1990 seeking mandatory pro bono service from Florida lawyers, and the Florida Supreme Court would make pro bono service reporting mandatory in 1994.

"We adopted a rule, unique in the United States at that time, in which the Supreme Court said, 'We cannot have justice if only the wealthy people are able to get into court,'" D'Alemberte recounted.

"We have to have lawyers engaged, and since the funding for legal services has been cut so drastically, we would like to ask all lawyers to do pro bono work and report what they've done. It's not mandatory pro bono, but mandatory reporting of pro bono.

"Each year when you fill out the form and you are asked whether you have done pro bono, by not saying you have done pro bono work, you are not keeping your promise, that promise you made when you were originally sworn into the Bar."

He reminded everyone of the oath they took as new lawyers.

"It's really a strange oath. It doesn't say, 'I will do pro bono work.' It says, 'I will never reject, from any consideration personal to myself, the cause of the defenseless or oppressed.'"

Taking a brief sentimental stroll, he remembered fondly his father, Dan D'Alemberte, who was "the president of the Chattahoochee Bar Association, and he was the only lawyer in town."

"We don't have the kind of practice my father had. When he arrived at his office, there were people waiting for him. Occasionally, some of them would have appointments. Looking at my father's accounts after he died, most of these people were not paying any fee at all," D'Alemberte said.

"When you were at the house on a Saturday morning, you would open the back door and you'd have to be careful. There would likely be a smoked ham or collard greens on the back porch, as a way of paying him for his service.

"Law practice has changed. The need for legal services for the poor has grown. But there are not many Dan D'Alembertes around with their own practices. . . .We had to organize ourselves in a way that allowed lawyers to connect with the needs of the people.

"You promised to do it. And you have been asked to do it."

[Revised: 12-13-2015]

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Contact Us		Lawyer Referral Service	Lawyer Referral Service	Judicial Nominating Commission	
Diversity			Voluntary Bar Center		
Leadership Academy					

Thunderdome program training lawyers to help poor clients

Karl Etters Democrat staff writer @KarlEtters on Twitter 8 p.m. EDT March 20, 2015



(Photo: Joe Rondone/Democrat)

More than 85 percent of people embroiled in family law case in Florida are unrepresented. They must fight for justice without an attorney.

One program, Thunderdome Tallahassee, hopes to change that.

The 20 members of the inaugural Thunderdome Tallahassee class got some recognition Friday for their collaborative effort with the Legal Aid Foundation, which trains lawyers to help clients navigate the tricky world of family law, pro bono.

Supreme Court Chief Justice Jorge Labarga, keynote speaker at the 22nd floor Capitol awards luncheon, said under representation in civil family litigation, especially among low-income families, is on the rise.

"It's just not acceptable in our society that some people don't have access to courts and some people just give up," Labarga said.

"In just about every family law case in courts throughout the country, there's at least one party, either the husband or the wife that is unrepresented and are going at it on their own," he added. "It's just impossible for someone who is not a lawyer to navigate through the legal system."

In November, Labarga established the Florida Commission on Access to Civil Justice to work toward solutions to the low-income legal gap that leaves some of Florida's poorest petitioners and defendants unable to pay for legal representation.

The Legal Aid Foundation is a 45-year-old Tallahassee-based organization providing civil representation and resources in Leon County through volunteers and supporters.

Executive Director Anne Munson said the Thunderdome takes after the Leadership Tallahassee model of pairing young lawyers with mentors who practice family law. All of the assistance they provide is free.

The next class will be announced in September.

Last year the foundation, which works to connect low-income families with legal help or domestic services like 211 Big Bend and the Refuge House, heard from 8,000 callers and was able to help 385 of them through volunteer attorneys.

It makes it tough if those lawyers don't practice family law, though.

"(Thunderdome) is basically arena training for the lawyers who say I will help some families, but I need to help myself," Munson said.

That assistance goes much further than the in-court representation, she added.

"When a lawyer helps a family in need it's not just the case, it's usually giving a safer and more stable living environment to raise their children," Munson said. "It's getting the legality settled so they can afford the food and the clothes and the things that give children a better chance to grow up and be successful."

Thunderdome Class 1 members Sarah Warren and Chuck Bowen said the chance to break out of their normal law practice and help is rewarding.

"It's been great to have mentors who have been willing to take the time to walk us through our cases and provide us with resources they have found to be useful in their practice," said Warren, who is a special taxing district attorney at Hopping Green & Sams.

