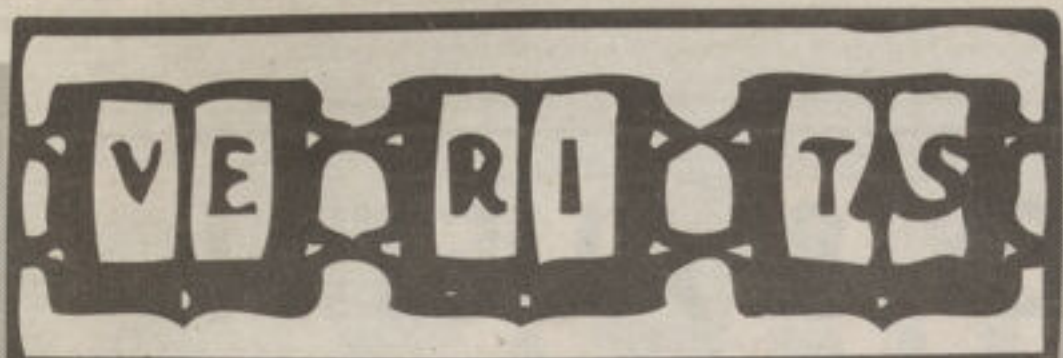




SPECIAL INSERT

Harvard Law RECORD

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on November 20 - 21

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Houston Fellowship Promotes Faculty Diversity at HLS

Harvard Law RECORD

Last year, Dean Robert C. Clark '72 announced the establishment of the Charles Hamilton Houston Fellowship to "attract candidates with genuine teaching potential who will bring underrepresented perspectives" to Harvard Law School. Named after HLS alumnus Charles Hamilton Houston LL.B. '22, S.J.D. '23, the Fellowship is designed to provide new channels of entry into law teaching for ethnic minorities.

The focus of the opportunities presented by the two year Fellowship centers around developing the fellow's skills in research and teaching. In addition to working closely with one or more members of the faculty in the preparation of a substantial piece of legal scholarship, Houston Fellows will participate in courses and seminars that explore aspects of legal theory and law teaching. Upon satisfactory completion of course, seminar and written work, the fellow will be awarded an LL.M. degree.

The Law School recently selected Michelle Anglade '92 as the recipient of the first Houston Fellowship. In commenting on her selection as the first recipient of the Fellowship, Anglade remarked that, "It's a great tradition to be a part of. It's exposing me to tremendous opportunities."

In addition to covering tuition expenses, each Houston Fellowship will provide the selected fellow with a stipend of at least \$25,000 per academic year. As the initial Houston Fellow, Anglade will spend the first year of her fully funded fellowship fulfilling the requirements for the LL.M. degree. During the second year, she will devote her time to researching issues pertaining to race, gender, hate crimes, and health care policy. Moreover, she will serve as a teaching assistant for Introduction to American Law and organize a colloquium on US Multiculturalism and the Law.

Anglade remarked that, "It's a great tradition to be a part of. It's exposing me to tremendous opportunities."

Though the first fellow is an HLS graduate, recent law school graduates from all schools are eligible for the Fellowship, especially lawyers currently teaching law, practicing in the public interest, government or private sectors, or those engaged in other law-related fields.

In expounding on the importance of the Fellowship, Alain Kodosi '89, founder and Executive Director of Harvard Alumni Placement, explains that it is "incredibly important to provide minority attorneys with Harvard's world of contacts. The program will allow them to pursue an



Charles Hamilton Houston '22

LL.M. at Harvard even though they haven't gotten their J.D. there, and allow them to develop a strong base of support that will help them if they teach at other schools."

Professors David Wilkins '81 and Charles Ogletree '78 are among those persons who helped organize the framework for the Fellowship over two years ago. During the intervening period, the Law School raised more than \$700,000 to fund the program. Kodosi, who contributed almost \$9,000 to the Fellowship, applauds Dean Clark's commitment to the project. He believes that the Fellowship "will benefit the whole legal community. Harvard is a leader, and this should encourage other institutions and corporations to make similar commitments."

The career of Charles Hamilton Houston, the distinguished African-

American lawyer and teacher for whom this fellowship is named, epitomizes the goals of the program. Houston received an LL.B. degree from Harvard Law School in 1922 and was the first member of his race to serve on the Harvard Law Review. With the aid provided by a Harvard Law School Langdell Scholarship for graduate study, Houston received the S.J.D. degree in 1923. In addition to many years in private practice and public service, Houston served for a half-dozen years as Howard University Law School Vice-Dean. As the first African-American General Counsel of the NAACP, he brought to his work both skill and commitment, proving that an African-American lawyer could represent and win major civil rights victories in the courts.



