

# **THE FLORIDA BAR'S STANDING COMMITTEE ON PROFESSIONALISM**



**2023-2024**



Dear Committee Member:

We would like to extend a warm welcome to you as a member of The Florida Bar Standing Committee on Professionalism (SCOP). We believe that your tenure as a member of the Committee will prove to be both interesting and rewarding. We are elated for this opportunity to work with you to enhance the profession by promoting professionalism.

As a member of SCOP, you will have the opportunity to join with other attorneys and members of the judiciary around the state to accomplish the mission of the committee: "To promote the fundamental ideals and values of professionalism within the legal system and to instill those ideals of character, competence, commitment, and civility in all those persons serving and seeking to serve therein."

To accomplish this mission, you have been assigned to a working group as detailed in the attached e-booklet. You will be requested to (1) participate in meetings, (2) participate on conference calls, (3) vote for candidates for professionalism awards, and (4) fulfill assignments presented to your working group.

We prepared this packet of information to familiarize you with roles of SCOP, the Commission on Professionalism and the Center for Professionalism. We are looking forward to a busy year and we appreciate your commitment and service. If you have any questions, please do not hesitate to contact the Center.

Regards,

Rebecca J. Bandy  
Director of the Center for Professionalism





## HENRY LATIMER CENTER FOR PROFESSIONALISM

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## 2023–2024 MEETING SCHEDULE

### **FALL MEETING**

October 16–20, 2023  
VIRTUAL

### **WINTER MEETING**

January 24–27, 2024  
Rosen Shingle Creek  
Orlando, Florida

### **ANNUAL CONVENTION**

June 19–22, 2024  
Signia by Hilton Orlando Bonnet Creek & Waldorf Astoria  
Orlando





## 2023-2024 STANDING COMMITTEE ON PROFESSIONALISM (SCOP)

### CHAIR



CHARDEAN HILL

### VICE CHAIR



MAGDALENA OZAROWSKI

### BOG LIAISON



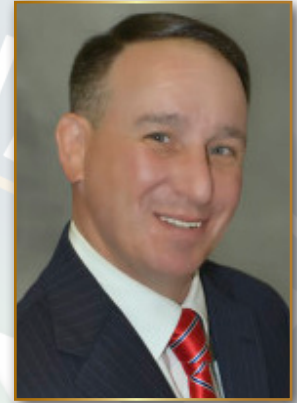
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**JUDGE HETAL DESAI**



**G. BERNICE DEWLOW**



**KALINTHIA DILLARD**



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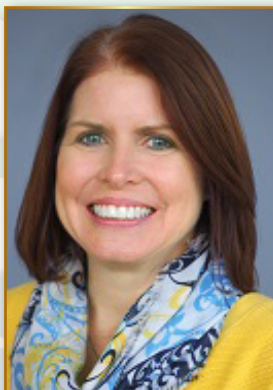
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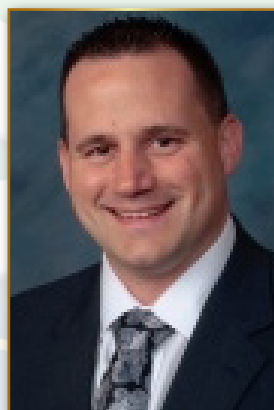
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**WILLIAM SPICOLA**



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**MARGARET  
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**LYDIA ZBRZEZNJ**



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# **STANDING COMMITTEE ON PROFESSIONALISM**

## **AWARDS WORKING GROUP**

- Promote nominations for the Hoeveler, Group, and Law Faculty/Administrator awards, which have nomination deadlines of February 12, 2024.
- Review application materials for potential revisions by October 3, 2023.
- Devise/update the awards marketing plan by October 3, 2023.
- Draft marketing materials and articles for *The Florida Bar News*, *The Professional*, and the Center's website to promote awards by October 3, 2023.
- Review nominations and make recipient recommendations to the full Committee by March 15, 2024.
- Work with the Center to plan when the awards will be given out to winners.

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## EDUCATION AND RESOURCE WORKING GROUP

- **2023 SCOP MISSION: EACH ONE, REACH ONE:** Work with the Center to research, develop, and implement innovative programs to best share the Center's professionalism resources with all members of TFB.
- **Aid in the production of the 2-hour required professionalism CLE specified by SC2023- 0884.**
- Create and recruit videos for the #ProTipTuesday professionalism campaign:  
<https://www.floridabar.org/prof/presources/>
- Recruit submissions and photos for the Center's newsletter, *The Professional*  
<https://www.thefloridabarprofessional.com/>
- Collect photos of professionalism events to be used on the Center's social media and in TFB publications.
- Ensure that committee members are registered for TFB's Speakers Bureau as "professionalism" experts.
- Members should look for ways that SCOP and the Center can join with other organizations for programs to promote professionalism.
- Aid the Center with resources and materials for curriculum with professionalism programs.
- Research law schools, bar associations, and other state bars to identify and implement successful professionalism program trends.