Bowen, a privacy and compliance lawyer with Citizens Property Insurance Corporation, said the chance to give back is an attitude that he hopes Thunderdome class members can continue to cultivate.

"It's very much part of our values to want to be able to do something for folks who may not have access to the legal system or are otherwise not able to navigate it effectively and then end up in a situation they shouldn't have to face," he said.

Legal Aid Foundation launches Thunderdome Class 2

Special to the Democrat 10:04 a.m. EDT September 21, 2015



(Photo: Special to the Democrat)

The Legal Aid Foundation announces the launch of Thunderdome Tallahassee Class 2, an impressive collection of established and emerging leaders in the local legal community. Thunderdome is an innovative, hands-on leadership and pro bono family law training program which equips both fresh and seasoned attorneys with the tools necessary to effectively handle pro bono family law cases.

The program is a novel means of providing equal access to justice, a critical human services need in our community. It is estimated that thousands of low-income residents in Leon County lack legal representation, despite a dire need. Legal representation in a family law context often equates to safety, stability and health for families and children. One class at a time, Thunderdome Tallahassee aims to greatly enhance the pool of

competent service-oriented attorneys who can give their time and talent to help families in need.

Class 2 is represented by a diverse group of attorneys hailing from private practice and government, and bringing a wide array of legal experience. The class includes Michael Alao, Hopping Green & Sams; John Bischof, Bischof PA; Thomas Dickens, Dickens Reid PLLC; Dina Foster, Pennington PA; Oaj Gilani, Florida Department of Health; Ashtin Henninger, Bischof PA; Angela Huston, Florida Office of the Attorney General; Bridget McDonnell, Florida Department of Health; Mary L. Pankowski, Law Office of Mary L. Pankowski; Yvette Pressley, Florida Department of Business and Professional Regulation;

John Reid, Dickens Reid PLLC; Halley Stephens, Fuller, Mitchell, Hood & Stephens; Reid Wakefield, Coppins Monroe Adkins & Dincman, PA; William "Bill" Wallis, recently retired from Butler Pappas; Joseph "Jake" Whealdon, Florida Department of Business and Professional Regulation; and Matthew Williams, Public Defender's Office, 2nd Judicial Circuit. The class includes the likes of the Former Vice President of Florida International University (Mary Pankowski), the first female judge in the 27B Judicial District of North Carolina (Dina Foster), and an Army Judge Advocate General ("JAG") Corp veteran (William "Bill" Wallis), just to name a few of the countless accolades the group boasts.

Orientation and a full-day Family Law Institute training took place this month. Jonathan Sjostrom, Chief Judge of Florida's Second Judicial Circuit, presented at the Family Law Institute and remarked about the program: "Thunderdome is a tremendous resource for the community and the court, providing excellent training in leadership and public service. Lawyers learn valuable skills, network with their peers and bar leaders, and help provide access to justice to unrepresented litigants." Several additional trainings and events will be held throughout the year, and each class member is assigned a pro bono family law case through the Legal Aid Foundation.

The class is fortunate to have a wealth of family law expertise at its fingertips. The Mentors for Class 2 include Kristin Adamson, Carolyn Cummings, Sean Desmond, Tom Powell, Jerry Rumph, Tom Schulte, Ruth Stone, Harriet Williams, John Williams, Neibra Collins Williams and JoLen Wolf.

The Legal Aid Foundation provides civil legal representation and assistance in Leon County to people in need through volunteers and supporters.

Read or Share this story: <http://on.tdo.com/1FaJ3ec>

**TAMPA BAY CHAPTER OF THE FEDERAL BAR ASSOCIATION
THE FLORIDA BAR YOUNG LAWYERS DIVISION
2018 AFFILIATE GRANT APPLICATION**

I. SHORT PROJECT TITLE

Tampa Bay Chapter of the Federal Bar Association Young Lawyers Division presents a “Crash Course for Practicing in Federal Court and Pro Bono Opportunities to Gain Experience.”

II. CONTACT INFORMATION

Kimberly Koves and Anitra Raiford are the co-chairs of the Tampa Bay Chapter of the Federal Bar Association, Young Lawyers Division (“FBA YLD”), for 2017.¹ One of the 2017 co-chairs along with a 2018 committee member will present the grant application.

