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(40 characters available. To assist future
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Course # or
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1099
(F&A use only)

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PLEASE MARK ONE: ☐ W9 Requested ☐ W9 Obtained ☐ W9 N/A

TOTAL

\$0.00

Preparer Approval _____ Date _____
Printed Name _____
Dept. Charged _____ Date _____
Printed Name _____
Fin. & Acct. Appv. _____ Date _____

Other Information/Explanation:

From: noreply@formstack.com
To: [McChesney, Richard J](#); [Miller, Thomas V](#); [Dorn, Celia](#)
Subject: The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application
Date: Friday, September 18, 2020 1:19:10 PM
Attachments: [94666284_Diversity Grant Attachment.pdf](#)



Formstack Submission For: **The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application**

Submitted at 09/18/20 1:19 PM

Name of Young Lawyer Affiliate:	St. Petersburg Bar Association Young Lawyer Section
Individual Contact Name:	Alexander Lewis
Contact Email:	Alex@LCPALaw.com
Contact Address (address where The Florida Bar should send the award):	St. Petersburg Bar Association PO Box 172 St. Petersburg, FL 33751-0172
Proposed Date of Project (Must be within one year from application deadline):	Feb 12, 2021
Proposed Location of Project:	St. Petersburg Yacht Club 111 Central Avenue St. Petersburg, FL 33701
Expected Number of Individuals Attending:	50

**Description/Agenda
(Please include a
brief
description/agenda
for your event) :**

This half-day seminar will bring together key stakeholders to uncover the current challenges facing law firms in hiring a diverse staff that reflects the increasingly diverse community and clientele. Recent conversations about diversity among attorneys has led to questions of how to find diverse staff or whether it is necessary. Some firms haven't stopped to ask themselves where they stand when it comes to diversity or how it may be affecting their success.

Discussing the issues alone is not enough. This seminar aims to bridge the gaps between recognizing a problem, identifying possible solutions, and implementing those solutions. We will bring together stakeholders from the legal and legal-adjacent communities to create an environment where members can address diversity issues in a comprehensive manner. Attendees will tackle increasing diversity in a multi-part program designed to maximize impact.

First, attendees will learn about the true make-up of our community and the ways our lack of diversity and cultural understanding have shaped our perspectives on a large scale. Next, we will focus on identifying our own implicit biases and analyzing where our current workplaces fall on a diversity matrix. Lastly, local stakeholders and community leaders will guide attendees to best practices for actually implementing change through panel discussions, question & answer periods, and presentations.

Proposed Speakers/Stakeholders:

- St. Pete College Paralegal Studies Administrator
- President of the St. Pete Chamber of Commerce
- Attorney Recruiter Specializing in Diversity
- The Florida Bar Diversity & Inclusion Committee Past Chair
- President of the local African American Bar Association
- President of the local Hispanic Bar Association
- President of the local FAWL chapter

- Law Firm Partners who have successfully implemented diverse hiring practices
- Local Human Resources Director

Describe How You Will Recognize The Florida Bar Young Lawyers Division for its Support of Your Event: :

The Florida Bar YLD will be recognized as a sponsor of the event. The Florida Bar Diversity & Inclusion Committee designee will be invited to speak as one of the stakeholders who can not only help identify the issues surrounding law firm diversity, but also help attendees find and implement solutions.

Budget:

[View File](#)

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Please note: Florida has very broad public records laws. Many written communications to or from The Florida Bar regarding Bar business may be considered public records, which must be made available to anyone upon request. Your e-mail communications may therefore be subject to public disclosure.

**Requested Budget Amount Justification/Explanation
2020-2021**

Department/Program:

Young Lawyers Division

Account Name:

Grants, Awards & Donations.

Account Number:

100-4035-80001-00000-7001
100-4035-80011-00000-7001

**Explanation of
Budgeted Amount:**

Includes the following:

- 1) Local Affiliate (local and specialty bar young lawyer sections) Grants for Professionalism and/or Afternoon at the Courthouse (up to \$500 per affiliate) - \$15,000
- 3) Fund affiliate Holidays All Year and/or Community Service Grants (up to \$500 per affiliate) - \$20,000
- 7) Health and Wellness Grants - \$15,000
- 8) Diversity Grants \$15,000
- 9) Law School Affiliates \$10,000

Each young lawyer affiliate from a local or specialty bar may submit an application to receive grant money from the YLD for either a member service project or community service project. There are usually around 35 participating affiliates. The amount of money awarded is based on the merits of the project and is judged by members of the YLD Affiliate Outreach Committee and the YLD Awards committee. Grants applications are submitted prior to the conference and are reviewed by the judging committee. The judging committee then views affiliate presentations about these projects and is given the opportunity to ask questions of the presenters.

