



LEGACY IN LEADERSHIP

GARDEN STATE BAR ASSOCIATION

We owe the existence of this organization to the vision of our founders and incorporators. Because of their foresight, the Garden State Bar Association remains a voice for African American people in New Jersey

**THOMAS R. ASHLEY - ROBERT BRENNAN - WILLIAM "BILL" EWING - ELDRIDGE
HAWKINS - ISAAC G. MCNATT - RITA MURPHY
RONALD OWENS - ROBERT PICKETT
RENEE JONES WEEKS - TIMOTHY WEEKS - JUNIUS W. WILLIAMS**

Necessary Beginnings: Our Founding

1962- "The Barristers"--an informally formed group of African American attorneys formed to address how to project a positive image of the African American attorney in the community, as well as expanding and building their practices. The group expanded and functioned until 1967

Late 1960s- The Concerned Legal Associates, another organization of African-American attorneys and law students, were born out of the Newark riots. They continued the work of the Barristers. The CLA's founding coincided with the formation of the ABLIS at RUSLN. The CLA shifted its focus on such legal issues as the hiring of minority faculty in the law schools, participation in community legal services, and the examination of the bar passage rate for Black graduates in the early 70's.

1975- CLA changed its name to the Garden State Bar Association to reflect a growing statewide constituency.

Over the years, the GSBA has been led by a group of 31 visionary leaders.

ISAAC MCNATT- OUR FIRST PRESIDENT



- Born in N.C. in 1916
- Served in U.S. Navy in WWII
- Attended Hampton Institute and St. John's Law School
- Moved from Harlem to Teaneck in 1960
- Became the first African American elected to the Teaneck City Council in 1966
- Joined with others to create the Concerned Legal Associates (the precursor to the GSBA)
- Served as CLA's First President
- Served as Teaneck Deputy Mayor from 1970-74
- 1982- Appointed by Gov. Byrne to serve as a Judge in the Worker's Compensation Court
- Died at the age of 92 in January 2009

PAST PRESIDENT OVERVIEW

William "Bill" Ewing



Golden E. Johnson



Robert Pickett



Clarence Barry-Austin



PAST PRESIDENT OVERVIEW

▶ Andrew Manns

▶ Marvin Braker

Karol Corbin Walker



▶ Hon. Denise Cobham,
J.S.C. (ret.)

▶ Louis Greenleaf

Hon. F. Michael Giles, J.S.C. (ret.)



Hon. Siobhan Teare, J.S.C.



PAST PRESIDENT OVERVIEW

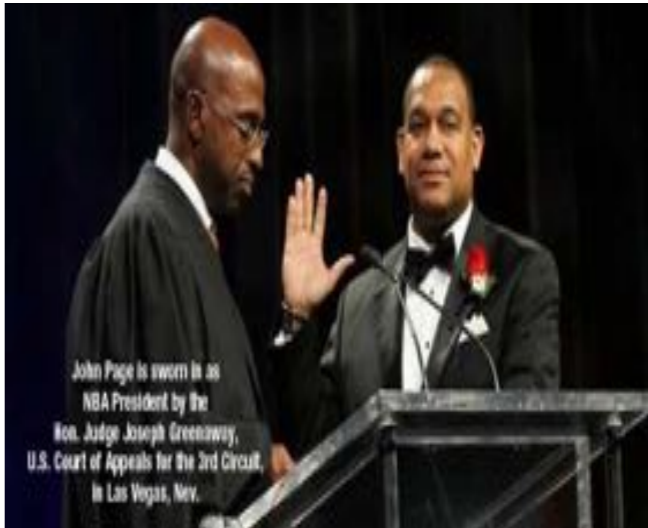
Connie Bentley McGhee



Hon. Caridad Rigo, A.L.J. (ret.)



John Page, Past President of Nat'l Bar Ass'n



Ronald Thompson



Regina Waynes Joseph



Brian Freeman



PAST PRESIDENTS OVERVIEW

Stephen D. Brown



Pamela Miller



Edna Baugh



Michael Rambert



Geraldine Reed Brown



Hon. Greta Gooden-Brown, J.A.D.



