

**Philadelphia Bar Association
Board of Governors Meeting
December 18, 2014**

The meeting was called to order at 4:09 p.m. by Chair Eric H. Weitz.

Upon consideration by the Board, the minutes of the November 20, 2014 meeting were unanimously approved.

The meeting moved to executive session at 4:10 p.m.

Upon returning from executive session, Treasurer Wesley R. Payne, IV presented the Financial Report for the period ending November 30, 2014. He reported that November 2014 was a good month financially for the Association, and the Association is doing well and over budget by approximately \$134,000. He noted that revenues are up largely due to the performance of Lawyer Referral and Information Service (“LRIS”) and special events such as the Bench Bar, which did exceed the allotted budget but generated significant revenue. Additionally, membership dues are slightly under budget by approximately \$81,000 but that will likely adjust over the course of the year. After consideration, the Treasurer’s Financial Report was unanimously accepted by the Board.

Chair Weitz introduced Chancellor’s Cabinet Addition – Diversity Chair Sophia Lee to present consideration of the Resolution to Adopt the Diversity and Inclusion Action Plan and the Individual Diversity and Inclusion Action Checklist. Initially, Lee thanked all those involved in the Resolution process including Chancellor’s Cabinet Addition – Special Advisor to the Chancellor and Diversity in the Profession Committee Chair Kevin V. Mincey, Director of Diversity Naomi McLaurin, the entire Cabinet, other Bar Leaders and the Staff of the Association.

The Action Plan and Individual Checklist follow the Resolution Enhancing Statement of Diversity and Inclusion Principals that was unanimously passed by the Board in September 2014. At that time, Lee explained that the Resolution will be followed by the Diversity in the Profession Committee issuing a diversity action plan which will set forth specific goals and objectives. Lee related that the proposed Action Plan sets forth goals, metrics and mechanisms on how to deal with diversity and inclusion issues, and will make the Association a leader on the issues of diversity and inclusion.

The proposed Plan asks Board Members to engage in diversity and inclusion focused activities on an annual basis, and accompanies a Checklist with suggested activities for improving diverse and inclusive behavior. The goal is that each Board Member will annually certify that they have engaged in a minimum of four activities on the Checklist or prepare an essay describing activities they have engaged in to foster and promote diverse and inclusive behavior.

Probate and Trust Section Representative Scott S. Small asked whether each division, section and committee of the Association will be required to develop their own checklist. Lee responded that each could create their own checklist that is consistent with the Plan and noted

that some sections already have a diversity action plan. In response to an inquiry by Board Member Lawrence S. Felzer, Lee confirmed that the Plan becomes effective in calendar year 2015.

Chancellor William P. Fedullo thanked Lee and Mincey, and commented that the items on the Checklist are easy to accomplish to boost diversity and inclusion. Chancellor-Elect Albert S. Dandridge, III remarked that the Action Plan and Checklist are “aspirational” and helpful to identify efforts that are regularly practiced anyway. Past Chair Marc J. Zucker commended Lee on the Resolution and wondered about any components that were not included, and Lee responded that a mandatory reporting requirement was considered and excluded.

Chair Weitz said the Cabinet conducted a special meeting to address the Resolution at which time they discussed in depth diversity and inclusion and the impact of the Plan and Checklist in an effort to make it as strong and meaningful as possible. He explained that the Checklist can be an effective tool to sensitize Board Members to positive diverse and inclusive behavior in order to promote that behavior, rather than simply require Members to complete a form certifying they have engaged in diverse and inclusive behavior. He explained that the Diversity Chair plans to report to the Board at the conclusion of each year about where the Association stands on some of the metrics for the Diversity and Inclusion Action Plans, at which time Board Members can discuss their personal experiences. Upon consideration by the Board, the Resolution was unanimously passed.

Weitz thanked Lee and Mincey for all of their hard work on this project, and noted that the Action Plan and Action Checklist self-accountability is what sets the Philadelphia Bar Association apart from other bar associations who may have simply issued a statement in support of diversity and inclusion, and it gives Association members another reason to be proud to be a part of the Philadelphia Bar Association.