Total Line Item Amount:

\$130,000

**Additional Pertinent
Information (if any):**

The above is an updated list of current grant awards provided to the YLD affiliates. There could be as many as 35-40 applicants for the long-running Courthouse/Professionalism and Holiday/Community Service grants. There are generally fewer applicants for the H&W and Diversity Grants, usually no more than 30. All of these grants are capped at \$500 per applicant. Not all are funded at the maximum. It is not uncommon for at least one or more of the applications to not be funded;

however, most of the affiliates apply for funds for their projects every year.

1) All applications must include details about the project to include:

2) A description/agenda of the program

3) Describes how the project serves its intended beneficiary

4) Funds may not be used on planning, meeting space, meeting planners, prizes or alcohol.

5) All grant applications must include a full budget for the program and how the grant will be used.

all applications are reviewed by the YLD awards committee and recommend award amounts based on the criteria above.

This grant money is awarded every year in conjunction with the Annual Affiliate Outreach Conference. Usually, there are approximately 35 grant applications considered. All are judged on their merit. Single awards amounts are usually capped at \$2500, but most are usually awarded at \$1500 or under.

Historical Information:

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Relevant Rule or Policy:

TFB Strategic Plan: Items 8, 11, 12 and 13

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From: john.dicks@akerman.com
To: [Miller, Thomas V](#)
Subject: Re: LBA Diversity and Inclusion Grants
Date: Wednesday, October 07, 2020 1:21:39 PM

Approved

Sent from my iPhone

On Oct 7, 2020, at 13:17, Miller, Thomas V <TMiller@floridabar.org> wrote:

Hey John,

There were some additions/subtractions to the original approval list for the local bar affiliate grants for diversity and inclusion. The revised list is below for your approval to issue the grants. Thanks.

Broward County Hispanic Bar Association	\$500.00	10360 W. State Road 84 Davie, FL 33324-4237
Caribbean Bar Association	\$500.00	P.O. Box 14513 Fort Lauderdale, FL 33302
Florida Association of Women Lawyers	\$500.00	PO Box 721264 Orlando, FL 32872
Fred G. Minnis	\$500.00	PO Box 514 Largo, FL 33779
Greater Orlando Asian American Bar Association/ Central Florida Association of Women Lawyers	\$1,000.00	PO Box 2069 Orlando, Florida 32802 (One check made out to GOABBA)
Haitian Law Association	\$500.00	28 West Flagler Street Suite 1000 Miami, FL 33130
HAWL	\$500.00	1228 E 7th Ave Ste 200

		Attn: Shaina Thorpe- HAWL Treasurer Tampa, FL 33605
HCBA YLD	\$500.00	1610 N. Tampa Street Tampa, FL 33602
JBA YLS	\$480.00	1 Independent Dr #120 Jacksonville, FL 32202
Jacksonville Women Lawyer's Association	\$500.00	50 North Laura Street Suite 1100 Jacksonville, FL 32202
Manatee County Bar Association	\$500.00	c/o Graceann Frederico, MCBA 1051 Manatee Ave. W. Bradenton, FL 34205
Miami-Dade FAWL	\$488.97	c/o Amber Kornreich 14 NE First Avenue, #1208, Miami, FL 33132
OCBA YLS	\$500.00	332 North Magnolia Avenue Orlando, FL 32801
Palm Beach County Justice Association	\$500.00	1615 Forum Place Suite 4D West Palm Beach, FL 33401
PAWL	\$500.00	225 N. Broadway Avenue Bartow, FL 33830
Sarasota County Bar Association	\$498.00	2803 Fruitville Road, Suite 240 Sarasota, FL 34237
St. Petersburg Bar Association YLS	\$500.00	PO Box 172 St. Petersburg, FL 33751-0172

Thomas Miller
Program Administrator
The Florida Bar
651 E. Jefferson Street
Tallahassee, FL 32399

(850) 561-5621
tmiller@floridabar.org
www.floridabar.org
www.flayld.org

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