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III. DESCRIBE YOUR AFFILIATE

The Tampa Bay Chapter’s YLD section is one of the largest sections in the country, comprising of approximately 150 members who (i) are 40 years of age and under or (ii) have been admitted to practice for ten years or less. The section also has been making a concerted effort to recruit law school students at the law schools in the Tampa Bay area. The purpose of the YLD is to increase the interest of younger lawyers in the FBA’s activities on both a local and national level;

¹ Another attorney will be the Chair of the Tampa Bay Chapter of the Federal Bar Association Young Lawyer’s Division in 2018; however, that person has not been confirmed as of the date of this application.

conduct programs of interest and value to younger lawyers; and to assist in the establishment, improvement, and coordination of active younger lawyers in the Tampa Bay area. The mission of the FBA is to strengthen the federal legal system and administration of justice by serving the interests and needs of the federal practitioner, both public and private, the federal judiciary and the public they serve. The FBA is dedicated to the advancement of the science of jurisprudence and to promoting the welfare, interests, education, and professional development of all attorneys involved in federal law.

The FBA YLD was created in 2012 under the by-laws of the Tampa Bay Chapter of the Federal Bar Association. The FBA YLD became an affiliate of the Florida Bar YLD in 2013 and this is the third year the FBA YLD is attending and participating in the Florida Bar YLD Affiliate Outreach Conference. The FBA YLD previously presented grant applications in 2015 and 2016 for the same project which were subsequently granted. The event funded by this grant has become a well-attended event that we hope to continue.

IV. SUMMARIZE THE PURPOSE OF YOUR REQUEST

Consistent with the mission of the FBA YLD to conduct programs of interest and value to young lawyers and to assist in the establishment, improvement, and coordination of active young lawyers in the Tampa Bay area, as well as the FBA's mission of serving the interests and needs of the federal practitioner and the public they serve, the FBA YLD would like to present a half-day seminar in September 2018 geared toward young lawyers who are interested in practicing in federal court and gaining experience by taking on pro bono cases in the federal court. This seminar will aim to educate young lawyers about different aspects of practicing in federal court by having experienced federal court practitioners present on different topics of federal practice, highlighting areas that significantly differ from Florida state court practice. Additionally, the FBA YLD will have a presentation on how to get involved with pro bono in the federal court, including volunteering at pro se clinics in the bankruptcy court or district court, volunteering for pro bono cases, and the resources available to young lawyers interested in doing so. The seminar will end with either a luncheon or afternoon/evening reception with some of the federal judges and their law clerks. This half day seminar will be an invaluable event for young lawyers, as it will not only provide education and resources on navigating the federal courts, but it will also encourage young lawyers to get involved with pro bono opportunities and interact with the local federal judiciary.

V. PROJECT OBJECTIVES/DESCRIPTION

The FBA YLD Committee for 2018, consisting of one Chair and six committee members, will organize, coordinate, and manage the seminar. The seminar will be held in the Jury Assembly Room on the 3rd floor of the Samuel F. Gibbons United States District Court House in downtown Tampa in September 2018. The FBA YLD will apply for 4 hours of CLE credit with the Florida Bar. The FBA YLD Committee will coordinate and organize the relevant presenters on the topics of: E-Discovery, pre-trial procedures, case management, removal procedures, motion practice, and successfully preserving issues for appeal. The FBA YLD Committee will also organize the presentation regarding pro bono involvement and resources related thereto. The FBA YLD Committee will assist in any way necessary for the presentation materials to be printed and assembled in a binder for all seminar attendees. The FBA YLD plans to distribute thumb drives with an FBA YLD logo containing the Local Rules, Discovery Handbook, Pro Se Handbook, and selected forms and other resources for practitioners. The thumb drive will primarily be a

promotional giveaway for the attendees, as it will have the FBA YLD logo on it, but it will also have a few frequently used documents that attendees can take with them on the go, as well as additional free space for attendees to store their own documents.

Subject to available funding from the FBA, the luncheon or afternoon/evening reception will be held nearby the Federal Courthouse. Members of the federal judiciary and their law clerks will be invited to attend and interact with the seminar attendees. If it is a luncheon, the FBA YLD Committee will organize it as a roundtable for judges to sit at different tables to discuss various topics with the attendees. If it is an afternoon/evening reception, it will be more of a networking and mingling event. In addition to FBA members, law clerks, law students, and federal court interns will be invited to attend and participate in the seminar and luncheon or reception.

