



BUSINESS LAW SECTION
OF THE FLORIDA BAR

INCLUSION MENTORING FELLOWSHIPS COMMITTEE

WINTER MEETING (IN PERSON)

(Joint Meeting with Membership)

JANUARY 17TH, 2024, FROM 3:00 P.M.-4:00 P.M.
Grouper, Renaissance Orlando at SeaWorld

1. **Call to Order**
2. **Introduction of current Leadership Team**
 - i. Chair: Kelly Roberts
 - ii. Vice Chair: Katherine Van de Bogart
 - iii. Second Vice Chair: April Martindale
 - iv. Judiciary chairs: Hon. Lori Vaughan, and Hon. Virginia Norton
3. **Welcome Fellows, Fellow Alumni, and Mentors in Attendance**
4. **Approval of Meeting Minutes from September (Labor Day Retreat Meeting-See attached Exhibit A).**
5. **Chair Report**
 - a. IMF Playbook
 - i. The Committees have each been charged to put together a “playbook” or committee-specific handbook in time for next year. IMF leadership will be working to get a draft together with past chairs of IMF for January to allow for it to be finalized for the next turn in leadership in June and the Bootcamp. The Bootcamp was a Zoom seminar that was held in August 2023 that discussed Section, executive leadership roles, and standing and substantive Committees. This Bootcamp is to be held annually going forward. Video of the Boot Camp: <https://flabizlaw.org/news/bls-bootcamp-video-is-now-available/>
 - ii. Update: Draft of the IMF Handbook has been prepared and is being circulated for review shortly with the goal of finalizing by the June Annual Meeting. See **Exhibit D** for the latest draft (without appendices).
 - b. CLE Diversity Policy
 - i. Diversity Equity and Inclusion sub-committee and CLE sub-committee need to work together to compile a list of the current scheduled CLE’s for each Substantive Committee and the speakers/panelists by either reaching out to each Substantive Committee’s Chair or the applicable liaisons, then review compliance with policy. Offer assistance, if not.

- ii. Katherine Van de Bogart has reached out to each committee chair to inquire about CLE's scheduled and will provide information on the responses she received.
- c. Restructuring of IMF Diversity Equity and Inclusion Committee
 - i. Vote to restructure the Diversity Equity and Inclusion Sub-committee from only monitoring BLS's CLE programming to ensure that BLS Entities conduct CLE programs in accordance with Diversity Equity and Inclusion CLE Policy and inform the Executive Council of the same to this task and to assist IMF with the IMF Vice Chair as lead to expand its purpose to include the below:
 - 1. BLS Diversity Committee Strategic Plan updates;
 - 2. Work with the CLE Subcommittee to monitor Section compliance with the adopted Diversity Equity and Inclusion CLE Policy;
 - 3. Perform a long-range planning role for IMF and provide continuity;
 - 4. Assist in the selection of the incoming fellows from the applications received; and
 - 5. Assist Fellows with consideration for leadership roles in committees, tasks forces, or study groups of interest.
- d. IMF Sub-Committees Updates
 - i. Communication & Marketing Committee
 - 1. Co-Chairs: Lauren Stricker, Tyler Brand Stall
 - 2. Vice Chairs: Matthew Akiba and Valerie David
 - 3. See **Exhibit E** for Report.
 - ii. Networking Committee
 - 1. Co-Chairs: Adam Gilbert and Jake Isenberg.
 - 2. Vice Chairs: Zachary Needell, Elizabeth Brusa
 - 3. Past Events/Accomplished:
 - 4. In progress: Looking to gather Fellows for drinks after the Judicial Liaison Dinner, please reach out to Adam Gilbert agilbert@underwoodmurray.com if interested in joining.
 - 5. Future plans/goals:
 - a. Attempting to organize one local event per quarter.
 - b. Adam Gilbert to reach out to Michael Dunn at the BBASDFL
 - c. Joey to reach out to Brian Barakat.
 - d. Will organize Thursday night get-together for the Annual Convention Meeting with new, current, and alumni Fellows.
 - iii. CLE Committee
 - 1. Co-Chairs: Chemere Ellis and Katherine Van De Bogart
 - 2. Vice Chair: Alejandra M. Iglesia, Elizabeth Brusa
 - 3. Collecting and analyzing a list of the current scheduled CLE's for each Substantive Committee and the speakers/panelists by either reaching out to each Substantive

