



Diversity Matters

IN THIS ISSUE

Ringling in the Holidays With
Minority 1L's 1
Diane Sumoski

Microfinance Bridges the
Gap 2
Monica Latin

Tools for Success 3
Kelli Hinson

Carrington Coleman Hosts
JIOP Orientation. 3
Ann Marie Arcadi

SPORTS FEATURE:

The Family That Plays
Together Stays Together . . . 4
Martha Wilson

Ringling in the Holidays With Minority 1L's

by Diane Sumoski - CCSB Attorney

The firm welcomed 1L minority students back to Dallas from their first semester of law school (and first bout with law school exams) by holding a reception in the Gallery on December 19 for all who could come. We sent invitations to minority organizations in law schools across the country, and indeed, students from schools representing a wide geography joined us - from Tulane, to University of Chicago, to Boston College, as well as Texas and Oklahoma based law schools.

Tom Perkins, the Dallas City Attorney, attended and spoke to the students about government service and the Dallas City Attorney's office in particular. We were pleased to have the head lawyer for one of our valued clients - the City of Dallas - come to our reception and mingle so comfortably with these students.

Rebecca Garza Greenan, the Director of Public Service at SMU Dedman School of Law, also came to speak to the students, encouraging them to embrace their diversity and contribute their talents to the Dallas legal community when they complete law school. Rebecca is a long-time advocate of diversity and pro bono legal service, and her comments were all the more compelling given that they were grounded in personal experience.

We had a wonderful time meeting and chatting with this truly diverse group of future lawyers. We think they appreciated the opportunity to relax a bit after (and for some - during!) their final exams with lawyers who obviously survived that harrowing process. And we benefited by hearing their perspectives, hopes, and dreams for their bright futures.

Thank you to everyone who made this event a success - the lawyers who attended; Andrea Glover, Martha Wilson, Stephanie Chambers, and Maria Castillo for making it happen; and Cynthia Coleman and Kim Gonzalez for greeting the students and directing them to our offices. Special thanks to Rachel Mascorro for creating a party CD for the occasion - even if the buzz of conversation drowned it out on occasion. The mark of a good party! All in all, this was another great CCSB team effort - to promote diversity in the Dallas legal profession.

Diane Sumoski



Microfinance Bridges the Gap

by Monica Latin - CCSB Attorney

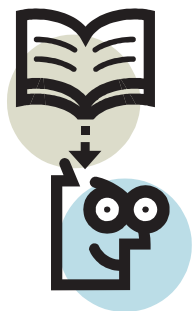
For more than 30 years, the concept of microfinance has helped millions of families in Asia and Africa emerge from extreme poverty simply by providing access to credit. The concept is remarkably simple: small loans - often as little as \$50 - permit a person in poverty to fund a small business. In 2006, the concept's founder received the Nobel Peace Prize.

CCSB client Lucy Billingsley learned about the concept a few years ago, and founded a Dallas-based charity to fund the expansion of microcredit programs in Mexico. Called The Chiapas Project, the organization has already raised nearly \$3 million and has expanded its reach to programs throughout Latin America. Remarkably, these programs average an incredible 98% rate of return payment. Tens of thousands of families have been given the opportunity to permanently escape the staggering poverty of living on less than \$1 or \$2 per day, and to avoid the necessity of family members leaving home to seek work in the United States and Canada.

With the firm's support, I have been fortunate to serve on the board of directors since The Chiapas Project's inception and was honored to serve as the Chair in 2006. The Dallas business community has embraced the mission of applying a business solution to the seemingly impossible conundrum that is poverty. It is a compelling notion that a mere \$100 loan to a family in rural Mexico or Honduras is sufficient to start that family down the path to self-sufficiency. CCSB has pledged its financial support and is proud to participate in this international and multicultural effort. The world is a very small place indeed.

“For more than 30 years, the concept of microfinance has helped millions of families in Asia and Africa emerge from extreme poverty simply by providing access to credit.”