The objective of the seminar will be to educate young lawyers and law students on the unique aspects of practicing in federal court and provide resources for navigating through a case, whether it is part of pro bono, private practice or public service. The primary focus of the seminar will be civil in nature, but may also include some information about getting involved in criminal pro bono cases and appeals. This seminar will address the need for young lawyers to gain more exposure to federal courts early in their careers and assist them by providing resources and education that will be helpful in the development of their careers. This seminar will also address the need in the community for more pro bono volunteers in federal court and encourage young lawyers to take pro bono cases in federal court after learning about the resources available to them.

There is currently not a similar project provided in the area, as the FBA is the only bar association focused on federal court practice in the Tampa Bay area and is primarily responsible for programming related to federal court practice. Although the FBA provides CLE from time to time, the CLE has not traditionally been geared towards young lawyers or general federal court practice.

VI. PROJECT EVALUATION

The results the FBA YLD would like to achieve from the seminar are increased attendance for young lawyers and more confidence and interest on the part of young lawyers in federal court practice. The FBA YLD will distribute a survey to the attendees to evaluate the effectiveness of the presentations, format, and substance of the program, as well as solicit recommendations for improvement. This is a seminar that the FBA YLD would like to continue to implement on a yearly basis. Traditionally relatively high attendance (20+ attendees) and positive feedback have indicated that this seminar has been a continued success.

VII. PROJECT ORGANIZATION

Members of the FBA YLD committee will be responsible for coordinating and organizing all aspects of the seminar with help from volunteers, as needed. These tasks include securing the venues and speakers, planning the luncheon or reception menus, compiling the materials, applying for CLE credit with the Florida Bar, promoting and advertising the seminar, creating an evaluation, and assisting with the presentations as requested by the speakers. The co-chairs will delegate different tasks to the committee members and assist the committee members in execution of the tasks. The entire committee will have meetings and work together to make sure there is a concerted effort in organizing the entire seminar.

VIII. BUDGET

Printed materials, binders, and supplies	\$300
Promotional thumb drives with FBA YLD logo	\$500
TOTAL REQUESTED BUDGET	\$800
Luncheon/Reception at Nearby Venue (outside funding)	\$1000

The Chapter will look to internal or outside funding to pay for the luncheon/reception at a nearby venue.

IX. TIMETABLE

The seminar will take place in September 2018. The FBA YLD Committee will meet in early February and secure the venue and speakers by June (before many people begin to take vacation in the summer months). The FBA YLD Committee will begin promoting the event as soon as the venue and some of the speakers have been secured. Promotion will be through the FBA website, emails, contact with the area law schools, membership emails, the FBA newsletter, social media, and by word of mouth. The agenda and materials should be finalized by the end of July to allow for compilation of the materials in binders and purchase of the thumb drives. The RSVP deadline will be one week before the seminar.

2017/2018 AOC GRANT APPLICATION – VOLUSIA COUNTY BAR ASSOC. YLD

- I. **Short Project Title:** High School Student Test Taking and College Application Mentoring Program
“The best way a mentor can prepare another leader is to expose him or her to other great people.” -John C. Maxwell

II. **Contact Information**

Frank S. Ganz, Esquire (President-Elect, Presenter)
SMITH BIGMAN BROCK
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Daytona Beach, FL 32118
fganz@daytonalaw.com

Other presenters from Volusia County Bar Association:

Kevin Vagovic
Natalie Reyes
Donya Alkhatib

- III. **Describe your Affiliate:** The YLD of the Volusia County Bar Association currently has an active membership class of approximately 75 lawyers. Past projects include Bowling for School Supplies (ongoing, past 5 years), Golf Tournament (2009), Essay Contest (2011), Brain Chase Zombie Run 5k (2012 and 2013), YLD Luncheon: Tips for a Successful Practice (April 2014), Joint Beach Clean-up with the Orange County Bar Association YLS (September 2014), a widely circulated video explaining to the general public the effect of judicial elections (2015), and a 7th Circuit “Survival Guide” for young or new lawyers in Volusia County (2016; \$1,500).
- IV. **Purpose of Request:** The purpose of our request is to provide scholarships or cost reimbursements to underprivileged students in areas where household incomes do not exceed \$40,000 in conjunction with mentoring those students in regard to college admissions test preparation and completing college applications. Our goal is to pair local young lawyers with junior or senior high school students for personalized advice and mentoring and should the students meet our established criteria and actively participate with his or her mentor, the student will be eligible for a minimum of \$150.00 of reimbursement toward admission test fees and college application fees. We are seeking \$2,250.00 so that we can provide such scholarships or cost reimbursements to up to 15 students of a minimum of \$150.00 each.