PAST PRESIDENTS OVERVIEW

Gwendolyn Williams



Thom Jackson



Lori Caughman



Fruqan Mouzon



Steve Hockaday



John Kahn

PAST PRESIDENTS OVERVIEW

Notwithstanding their commitment to the GSBA, our Past Presidents have led distinguished careers:

- ▶ **Several private practitioners,**
- ▶ **At least 10 were judges**
- ▶ **Leaders in Municipal Government**
- ▶ **First African American woman municipal judge in Newark**
- ▶ **First African American President of the New Jersey State Bar Association**
- ▶ **First African American woman to attain partner status at any major New Jersey law firm**
- ▶ **3 are CEOs**
- ▶ **3 In-House Attorneys, including a Chief Legal Officer of a Fortune 500 Company**
- ▶ **a National Bar Association President**
- ▶ **2 Major Law Firm partners**
- ▶ **(and we recently added our current President to the list of law firm partners)**
- ▶ **one prominent radio personality**

Middlesex County Ethics Comm. v. Garden State Bar Ass'n, 457 U.S. 423 (1982)

Chesimard Trial Figure Sues Middlesex Bar Association Unit

TRENTON (AP) — Lennox Hinds, the controversial lawyer who reportedly termed the 1977 trial of Joanne Chesimard a "travesty" and a "legalized lynching," filed suit yesterday against the Middlesex County Bar Association's ethics committee.

The suit, filed in federal district court in Trenton, asks the court to block the committee from taking disciplinary action against Hinds, who also is director of the National Conference of Black Lawyers.

Spokesmen for Hinds branded the ethics committee action as "racist" and said "a lawyer is constitutionally entitled to say anything he wants about a judge."

According to the legal complaint, the committee has charged Hinds with unethical behavior for remarks he made at a press conference in January during the selection of a jury in Joanne Chesimard's trial.

Hinds reportedly called the trial before Superior Court Judge Theodore Appleby a "travesty" and said "we began to have fears that what we are seeing is a legalized lynching." He also reportedly charged Appleby with creating a "kangaroo court" by asking prospective jurors "self-serving" questions.

Joanne Chesimard, the so-called "soul of the Black Liberation Army," was convicted of murdering a New Jersey state trooper in a May 1973 shootout on the New Jersey Turnpike.

The Middlesex ethics committee has accused Hinds of violating disciplinary rules adopted by the state Supreme Court that prohibit a lawyer from making statements to the press that might prevent a fair trial.

Named with Hinds as plaintiffs in the suit are the Garden State Bar Association and the New Jersey Association of Black Women Lawyers, both predominantly black organizations.

The suit says Hinds was not associated with Joanne Chesimard's defense, but as director of the National Council of Black

Lawyers he was concerned with "the many aspects of racism in the prosecution, trial and incarceration" of the woman.

Newark attorney Morton Stavis of the Center for Constitutional Rights said lawyers have a constitutional right to criticize judges.

"You don't see the Essex County Bar Association going after Jonathan Goldstein," he said referring to the former U.S. attorney who publicly criticized Judge H. Curtis Meador for reducing the sentences of four men convicted of bribery.

State DOT Promises Some Work at Circle

EATONTOWN — A state Department of Transportation engineering chief promised local officials yesterday that minor steps will be taken soon to relieve some traffic congestion at the Eatontown Circle.

But the same official did not offer any promises for long range solutions such as major construction at the traffic-clogged circle.

Frank Parker, chief engineer for design, said state traffic engineers will soon inspect

During the nearly two-hour session, Councilman Joseph Largey described the circle as the "number 1 motorized menace" in the county.

Largey, who is chairman of the borough's Traffic Advisory Committee, said the problem at the circle is of a traffic nature and not a safety matter.

"I'm not here to complain about an overwhelming traffic accident problem," he

THE EARLY YEARS- THE LENNOX HINDS MATTER

- ▶ Lennox Hinds, Director of the National Conference of Black Lawyers, represented Assata Shakur in a litigation concerning her prison conditions
- ▶ Parallel criminal trial for murder
- ▶ Hinds made statements in news about the racial insensitivity of the judge, and referred to the trial as a "legalized lynching" and a "kangaroo court"
- ▶ Middlesex County Ethics Committee brought a disciplinary action against Hinds
- ▶ Hinds did not answer the complaint and instead was joined by GSBA in suing the Committee for violating his first amendment rights
- ▶ Interestingly, no ethics complaint was filed against the former U.S. Attorney Robert Goldstein for publicly criticizing a judge for reducing the sentence of defendants convicted of bribery
- ▶ Case went up to the Supreme Court of the United States
- ▶ Dismissed on the abstention doctrine
- ▶ NJ Supreme Court dismissed the complaint against Hinds

**ISSUES THAT WE
HAVE FACED
OVER THE YEARS**

DIVERSITY IN THE BAR AND THE BENCH

Since GSBA's inception in the 1960s, our leadership recognized the scarcity of black judges in the State as one of the most pressing issues to address.