Chair Weitz congratulated Chancellor Fedullo on an “incredible year,” and thanked him for sharing it with him. He also saluted the Association for the important work it accomplished during the year. He congratulated Executive Director Mark Tarasiewicz on a seamless first year with many changes successfully made but not felt. In addition, Chair Weitz thanked the entire Bar staff and gave a special thanks to Director of Public and Legal Services Charles Klitsch. Chair Weitz thanked the Officers and the Board for their tireless efforts which causes Philadelphia to have the leading Bar Association in the nation and makes him proud to be a member.

Chair Weitz thanked those Board Members from his class including Rachel E. Branson, Jennifer Segal Coatsworth, Ourania Papademetriou, James A. Rocco, III, and Kay Kyungsun Yu. Chair Weitz remarked that he was excited by the speech delivered by Chancellor-Elect Albert S. Dandridge, III, and he believes that the Association is going to have a great 2015 and a great future. Chair Weitz expressed his sincere thanks to Chancellor Fedullo and the Board for giving him this great opportunity to chair the Board during this wonderful year.

Chancellor Fedullo announced appointments to the Philadelphia VIP Board of Directors including Anthony J. Baratta, Matthew C. Jones, Anne E. Kozul, Theresa E. Loscalzo, Steven A. Shoumer, Honorable Sheila A. Woods-Skipper and Matthew P. Woodward. Upon consideration

by the Board, the appointments were unanimously passed. Additionally, Chancellor Fedullo announced the appointment of Maureen Farrell to the Bar Reporter Editorial Board. Further, Chancellor Fedullo moved for the appointment of Chancellor's Cabinet Addition – Projects and Programming Advisor Rochelle Fedullo and Barristers' Association Immediate Past President Amber Racine to the Philadelphia Lawyer Editorial Board. Upon consideration by the Board, the Motion was unanimously passed.

Chancellor Fedullo presented plaques to honor outgoing Board of Governors Members and Officers for their service to the Board and to the Association, including to Board Members Ourania Papademetriou and James A. Rocco, III, Edward F. Beitz, Chair of the Young Lawyers Division, Lee A. Schwartz, Representative, Family Law Section, Judy F. Berkman, Chair of the Real Property Section, Board Honorary Member John E. Savoth, Chancellor's Cabinet Addition – Projects and Programming Advisor Rochelle M. Fedullo, and Chair Eric H. Weitz.

Chancellor Fedullo applauded the speech delivered by Chancellor-Elect Albert S. Dandridge, III at the December 9, 2014 Annual Luncheon, and congratulated Dandridge, along with future chancellors Gaetan J. Alfano and Deborah R. Gross. The Chancellor reported that he participated in the naturalization ceremony with The Honorable Mitchell S. Goldberg of the U.S. District Court for the Eastern District of PA and Congressman Michael Fitzpatrick where he welcomed 88 new citizens from 42 different countries. He noted that Judge Goldberg was very thankful to the Board for giving him the opportunity to report to the Board on September 22, 2014 on the Court's Prisoner Civil Rights Panel, after which the number of attorney volunteers increased from 20 to over 50 for prisoner litigants, and the Judge congratulated the Board for their help with that effort. Chancellor Fedullo attended The Justinian Society of Philadelphia's annual holiday party on December 16, 2014, and he thanked the Society for their kind words. Chancellor Fedullo related his regrets for missing the Young Lawyers Division holiday party that same night, but congratulated Chair Edward F. Beitz and Chair-Elect Maria E. Bermudez on a wonderful year.

On December 11, 2014, Chancellor Fedullo attended the unveiling of a portrait of the Honorable Joseph O'Keefe in City Hall, which was well deserved since he has been a judge for the Philadelphia Court of Common Pleas since 1983 and was appointed Administrative Judge of the Orphans' Court of The First Judicial District in 2000. Following that day's Board meeting, Chancellor Fedullo planned to attend the Criminal Justice Section holiday event at the Wanamaker's Crystal Tea Room at which time they will be honoring Temple University Beasley School of Law Professor Edward D. Ohlbaum who passed in 2014, and, also that same evening, the State Civil Litigation Section at which time they will be honoring The Honorable Gerald A. McHugh, United States District Court. The Chancellor thanked those who attended the Chancellor's Forum earlier that week, "Champions of Negotiation," featuring the Honorable Judge Jack A. Panella of the Pennsylvania Superior Court, 1978-1985 Heavyweight Champion of the World Larry Holmes, and the Honorable Jacquelyn M. Frazier-Lyde of Philadelphia Municipal Court. The Chancellor extended his sympathies to Chancellor's Cabinet Addition – Pro Bono Chair Louis S. Rulli on the loss of his mother that week. The Chancellor announced that he made a contribution to Philadelphia VIP and the Philadelphia Bar Foundation in recognition of all their good work.