Michele Anglade '92, first recipient of the Charles Hamilton Houston Fellowship at HLS.

The RECORD is pleased to present the Campaign for Harvard Law School with a check in the amount of \$2300.00 to be contributed to the Fellowship on behalf of our generous supporters.

CONFERENCE SEEKS TO ENHANCE DIVERSITY

The New Paradigm: Professionalism, Leadership and Valuing Diversity

Harvard Law RECORD

Over 250 law firms, corporations, government agencies and law schools will converge on Harvard Law School this Friday and Saturday, November 20 and 21. They will send their managing partners, general counsels, academic deans, hiring attorneys and recruitment coordinators to attend a series of workshops, panels, and speakers on and around campus.

The occasion, the third annual Harvard Alumni Placement (HAP) Conference. This year's theme: *The New Paradigm: Professionalism, Leadership and Valuing Diversity*.

The two-day conference is designed to encourage members of the legal community to consider the challenges presented in hiring women and minorities. Like its predecessors, the conference will take an in-depth look at the issues facing women, minorities, the disabled, and their employers with regard to advancement and opportunity.

The conference was organized by Julie Anna Alvarez '88, chair of the Latino Committee of the HLS Alumni Association, and Alain Kodsi '89, Executive Director and Founder of HAP. Both Alvarez and Kodsi expect this year's conference to be as successful as those in the past.

"My experience as a panelist last year convinced me of the importance of the type of dialogue that takes place at a conference of this nature," Alvarez said. "The positive outcomes of the conference, not just for the people attending, but also for the constituents they represented so influenced me that I now pursue diversity consulting as a profession, and have decided to support the conference in a much broader capacity this year. This year's plans for the conference are even more ambitious, and I foresee that the influence will be even more far-reaching."

"What people take away from the conference enhances their work environments."

"This conference has traditionally attracted the most serious and committed individuals throughout the country," added Kodsi. "The fact that they are willing to take the time to share their perspectives and energy guarantees that it will continue to have a dramatic impact." The impact to which Kodsi refers resonates widely throughout the legal community.

For example, at last year's conference, the Honorable A. Leon Higginbotham, Jr., Senior Judge of the US Court of Appeals, Third Circuit, delivered a keynote address which he presented as an open letter to then newly appointed Supreme Court Justice Clarence Thomas. The speech served as an indictment of Thomas's conservative views,



HARVARD ALUMNI PLACEMENT

sacrificed to his benefit, and those who are less fortunate.

Higginbotham told Thomas that "some people are willing to let the whole ship sink, to let all the passengers drown, to get safely to shore. I trust that you are not one of them."

The speech received national media attention and was later published in the *Pennsylvania Law Review*.

As in the past, over 300 individuals have con-

ference, covering techniques for diversity management. Many participants of the conference view this as a serendipity because diversity management training is presently all the rage in corporate America.

Geoffrey Atkins, senior partner of Diversitas New York, thinks this conference offers a particularly well-suited venue at which to discuss diversity management.

"A conference such as this one provides a framework and foundation for organizations to examine the external issues of diversity and how they will affect both the workplace and the marketplace in the nineties and beyond."

"The issue of diversity in America is really the issue of total quality management and global competitiveness. If the United States is to compete effectively we must learn to synergize our diverse talents in order to create organizations that are not only effective and productive but also places where people *want* to work."

Many corporations have already hired diversity managers to advise them on how to improve relationships and communication channels between races and genders.

In concurrence with the conference, three other related events will take place. First, the FDIC has made a commitment to hire 50 minority or women attorneys. They will be sending numerous attorneys to interview any attorneys who express an interest in working with them.

Second, Roger Gordon, editor and publisher of the *California Minority Attorney Report* will launch the *Minority Law Journal*, a business and career development newsletter for minority attorneys and law firms.

"It's the first national multi-ethnic publication for the minority bar," said Gordon. "Our goal is to increase the dialogue across geographical, ethnic, gender and professional lines."