1991: Under the leadership of Karol Corbin Walker, the GSBA continued to fight for representation on the courts.



1993: The GSBA continued to echo these sentiments:

Lawyers' groups criticize Florio nominations

The Associated Press

TRENTON, N.J. — Lawyers groups representing black and Asian attorneys in New Jersey are criticizing Gov. Florio because his latest group of judicial nominees includes few minorities.

Florio earlier was touting his Dec. 21 that he nominated 16 women, two of them black, for state court judgeships on Dec. 21.

But the Asian Pacific American Lawyers' Association of New Jersey and the Garden State Bar Association, which represents New Jersey's black lawyers, say they're unhappy Florio's nominations show little diversity. The Asbury Park Press reported yesterday.

"These nominations fail to be representative of members of our respective bar associations and unequivocally perpetuates the pre-

sent under-representation of African-Americans on the Superior Court bench," presidents of the two groups wrote in a March 9 letter to the governor.

"Moreover, these recent nominations do not even begin to address the under-representation of Asian Pacific American lawyers on the Superior Court bench," the letter continues.

Florio's office maintains the Democratic governor has tried to ensure that his judicial nomina-

tions reflect the diversity of New Jersey, where one in seven residents is black and another 3.5 percent are Asian Pacific.

"He is sensitive to those concerns, and working very hard to meet them," Florio spokesman Jon Shure told the newspaper.

Of the 16 women recently nominated, two blacks and one white were tapped for Administrative Law judgeships. The other 13 picks, all white women, were for Superior Court posts.

All 16 are pending state Senate confirmation, which would raise to 62 the number of women on the Superior Court bench. Florio nominated 28 of them, almost half.

Dennis J. Ng, president of the Asian lawyers' association, said he met with Florio staff twice in the last year, and was assured that

having minorities on the bench was important to Florio.

"I'm very disappointed," Ng said Wednesday.

Of New Jersey's 367 Superior Court judges, 16, or one in 21, are black. Another 10 are Hispanic. One new judge, Superior Court Judge Randolph M. Subryan in Passaic County, is of Asian Indian descent.

There are no Asian Pacific American judges, and Ng said 15 would have to be appointed to reflect New Jersey's racial makeup.

There are no black judges in 11 counties with urban centers: Bergen, Burlington, Cape May, Cumberland, Hunterdon, Morris, Ocean, Salem, Somerset, Sussex and Warren, and some other counties have only one black judge.



FLORIO:
*Says he wants
diverse courts*

DIVERSITY IN THE BAR AND THE BENCH

In 2002, President Regina Waynes Joseph and representatives of the GSBA met with three of the Governor James McGreevy's top staffers. President Regina Waynes Joseph brought two stacks of resumes for judiciary and executive-branch positions. Joseph termed the response from McGreevey's staffers as "gracious" and said they promised "we will see the difference." She said she has an ongoing request to meet with McGreevey. On the other hand, Pedro J. Jimenez Jr., president-elect of the Hispanic Bar Association of New Jersey, reportedly was less critical. "At least we got two. We can't be ungrateful. He made an effort," Jimenez said."

“The judiciary should be reflective of the citizens of the state of New Jersey over whom the judiciary provides justice. In the main, African-Americans and Latinos cannot walk into a courtroom in the state of New Jersey and find there are people there sitting in judgment who look like them.”

Regina Waynes Joseph

DIVERSITY IN THE BAR AND THE BENCH

2003: President Brian Freeman met with McGreevy reps, and took another stack of 25 resumes of qualified African American candidates for judgeships and appointed posts. He described himself as "disappointed" with McGreevy's first year record on judicial appointments. He is quoted as saying "I don't see how you could look at it in any other way."

While much progress has been made in diversifying the bench, over the past 40 plus years, every GSBA President have been forced to confront this issue.