The Chancellor expressed his sincere thanks to the entire Bar Association Staff including and especially Executive Director Mark Tarasiewicz and Assistant Executive Director Paul Kazaras. He spoke of the many accomplishments of the Association that year, and said he knows that the upcoming Chancellors will continue to build on those accomplishments. He reminisced about many of the year's highlights including the 60th Anniversary film of *Brown v. Board of Education*, the changes to the Judicial Commission to include the "highly recommended" rating, his monthly meetings with Pennsylvania Supreme Court Chief Justice Ronald D. Castille and Philadelphia Court of Common Pleas President Judge Sheila A. Woods-Skipper, the Law Firm Laboratory programs, the various resolutions including the proposed Resolution Supporting Action on Climate Change, the World City Bar Leaders Conference, the Education Summit, and the Bench-Bar.

Chancellor Fedullo hoped he would be remembered for his efforts to help the Philadelphia School system. The Chancellor read a note he received from an 8th grader at the Dobson Elementary School, Jenna Griffin, following his visit to the school on their Leadership Day, November 21, 2014, stating: "Dear Mr. Fedullo: My classmates and I truly appreciate your visit to our school. You gave us so much advice on being a leader and I want to thank you for that. Before you and the others came I thought I was running for secretary to rule the school, but when you came, I thought as though I was truly important to you and to my school. I really appreciate your role in my community and helping me realize my role in my school. I will always remember you and your advice, and will carry your advice throughout my whole life. So I thank you for all that you have done, not only for me but also for my community. Love, Jenna."

Chancellor-Elect Albert S. Dandridge, III applauded Chancellor Fedullo on a "magical" year and a "wonderful, wonderful job." Along with the Board, he appreciates everything Chancellor Fedullo has done, and sends him thanks "with all our heart."

Former Chancellor Kathleen D. Wilkinson introduced Elise Detry who is the fourth French intern at Wilson Elser Moskowitz Edelman & Dicker LLP through the Lyon Bar relationship with the Philadelphia Bar Association. Board Member Lawrence S. Felzer announced the Barristers' Association of Philadelphia Dr. Martin Luther King, Jr. Annual Memorial Breakfast on January 19, 2015, at which time Treasurer Wesley R. Payne, IV will be honored.

Chair Weitz wished everyone a safe holiday season, and a healthy, prosperous and happy new year, and is looking forward to seeing everyone at the Bar Leaders Retreat on January 9 and 10, 2015.

There being no further business, the meeting was adjourned at 4:50 p.m.

Respectfully submitted,
Jacqueline G. Segal
Secretary

**Board of Governors
Attendance
December 18, 2014**

Voting Members

Present:

William Fedullo
Albert Dandridge
Gaetan Alfano
Jacqueline Segal
Wesley Payne
Mary Platt
A. Michael Snyder
Eric Weitz
Brad Shuttleworth
Jennifer Coatsworth
Ourania Papademetriou
James Rocco

Natalie Klyashtorny
Rahat Babar
Lawrence Felzer
Lauren McKenna
Erin Siciliano
Kathleen Wilkinson
Marc Zucker
Edward Beitz
Lee Schwartz
Scott Small
Judy Berkman

Absent:

Rachel Branson
Kay Yu
Rachel Gallegos
Rachel Kopp
Emily Marks
Dawn Tancredi
Peter Newman

Jeremy Menkowitz
Maria Bermudez
Michael Ecker
James Funt
Amara Chaudhry-Kravitz
Jeffrey Dashevsky
Howard Goldberg
Lauri Kavulich

Non-Voting Members

Present:

Mark Tarasiewicz
Lawrence Beaser
John Savoth
Sophia Lee

Rochelle Fedullo
Kevin Mincey
Deborah Gross
Judy Stouffer

Absent:

Michael Hayes
Abraham Reich
M. Kelly Tillery
Heather Austin

Hilda Thompson
Richard Alonso
Cheryl Disch
Louis Rulli