Committee's Chair or the applicable liaisons, then review compliance with policy and their compliance with Diversity Equity and Inclusion CLE Policy.

iv. Diversity Equity and Inclusion Committee

1. Chair: Current IMF Vice Chair
2. Current Members:
 - a. Mariane Dorris,
 - b. Jacob Isenberg,
 - b. Chemere Ellis,
 - c. Adam Gilbert,
 - d. Tara Trevorrow.
3. Goal: The current Diversity Committee Strategic Plan (the "Plan") was created and implemented in January 2011. The sub-committee is tasked with updating the Plan. Our goal is to have a draft ready to present and review for the June 2024 Florida Bar meeting. Certain parts of the Plan have been completed so the sub-committee members will need to meet over the next year to edit and revise the Plan to make it up to date. The members also need to remove information that is not pertinent or no longer necessary and add new information to reflect the current practices and goals of IMF.
4. Update: Draft of the revised Plan is being circulated to Diversity Equity and Inclusion Sub-Committee for review and comment. See attached **Exhibit C** for the latest draft.

v. IMF Mentor/Mentee Program

1. Co-Chairs: Marisol Cruz, April Martindale
2. Vice Co-Chairs: Nader Amer and Kayla Heckman
3. Past Events/Meetings/Accomplished:
4. Pending/In Progress: Working on revising Mentor-Mentee Handbook and pledges to conform to working with the Florida Bar's program.
5. Future Plans/Goals:

vi. Substantive Committee Liaisons

vii. Current Liaisons:

1. Business Litigation: Katherine Van de Bogart/ Alejandra Iglesia
2. Bankruptcy/UCC: Adam Gilbert
3. Computer and Technology: Alejandra Iglesia
4. Corporations/Securities and Financial Services: Chemere Ellis
5. Intellectual Property: Jennifer Shiner/Jim Matulis
6. Blockchain: Michael Dunn

viii. News/opportunities from substantive committees.

6. Other Matters for Discussion/Good Order/New or Unfinished Business

- a. BIAS ELIMINATION CLE RULING (Mariane Dorris): Florida Supreme Court, on its own motion, amended the current CLE rule to remove “bias elimination” from that previous rule requiring “[a]t least 5 of the 33 credit hours must be in approved legal ethics, professionalism, bias elimination, substance abuse, or mental health and wellness programs.” See attached New Business Item Attachment provided by Mariane Dorris. See attached **Exhibit B** for summary.
- b. GENDER IDENTITY EMPLOYMENT PRACTICES – HB 0599 by Rep. Chamberlin, Gender Identity Employment Practices; Specifies employment policy of state relating to person's sex; prohibits employees & contractors of certain employers from being required to use, from providing, & from being asked to provide certain titles & pronouns; prohibits employees & contractors from being penalized or subjected to certain actions for not providing certain titles & pronouns; prohibits adverse personnel action on basis of deeply held religious or biology-based beliefs; provides administrative & civil remedies; provides that it is unlawful employment practice for nonprofit organization to require certain training, instruction, or activity. See attached **Exhibit B** for a copy of the bill as filed.
- c. UPCOMING MEETINGS:
 - i. Annual Florida Bar Convention – June 19–22, 2024, Signia by Hilton Orlando, Bonnet Creek & Waldorf Astoria, Orlando, FL
 - ii. Labor Day Retreat- August 30th -September 2nd, 2024, Ritz Carlton, Naples, FL

7. Adjourn