Tools for Success

by Kelli Hinson - CCSB Attorney

Need more information about diversity in the workplace? Or about how to transform your "differences" into "strengths"? You can find it all in the CCSB Diversity Library. While our library collection is still in its "growth" phase, we already have several titles available for anyone seeking information on diversity and related topics. In addition to past issues of our wonderful Diversity Matters newsletters, you can find materials from various diversity conferences, and books like:

Dear Sisters, Dear Daughters

The Woman Advocate

Managing Generation X

You Just Don't Understand - Women and Men in Conversation

Nice Girls Don't Get the Corner Office

Building on the Promise of Diversity

Pitch Like a Girl

Race, Gender and Rhetoric

The Lawyer's Guide to Balancing Life and Work

Women-at-Law

Women Rainmakers, Best Marketing Tips

So stop by the casual reading area in the library and see if there is anything that interests you. Also, if you know of a good addition for our collection, please let me or Sue know.

Carrington Coleman Hosts JIOP Orientation

by Ann Marie Arcadi - CCSB Attorney

The firm hosted the Judicial Intern Opportunity Program ("JIOP") orientation for Dallas interns on June 25, 2007, followed by a reception in the Gallery. The orientation program was well attended, and included presentations by several Dallas attorneys on topics including *Diversity Recruitment and Opportunities in Large Law Firms*, *Opportunities for Minority Lawyers in Dallas and Beyond*, and *Building a Successful Law Practice*. Our own David Anderson spoke to the interns at the orientation program on *The Benefits of Bar Association and Community Involvement*. The Honorable Barbara M. G. Lynn and her then law clerks were also featured speakers at the orientation program. Many other Dallas attorneys and judges joined the interns and speakers at the reception. Overall, it was a very successful event that the firm was honored to sponsor.

The JIOP program placed 167 students in judicial internships during the summer of 2007, including 37 students in Texas (8 here in Dallas). The Dallas judges participating in the program included Judge Mark Greenberg, Judge Martin Lowy, Judge Barbara M. G. Lynn, Judge Lorraine Raggio, Judge Irma Ramirez, Judge Paul Stickney, and Judge Emily Tobolowsky.

Carrington Coleman will continue to financially support JIOP in 2008. The Diversity Committee of the firm is also planning to host a fundraising reception in February 2008 in an effort to raise additional funds from Dallas lawyers and law firms to increase support of the program.

JIOP is a program of the American Bar Association, Section of Litigation, that places minority and financially disadvantaged law students in internships with federal and state judges for a minimum of six weeks and provides an award of \$1500 to each student.



SPORTS FEATURE

Members of the Carrington Coleman Diversity Committee

Diane Sumoski, Chair
Ann Marie Arcadi
Marcus Brown
Tod Edel
Kelli Hinson
Angelina LaPenotiere
Ricardo Rochetti
Chris Scanlan
Jennifer Wang

"Ex Officio" Members

Bill Bourland
Andrea Glover

"Playing soccer is something I can't even remember the beginning of . . . like walking, talking and reading. It has always been a part of my life."

The Family That Plays Together Stays Together

by Martha Wilson - CCSB Recruiting Assistant

Every Friday night my family gets together. There is a lot of running, kicking and occasionally some trash talking involved. No, no, we aren't trying to be on an episode of Cops, we play indoor soccer.

My mom immigrated to the United States in late 60's from Costa Rica. My parents met because my father spoke Spanish and helped my mom, who spoke very little English at the time, in a drugstore here in Dallas. My father embraced my mother's culture, especially soccer. My uncle, once a semi-pro player in Costa Rica, spent a lot of time teaching my dad the game. My mother and aunt were not raised playing soccer competitively but my father had other plans for his daughters. Playing soccer is something I can't even remember the beginning of... like walking, talking and reading. It has always been a part of my life.



After all the moving away - for school, for relationships, and to "find ourselves" - my sister, my cousins and I have found ourselves back in Dallas, together once again. I don't really know how we came to form a team - perhaps after a rousing impromptu game at a family gathering.

Although it is the younger generation that takes the field, be assured that we are well supported by our moms and dads. They bring their passion for soccer to every game. Each one of our games is to them the 2006 World Cup Final, in the last minutes of overtime, and Zidane just head-butted Materazzi. Unfortunately, we are usually like the French team and do not win. Like my mother says, "at least you are doing something you love and have your family around you."

Soccer is much more than a sport to my family these days. We have taken a part of our culture and made it much more personal. We look forward to getting together each week. It's a good reason to see each other and catch up. It's a chance for us to be a family for a purpose, or a more fitting way to put it, for a goal.