DIVERSITY OF THE BAR AND THE BENCH

Our efforts included diversifying court clerks as well:

2003- The New Jersey Supreme Court, which has heralded its efforts to bring more diversity to the judiciary, this year didn't set an example of its own, as the justices hired 22 law clerks and only one is a minority. Brian C. Freeman, president of the Garden State Bar Association, called the situation "disturbing" and noted one of that organization's goals is to expand opportunities for blacks and other minorities, including obtaining law clerk positions, particularly at the Supreme Court. He said the high court is not the only concern. "It's shameful that there is only one African-American law clerk in the Appellate Division. It's another example of the lack of diversity in the judiciary generally." Of the 50 clerks in the appeals courts, one is black, four Hispanic and six Asian-American.

In 2004, 115 of 477 law clerks in the court system are members of minority groups; last year, 2003 was 115 of 479. Women constitute 75, or 65.2 percent, of those 115 minority clerks. This term's new law clerks include 37, or 7.8 percent, who are black. That exceeds the 7.1 percent graduation rate of blacks from New Jersey's three law schools in 2002, but falls short of last year's total of 42, or 8.8 percent, of law clerks. Given those statistics, "the overall picture is not much better than before," said Brian C. Freeman of Jersey City, past president of the **Garden State Bar Association**. Unless there is progress "in total," improvements at the Supreme Court and Appellate Division levels may be "window dressing," he cautioned.

GSBA FIGHTS FOR MINORITY JUDGES

2005 Article on Statewide Report Card on Superior Court Judges- "As in surveys in 1993 and 1999, the Law Journal reports that women and minority judges "continue to receive disproportionately lower scores than do white males. Some of this may stem from bias among respondents, yet the numbers are across every category.' Pamela T. Miller -- president of the Garden State Bar Association, a professional association of 700 black attorneys -- said that finding "is problematic on a number of levels.'

She said her organization is in the process of getting an expert researcher to look at how the questions were drafted and examine how the results were tallied and analyzed. The results as presented, she said, could be skewed because of "cultural, racial, or gender bias.' "We'd like to know if the respondent has appeared before a judge a single time or more often,' Miller said.

GSBA LEADERS HAVE ALSO FOUGHT TO INCREASE THE REPRESENTATION OF AFRICAN AMERICAN ATTORNEYS IN GOVERNMENT PRACTICE

In 1988, Past President Andrew Manns confronted the Ocean and Monmouth County Prosecutors Offices' claims that there were no African Americans to hire in their offices:

Black lawyers around the state said the old bromide of "we can't find any" was shopworn and no longer valid.

"No one has ever contacted my office for possible referrals (for black lawyers)," said Andrew Manns, president of the Garden State Bar Association. "Black attorneys generally like to locate in urban areas, but they (Shore prosecutors) have to offer attractive compensation."

Manns, a Newark lawyer, said he doubted whether there was a serious commitment to hire Afro-Americans as assistant prosecutors in Ocean and Monmouth counties.

GSBA LEADERS HAVE ALSO FOUGHT TO INCREASE THE REPRESENTATION OF AFRICAN AMERICAN ATTORNEYS IN GOVERNMENT PRACTICE

Years later, President Ronald Thompson also sounded off on the issue:

Regardless of the spin the two public agencies put on their efforts to diversity their legal staff, which combined have more than 1,150 lawyers, the employment statistics for black lawyers in both agencies are troubling to Ronald Thompson of East Orange, president of the **Garden State Bar Association**.

He's particularly unhappy with the number at the AG's office.

"We think there is still a lot of work to be done," Thompson said. The AG's office "should reflect all of the constituents of this state," he said, adding that without diversity, problems such as racial profiling are less likely to be addressed effectively.

Representatives of the **Garden State Bar Association** met in March with First Assistant Attorney General Paul H. Zoubek regarding profiling. One of the matters they asked him about was the number of minorities in the AG's office.

Minority Lawyers

STORNEY GENERAL

Total DAGs	Blacks	Hispanics	Asians	American Indians
747	54	28	14	2

Minority Lawyers

PUBLIC DEFENDER

Total PDs	Blacks	Hispanics	Asians
410	52	23	4

DIVERSITY IN BIG LAW

The GSBA did not limit its efforts to simply diversifying the bench and government practice. In the early 2000s, it shifted its practice to diversifying big law firms.