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## GENDER BIAS WORKING GROUP

- Aid in the production and promotion of a podcast series led by Judge Hetal Desai called "Never Contemplated," which focuses on gender bias in the judicial system from female judges' and lawyers' perspectives. <https://www.floridabar.org/prof/professionalism-cle/#podcasts>
- Aid in the development and production of a CLE on gender bias-related issues, such as implicit bias, the business case for gender inclusion, gender neutral hiring and evaluation criteria, conflict avoidance and resolution, and fixed v. growth mindset.
- Create a CLE or CLE series which explores why women are leaving the profession.
- Create a Gender Bias Toolkit/Webpage which will be accessed on the Center's website.
- Provide at least five (5) articles and/or podcasts on gender bias for the Center's website, social media, and The Professional.

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## MENTAL HEALTH AND WELLNESS WORKING GROUP

- Research, review, and disseminate the latest post-pandemic research on health and wellness through the Center's website and social media.
- Aid in the development and production of a CLE on health and wellness-related issues, such as fitness, mental health, suicide awareness, loneliness, mindfulness, emotional intelligence, nutrition, social well-being, travel, parenting, aging, and coping with life-changing events.
- Disseminate #mentalhealthandwellness #welllawyer social media information from The Florida Bar and Young Lawyers Division (YLD) during May's Mental Health and Wellness Week/Month.
- Share important facts and statistics at law schools, local bar associations, and places of employment. TFB's Mental Health and Wellness Center's website can be found here: <https://www.floridabar.org/member/healthandwellnesscenter/>.
- Provide articles, videos, podcasts, and other media to share on the Center's website and on the Center's social media.
- Contribute one health and wellness-related article per working group member to be published in *The Professional*.

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## MENTORING INITIATIVES WORKING GROUP

- Using available data regarding mentoring initiatives from other state bars, review, revise, and modernize the Center's mentoring toolbox, even if this means starting from scratch: <https://www.floridabar.org/prof/pmentor/>
- Create and include at least one version of a Mentoring Contract that can be included in the Mentoring Toolbox (see above).
- Work with Center staff to create a list of monthly conversation starters for the mentor/mentee that can be shared on social media.
- Produce CLEs which focus on types of mentoring, gives examples of successful mentoring programs, discusses the benefits of reverse mentoring, and explores ways in which mentoring can be used to promote professionalism, civility, and diversity.
- Continue with the production of the #MentoringMatters CLE series.
- Each member will provide a blog post for The Professional highlighting their own personal stories involving mentoring, including photos, for a social media series.
- Provide articles, videos, podcasts, and other media pertaining to mentoring that can be placed on the Center's website and shared on social media.

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## LOCAL PROFESSIONALISM PANELS (LPP) WORKING GROUP

- Review SC2023-0884.
- Help ensure that the Center's contact list for LPPs and Chief Judges are updated.
- Help collect Local Professionalism Panel reporting forms in compliance with the Order.
- Host an LPP Summit by November 2023 in compliance with the Order (p. 10) and compile minutes, data, and forms following the Summit.

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### **ABOUT THE HENRY LATIMER CENTER FOR PROFESSIONALISM**

The creation of The Florida Bar Center for Professionalism was approved by The Florida Bar Board of Governors on May 17, 1996. This move was in response to a perceived national decline in lawyers' professionalism, and it was an effort to raise the aspirational goals of all lawyers within Florida by defining a professionalism program and dedicating resources. Subsequently, the Center for Professionalism and the Florida Supreme Court's Commission on Professionalism were created by Administrative Order AOSC1-50 on July 19, 1996 as a joint project of the Supreme Court, The Florida Bar, and the Committee on Professionalism.

On September 24, 1998, The Rules Regulating The Florida Bar were amended to enact Chapter 19, putting into effect the Center for Professionalism on October 1, 1998. This chapter defines the Center's purpose, responsibility, authority, staffing, operation, and relationship to the Florida Supreme Court Commission on Professionalism.

In 2005, the Center was renamed, "The Henry Latimer Center for Professionalism," in honor of the late Honorable Henry Latimer. Judge Latimer – one of the first African-American judges in Florida – enjoyed a 30-year career as a lawyer and jurist. He exemplified passion for equality, excellence, respect, and dignity.

The Florida Bar's Standing Committee on Professionalism worked with the Commission and the Center to craft the guiding principles in the following joint mission and vision statements:

#### **THE MISSION:**

To promote the fundamental ideals and values of the justice system within the legal system, and to instill those ideals of character, competence, commitment and civility in all those persons serving therein.

#### **THE STANDING COMMITTEE ON PROFESSIONALISM'S WORKING DEFINITION OF PROFESSIONALISM:**

Professionalism is the pursuit and practice of the highest ideals and tenets of the legal profession. It embraces far more than simply complying with the minimal standards of professional conduct. The essential ingredients of professionalism are character, competence, commitment, and civility.