V. **PROJECT DESCRIPTION AND OBJECTIVES:**

This project addresses the needs of Volusia County high school students who have the potential to further their education but may fall short of funds to cover those costs. Depending on the

amount of grant received, we anticipate serving about 10-15 high school Juniors or Seniors which will be chosen based on certain criteria and milestones that will be on the application that we have created and is attached to this application. For students that meet our criteria and actively participate in our mentoring program, we would issue scholarships or cost reimbursements to those students to be applied toward test taking fees or application fees for college or other higher education. The Volusia school system provides two waivers a year either for an SAT or ACT to students who are on the free or reduced lunch program. This is done each year by the school system. It is given to the students under that program that apply. It is similar in the sense that we are paying for the students SAT or ACT fees, but it is different because we are providing mentoring to these students and not limiting the application to those under the current free or reduced lunch program. Further, our project will also be applicable for the students' college application fees, which the schools do not offer that. In addition, the Volusia County Bar Association has donated more than \$20,000.00 toward programs for homeless students in our area to assist with costs such as laptop computers or school supplies. Thus, this current proposed project will build on our organization's already standing commitment to help local students complete their education by allowing us to connect personally with students and provide mentorship. We will not be working with any other organizations other than the high schools' administration. The public will benefit by receiving funds and mentorship from Young Lawyers in their area, in which they would not receive elsewhere. A professional relationship can be created that would better serve the high school students in their future. This project will influence other attorneys to want to give back once the impact created is seen, and also motivate other high school students to strive to succeed in school. No materials will be sold to students; however, an email will be sent to high schools' administrators with guidelines and purpose, so they can distribute among interested students. This project is great in the sense that it can be achieved by any YLD associates regardless of geographic area. This will be the primary source of funding for this project. If awarded YLD funds, we will give recognition to the YLD when we deliver the letters awarding the scholarships to the students and when we send letters to the high school administrations informing them of the availability of the scholarships.

- VI. **Project Evaluation/Timeline:** We will start the project by contacting the schools' administration, and we will request that they forward us complete applications of interested students. Next, we will pair each student that meets the program criteria with a participating YLD member. The student and the YLD member will meet monthly for 2-3 months. After the end of the mentorship, if the student has completed the requirements and shows interest in pursuing higher education then they will be awarded a scholarship to go towards any fees of their choice related to test taking or college applications. The effectiveness of the project will be determined by the number of students that apply. The project will be successfully if we are able to have 10-15 local students participate and assist with covering some of those students' costs incurred in seeking higher education.
- VII. **Project Organization:** The VCBA YLD will be solely responsible for this program, but will solicit input from the local school administration. Our YLD will appoint a chair of this program who will

identify a point of contact with our county's school system. Our YLD will establish the minimum criteria for students to participate in the program (with input from the school system).

VIII. **Budget:** We are seeking \$2,250.00 of AOC Grant funds. Our goal is to provide a minimum of \$150 per participating student up to 15 students (if a lower number of students participate, the per student reimbursement would be increased proportionately) to assist in covering any combination of the following:

- a. SAT or other application test fees; (SAT registration fees begin at \$46 and additional fees are incurred for certain registration options e.g. late, change in registration, etc.)
- b. SAT prep book(s); (various SAT preparation books range in price anywhere from \$15 to \$70.00)
or
- c. College/trade school application fees. (the average college application fee is \$35.00)

Thus, with our target per student scholarship/reimbursement goal, we hope to be able to cover at least one item from each category or multiple items from a single category for each participating student.

We do not anticipate any other program costs as the remainder of the contributions will be volunteer time from of affiliate's members.

IX. **Exhibits:** None.

The background of the entire page is a composite image. The top half features a low-angle, black and white photograph of two skyscrapers reaching towards a hazy sky. The bottom half shows a close-up, black and white photograph of a dark wooden floor with a prominent herringbone pattern. A large, white rectangular box with a thick black border is centered on the page, containing the text.

WILKIE D. FERGUSON
JR. BAR ASSOCIATION

**AOC GRANT
APPLICATION**
2018



Innovation and Social Justice Project Series



Short Project Title

INNOVATION AND SOCIAL JUSTICE SERIES

CONTACT INFO.