In 2004, Pamela T. Miller, the new president of the Garden State Bar Association, the status quo needs a lot of fixing. She and others in the black lawyers organization are gearing to celebrate the group's 30th anniversary with a potential high-impact plan to rectify a number of situations long faced by attorneys and other New Jersey minorities. The three-pronged plan is aimed at increasing the number of black lawyers at high levels of corporations and law firms, expanding the number and prestige of black judges and changing the disparate impact of current drug laws on communities with large minority populations.

Those findings "substantiate what our organization observes, has documented and is committed to improving," said Pamela T. Miller, president of the **Garden State Bar Association**, the state's oldest and largest organization of black lawyers.

In fact, the study reported that minorities comprise less than one-tenth of lawyers at any level -- a significantly smaller representation than other professions.

Furthermore, minority entry into law has slowed considerably since a growth period from the 1980s to the mid-1990s, according to "Miles to Go: Progress of Minorities in the Legal Profession," issued by the ABA's Commission on Racial and Ethnic Diversity in the Profession.

SPEAKING OUT AGAINST RACIAL PROFILING

When the State Police were taken to task for racial profiling – an issue that the GSBA and the community-at-large recognized as a reality, the GSBA was on the front lines confronting the issue:

- ▶ 2001- Ronald Thompson, president of the Garden State Bar Association, said exercised his freedom when he testified in state Senate judiciary hearings on racial profiling. "I celebrated my freedom by putting on paper . . . and conveying my thoughts to people who are a very important part of our community," he said. Importantly, both he and President Regina Waynes Joseph testified before the state senate on this issue,
- ▶ President Siobahn Teare: "Right now, we are especially concerned with ending racial profiling and making sure minority set-aside programs are working," she added.
- ▶ 2002- AG's office decides to dismiss cases where racial profiling allegations were raised. Law enforcement community expressed outrage, claiming the decision would lead to "thugs" being released to the streets solely for political correctness:
 - ▶ President Regina Waynes replied that by taking that stance, the union leaders were refusing to recognize that racial profiling "is real, not imagined"- as then-Attorney General Peter Verniero admitted in 1999 - and missing the chance to move beyond it.

SPEAKING OUT AGAINST RACIAL PROFILING

Our voice on this issue over the years guaranteed us a seat at the table when in August 2006, Gov. Jon S. Corzine signed an Executive Order establishing an Advisory Committee on Police Standards to recommend whether New Jersey should terminate the 1999 consent decree concerning the practice of racial profiling by the New Jersey State Police. The 21-member panel, which included a representative from the GSBA, was charged with making recommendations to ensure racial profiling does not occur and is not tolerated if the consent decree is terminated. -President Michael Rambert

ELECTION PROTECTION

The GSBA pioneered election protection efforts. Election Protection was piloted in 2001, in Virginia and New Jersey, which held off-year gubernatorial elections in 2001. In both of these states, Election Protection educated and empowered African-American voters and solved problems that otherwise could have prevented citizens from voting. In both states, Election Protection carried out its activities in coalition with strategic partners, including the National Coalition on Black Civic Participation, Black Youth Vote, the NAACP, the National Coalition of Black Trade Unionists, the Lawyers' Committee for Civil Rights, the NAACP Legal Defense and Educational Fund, the A. Philip Randolph Institute, the General Baptist Convention of Virginia, the Old Dominion Bar Association, the **Garden State Bar Association . . .**

We continue those efforts today:

"The Institute for Social Justice is doing poll watching. The NAACP has been doing voter registration and will be doing get out the vote," she said. "The **Garden State Bar Association**, which is minority lawyers, will be poll watching." NJ Spotlight, November 7, 2016.



John E. Page, as president of the Garden State Bar Association fought against a law that would suspend attorneys who default on their student loans, warning of a "disparate impact on lawyers from economically disadvantaged backgrounds and those who seek to serve in lower-paying positions with governmental agencies or non-profit groups."

PROGRAMS AND PARTNERSHIPS THROUGHOUT THE YEARS

Minority conference attracts 350 lawyers

By DONALD V. ADDERTON
Press Staff Writer

PLAINFIELD TOWNSHIP — Problems affecting black lawyers in New Jersey only serve to mirror those plaguing other minority professionals, the president of the Garden State Bar Association said yesterday.

"The climate is not a healthy one for black lawyers," said Michael Giles, during the organization's five year conference at the Scenic-Providence Conference Center Hotel. "It has been a struggle for black lawyers."

