



State Bar of New Mexico
Committee on Diversity
in the Legal Profession

**COMMITTEE ON DIVERSITY IN THE LEGAL PROFESSION
OF THE STATE BAR OF NEW MEXICO
2023 ANNUAL REPORT**

TO: Richard Spinello, Executive Director
Board of Bar Commissioners
State Bar of New Mexico

FROM: Helen B. Padilla

SUBJECT: 2023 Annual Report – Committee on Diversity in the Legal Profession

DATE: January 10, 2024

The (section/committee name) conducted and accomplished the following in (year):

1. Board of Directors
 - a. N/A – In 2023, the CDLP had one Chair and a number of members from various diversity organizations, the UNM School of Law, and the general bar membership, but not a board of directors.
2. Meetings
 - a. March 10, 2023
 - b. June 9, 2023
 - c. September 8, 2023
 - d. December 12, 2023
3. Continuing Education Presentation(s)
 - a. Ninth Annual Symposium on Diversity & Inclusion – October 27, 2023
There were thirty-four participants, including speakers. A variety of topics were covered, including discussion of Yazzie-Martinez v. State updates; book bans and classroom censorship; the NM Civil Rights Act; reproductive rights, LGBTQ+ Liberation, and Democracy; Understanding Ableism; along with Responding to Attacks on Equity and Justice Work.
4. Section/committee Annual Meeting
 - a. N/A
5. Section/committee Outreach/Initiatives/Events
 - a. Art Jaramillo Clerkship Program – another successful year of diverse students paired with legal employers (21 confirmed) for summer clerkships.
 - b. Bar Exam Coaching Program – The attorney coaching program was restarted by the

Committee in 2023. For February Bar Exam, 26 diverse bar applicants were matched with volunteer attorney coaches. A new brief Attorney Coaching Handbook was developed for the volunteer attorney coaches, with help from the UNM School of Law Student and Career Services Director and Staff. For the July Bar Exam, many attorney volunteers were solicited through the Bar Bulletin and email outreach to diverse bar associations. Eighty-five attorney coaches signed up to be matched with bar applicants for the July Bar exam. Twenty-five diverse bar applicants signed up for an attorney coach. The Committee works with the American Indian Law Center, Inc. to match Native bar applicants with Native attorneys. Generally, there has been success by diverse bar applicants who had an attorney coach at a higher rate of bar passage than those for diverse groups as reported by statistics from the NM BBE. The Committee will continue to discuss ways to further improve bar exam results of diverse bar applicants and will continue to keep in touch with the many NM attorneys that volunteered for the program.

- c. Judicial Clerkship Program – A joint effort with YLD and Justice Thomson, New Mexico Supreme Court – pairing 2L diverse law students with judges for judicial clerkship program. There were 6 fully funded students (5 from UNM, 1 from University of Hawaii). Funding is needed to keep the program operational.
 - d. Equity in Justice Program – Dr. Amanda Parker keeps the Committee informed on updates and events of this important program and continues to assist the Committee Chair with the tasks and coordination needed for the CDLP programs.
6. Scholarships (if applicable)-N/A However, the Committee helped sponsor an event at the UNM School of Law for 3Ls that focused on preparing and planning for taking the bar exam. The Committee hopes to stay involved with these important events for future bar applicants.
 7. Media (includes website and/or social media if applicable)
 - a. CDLP has an outdated page on the State Bar’s website with information about CDLP’s initiatives. (2022 Co-Chairs, etc.) Please contact CDLP Chair to work on updating the page.
 8. Ongoing Section/Committee Items:
 - a. For 2024, the CDLP intends to continue its programs identified in Sections 3 and 5 above.

Very truly yours,

/s/ Helen B. Padilla – Electronically Signed

Helen B. Padilla

2023 Chair, State Bar of New Mexico Committee on Diversity in the Legal Profession