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President-Elect

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AOC Presenters: Monique D. Hayes and
Leigh-Ann Buchanan

Describe Your Affiliate



CELEBRATING 40 YEARS

- The Wilkie D. Ferguson, Jr. Bar Association is the oldest and largest association of Black attorneys in Miami-Dade County, Florida. This year we celebrate our 40th anniversary. From inception, our members have sought to remove the barriers to full inclusion into the legal community in Miami-Dade County. The Ferguson Bar continues this rich legacy by providing a voice for Black legal professionals and the communities we serve.
- 2018 will mark our return to the AOC after a three year absence. Our project proposal and participation reflects our commitment to impacting issues that affect the local legal community and have national import.
- We last received AOC funding in 2015 for the International Youth Leadership Factor Leadership Program. That initiative has grown into an independent highly acclaimed 501(c)(3) non-profit organization, Nyah Project, which has lead service trips to Ghana, Kenya, and South Africa. We are confident that our current initiatives will garner similar success.

Purpose of Our Request

The purpose of our project is bi-fold. First, we want to ensure that the legal community and young lawyers, in particular, are engaged and active in technological and innovative advances that affect the industry and community at large. Secondly, we want to develop opportunities to use technology and innovation to address social justice concerns. We invite the YLD to join us in this effort.

Project Objectives & Descriptions

Our project will use a social justice Hackathon to bring together women, communities of color, persons with disabilities, and the law and technology sectors to resolve conflicts between law enforcement and marginalized communities and provide fair, safe, and effective methods to report and address sexual harassment through technology (including mobile apps).

We will also host Office Hours during which our members will provide pro-bono legal clinics for entrepreneurs, technology developers, and social justice non-profits. Last year members of our association partnered with Venture Cafe Miami and the ABA in piloting these initiatives with more than 160 participants and resulted in the development of several mobile application prototypes. We now seek to scale and replicate the success we had.

Project Evaluation and Timeline

The Hackathon component of the project will begin immediately with marketing and participant solicitation. The day long event will take place in August 2018. The Office Hours component will be conducted quarterly beginning in January 2018. Success of the program will be measured by number of participants, survey responses, and technology based solutions delivered.

Project Organization

The Project will be facilitated by WDFJBA in partnership with Venture Cafe Miami and the ABA. Monique D. Hayes on behalf of WDFJBA will coordinate legal education, support, and volunteers. Leighann-Buchanan, on behalf of Venture Cafe Miami, will provide program space and access to innovation and technology sector stakeholders. The ABA will provide program guidelines, data, and other resources for program implementation.

Budget

- Digital and Print Marketing Materials: \$300
- App. and Coding Instructor Fees: \$1200
- Venue Cost : \$1,500 (VCM in Kind contribution)
- Print Program Materials and Dedicated Webpage for Project: \$500
- Food for volunteers and Participants (meals for day long event, snacks others): \$800
- Award & Recognition: \$300
- Total: \$4,600 ~ AOC Grant Request: \$2,500 ~ In Kind Contributions ~ \$1,500





PROGRAM EXHIBITS

EXHIBIT A



TIME LINE

- January 2018 Announce Project and Solicit Participation; Attend AOC
- February, May, August, November 2018 Host Workshops and Office Hours Addressing Social Justice Issues
- August 2018 Facilitate Hackathon to Develop Technology Solutions to Social Justice Issues
- November 2018 Survey Participants, Collect and Report Results,
- December 2018 Establish Project Next Steps

EXHIBIT B

HACKATHON DETAILS

- During the full-day Hackathon, teams comprised of seven to twelve participants representing diverse backgrounds develop technology and innovative concepts to (1) ease designated tension points between law enforcement and one of the pre-defined various types of users, including youth, immigrants, bystanders, impacted individuals, and persons with disabilities; or (2) fairly report and address sexual harassment allegations and claims in the workplace
-
- Teams will be required to work through the following: Refine the problem; Test the solution; Identify a data set (if applicable); Isolate application (mobile app, website, or other platform); Develop an execution plan; Identify testing needs; Create deployment strategy.
-
- A team of expert judges evaluate concepts on four main criteria—: user experience, innovation, impact, and feasibility—as well as collaboration and scale. Judges will select 3 winning teams.



EXHIBIT C



OFFICE HOURS DETAILS

- During quarterly scheduled Office Hours, the WDFJBA will host CLE legal education programs to apprise local attorneys on the state of the law relative to social justice issues to be addressed during the Hackathon. Our attorney members will also be made available to provide clinic style pro bono legal advice to technology and innovation focused entrepreneurs and non-profit organizations.