Although minority lawyers have received media exposure recently arguing a number of law-related cases that have received national attention, their talents are not fully respected, Giles said.

The five-day conference hopes to attract about 350 minority men and women lawyers from around the state, association officials said.

Other minority legal organizations supporting the conference included the Asian Pacific Lawyers Association, Association of Black Women Lawyers, Hispanic Bar Association, and South Jersey Lawyers Association.

The Garden State Bar Association was founded in 1912 and has a membership of about 400, according to officials.

Of the more than 30,000 lawyers practicing in New Jersey, minorities account for 4.7 percent — blacks 2.8 percent, Hispanic 1.1 percent, and Asian-Pacific 0.4 percent — with

whites totaling 95 percent, according to the 1987 State of Attorney Discipline System Report, the last year ethnicity percentages were kept.

Giles said one of the aims of the Garden State Bar Association and the conference was to help minority lawyers understand the subtle nuances of the legal system.

"Black lawyers have to be adjusted to the process of breaking into the system," Giles said. "We as black lawyers find it difficult — once we become lawyers — to break into the traditional 'old boy and old girl' cliques."

While minorities have made some strides in the legal profession in the past, such as attaining leadership roles, they continually must contend with a prevailing negative perception, said Giles, a partner in the Lindhurst Township law firm of Fordough, Fordard, Giles, and Himmans.

"Black lawyers historically have had problems developing credibility within the minority community," Giles said. "It is hard to reverse the traditional perception that the white lawyer will represent their interests most effectively."

Giles, who assumed the organization's presidency earlier this year, said he wanted to rebuild that lost confidence.

"As the conference develops skills, hopefully, will start to see minority attorneys," he said.

Increasing the visibility of positive role models was another important goal for Garden State Bar Association, Giles said.

2003 - Individual Rights. Labor and Employment and Minorities in the Profession Section. The Asian-Pacific American Lawyers Association, Garden State Bar Association, Hispanic Bar Association and Division of Civil Rights join the respective Section in cosponsoring "Representing Clients with Civil Rights Cases."

2004 - Specialty Bar Summit in partnership with the NJSBA and other specialty bars.

2014- The Metuchen-Edison branch of the NAACP will present an "Ask a Lawyer" forum at 7 p.m. May 8 at Edison Job Corps Center, 500 Plainfield Ave., Edison. The topics to be discussed will include, but may not be limited to, criminal matters (expungements), family, elder, and disability law, and labor and employment issues, and landlord/ tenant problems.

- ▶ Annual legal writing workshops that attracted more than 100 students
- ▶ Pathways to the judiciary seminars
- ▶ Reaching Back as We Climb Mentorship Program
- ▶ Diversity Summit
- ▶ Minority Judges Reception
- ▶ Annual CLEs

President Giles-1989

PROGRAMS AND PARTNERSHIPS THROUGHOUT THE YEARS







GSBA Garden State Bar Association
African American Lawyers for Justice

**Defeating the Preschool to Prison Pipeline:
Identifying and combating institutional educational disparities**

September 28, 2015
5:30pm - 9:00pm
State Museum in Trenton
205 NJ-29, Trenton, NJ 08625



The Panelists:

 Dr. James Braxton Peterson Associate Professor of English and Director of Africana Studies, Lehigh University	 John E. Harmon, Sr. President, African American Chamber of Commerce of NJ	MODERATOR:  Lloyd Freeman Archer & Greiner, P.C.
 Ryan Haygood, Esquire President & CEO New Jersey Institute of Social Justice	 Matthew Sykes, Esquire Attorney, Covington & Burling, LLP	 Dr. Joseph Youngblood, II Vice President and Dean of the John S. Watson School of Public Service Thomas Edison State College

NJPA CLE credits available (pending approval)



SCHOLARSHIP AND AWARDS GALA

ANNUALLY HONOR OUR LEADERS AND SUPPORTING OUR FUTURE

- ▶ Our Honorees are a veritable "Who's Who" in the Legal Community
- ▶ GSBA members have even funded additional scholarships
- ▶ Law firms now donate directly to GSBA scholarship
- ▶ Scholarship recipients have become leaders in the bar
- ▶ Launching Past President's Scholarship

GBSA HAS RAISED OVER \$100,000 FOR SCHOLARSHIPS FOR LAW STUDENTS

SCHOLARSHIP AND AWARDS GALA



THE WORK CONTINUES...