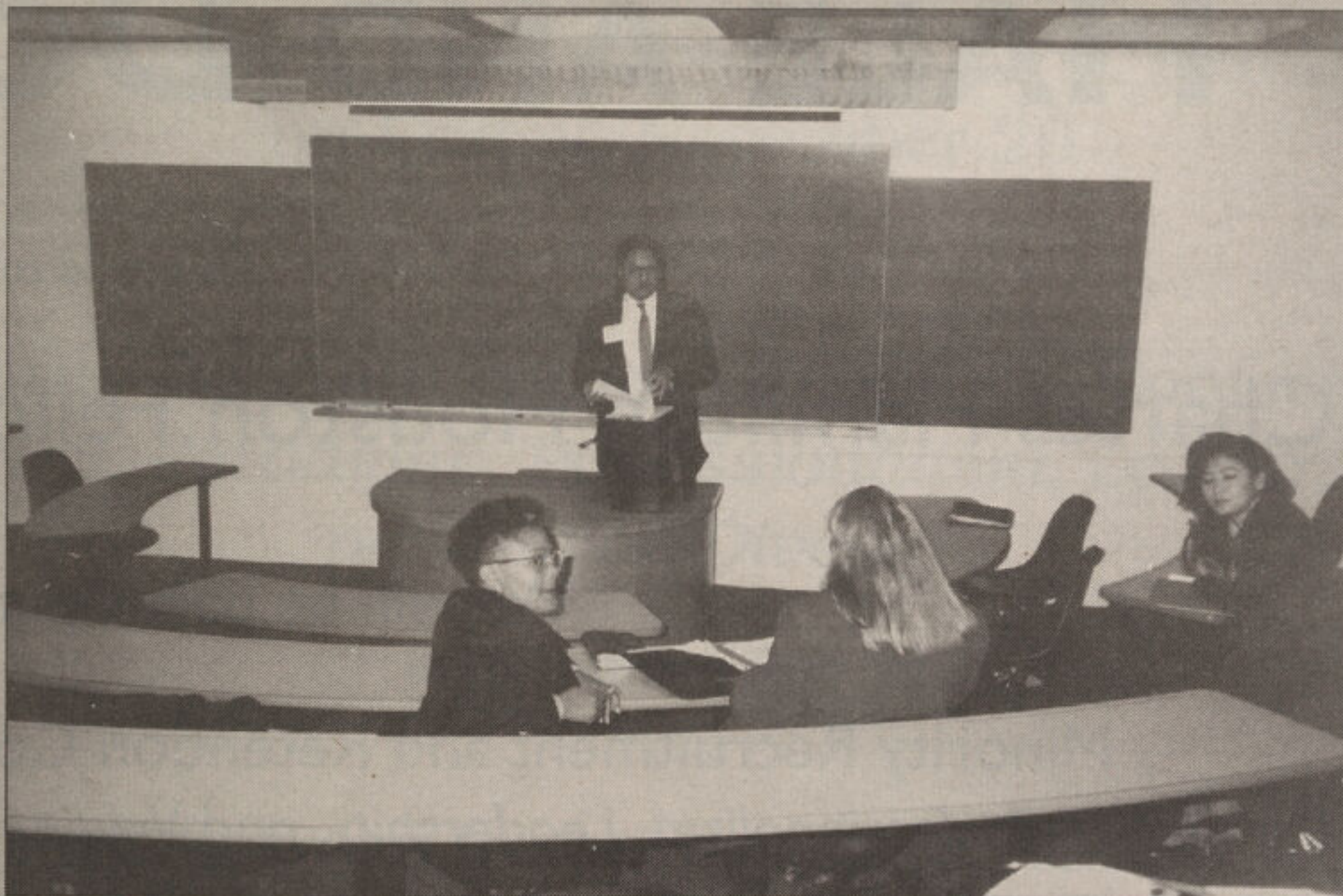
Third, Michael Stein '88, a tireless advocate for the rights of the disabled, is developing a National Disabled Bar Association.

Mr. Stein said that there is a definite need for the creation of his planned organization. "A clear example of the legal profession's unwillingness to recognize the disabled in the annual minority survey which lists

Latinos, blacks, women and other minorities, makes no mention of the disabled. A Disabled Bar Association will serve as a voice for a group of attorneys who remain otherwise invisible to the legal community"

He continued, "There are over 25 million disabled individuals in this country, representing ten percent of the United States. Yet in New York City, for example, less than one-tenth of one percent of all partners are disabled."

Harvard Alumni Placement, an independent affiliate of Harvard Law School, was formed by Kodsi in 1990.



firmed their attendance at this year's conference. Their presence will ensure that the conference will continue to be a major forum for discussing and dealing with the most difficult issues facing the work place.

This year's keynote speakers will be J. Michael McWilliams, President of the American Bar Association, Congressman Barney Frank '77, and Alfred J. T. Byrne, General Counsel of the Federal Deposit Insurance Corporation (FDIC).

In addition to the panels and presentations, Diversitas New York, Inc., a New York based diversity consulting firm, will be leading several interactive workshops during the course of the two-day

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We encourage first-year law students who may be interested in our practice to visit with us at the Minority Recruitment and Retention Conference on November 20 and 21. Applicants who are unable to do so are invited to send a resume to Linda L. Listrom, the Hiring Committee Chairman for our Chicago office.

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