



TEXAS YOUNG LAWYERS
ASSOCIATION

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ANNUAL REPORT

2014 ◆ 2015

The Texas Young Lawyers Association (TYLA) consists of roughly 24,000 Texas lawyers who are 36 years old or younger or in their first five years of licensure. As the “public service arm” of the State Bar of Texas, TYLA aims to facilitate the administration of justice, foster respect for the law, and advance the role of the legal profession in serving the public. Its programs are designed to assist Texas attorneys in their practice of law and to provide public legal education services to Texans.



www.tyla.org

“TIME IS ROUND AND IT ROLLS QUICKLY.”

The 2014-2015 TYLA bar year has rolled at a record pace! As the public service arm of the State Bar of Texas, TYLA created new and outstanding public and member service projects that continue to benefit the citizens of Texas.

This year TYLA was committed to furthering the State Bar of Texas’s initiative to keep our members informed. TYLA crisscrossed the state reminding young lawyers everywhere of their automatic membership in TYLA. In addition, TYLA updated its website, *eNews* monthly newsletter, and social media presence to make sure TYLA members stayed connected and engaged.



TYLA’s board and members are impressive from top to bottom. Although our members might be new to the practice of law, their ideas, skills, and dedication have made a long-lasting impact on our profession and the community. With the help of our members, TYLA created projects addressing community concerns on topics ranging from bullying to distracted driving and educated the public in areas ranging from family law to immigration—often in both English and in Spanish.

Likewise, our members voiced concerns about work-life balance challenges, so TYLA created the *Lawyers Who Lunch* blog to start a conversation in the hopes of breaking the notable pattern of attrition from the legal profession. We listened and learned from four of the highest-ranking female jurists in the state on the importance of a diverse judiciary. TYLA also created Interns Across Texas, a statewide judicial internship program to increase the availability of judicial internships throughout Texas by connecting law students with state and federal judges. And we ended our year asking Texas legal legends about their successes and failures and for words of wisdom to pass along in our book *If I Knew Then ... Life Lessons from Legendary Texas Lawyers*.

More details about the many additional projects are summarized in this Annual Report, but even with the discussion on these projects, it cannot fully reflect how much of a resource TYLA is for our members. Our projects have enhanced the legal skills of both new and more seasoned attorneys and made a meaningful difference in their careers and legal practices.

It has been a true honor and privilege to serve our profession and the community as TYLA’s president and chair this year. And even though our time at the forefront is ending, we remain committed to continuing our service, and we remain inspired by the magnitude of what the legal profession can accomplish together.

Sincerely,

Two handwritten signatures in black ink. The first signature is 'Rebekah Steely Brooker' and the second is 'Dustin Howell'.

Rebekah Steely Brooker
President 2014-2015
Texas Young Lawyers Association

Dustin Howell
Chair 2014-2015
Texas Young Lawyers Association

BOARD of DIRECTORS

The TYLA Board is made up of an Executive Committee, Directors, and Liaisons. The Executive Committee consists of the President, President-elect, Chair, Chair-elect, Vice President, Secretary, Treasurer, and Immediate Past President. The President-elect is elected by TYLA membership while the other officers are elected by the Board of Directors; all serve one-year terms. Each member of the Executive Committee acts as an advisor to at least one TYLA committee.

The 34 Directors represent 21 districts from around the state and serve as liaisons to the local affiliates in their districts. Directors serve as chairs or co-chairs of the various TYLA committees. Directors are nominated and elected by the TYLA members in their districts and serve two-year terms.

Liaisons include a Texas Supreme Court Justice, American Bar Association Young Lawyer Division representatives, a law school student, a law school dean, and a member of the Access to Justice Commission.

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TYLA IN THE COMMUNITY

A central focus of TYLA is service to our communities. TYLA works diligently to create relevant programming that serves the citizens of the State of Texas.

End Bullying Now

Bullying has long been a problem in our society, but the bullying seen today looks and feels different and can be immediate and constant. Bullying is not limited to those who are “different” or to only the young, but occurs at all ages, from the classroom to the workplace. TYLA created an interactive web-based platform designed to educate about bullying in four key areas: children, teens, parents and teachers, and the workplace. For children and teens, the website helps identify bullying, shows and teaches victims they are not alone, and teach how to find help. For parents and educators, the website focuses on identifying whether kids are victims or bullies (who are also victims of another kind), bullying prevention, and how to respond to bullying. For the workplace, the website explains what workplace bullying is, how it affects workers and productivity, what victims can do, and how employers can create a healthy, bully-free environment. Each target group can learn about bullying laws and how other laws apply to bullying.

END BULLYING NOW

STORIES BULLYING PARENTS / EDUCATORS KIDS TEENS ADULTS

IT ALL STARTS WITH ONE

One moment. One helping hand. One story.

When it comes to bullying, **EVERYONE HAS ONE STORY**. Please listen to all of the stories below. If you're here because you're being bullied, our hope is that you learn you are not alone.

PINCHED IN SCHOOL
Having your ears pinched so hard they're almost pierced, makes it torturous.

BIG EARS AND A KIND HEART
The old saying, "words can never hurt me" is good in theory, but when someone constantly makes fun of you, it's hard not to let it affect you.

GYM CLASS TORTURE
When you go to school, you should feel protected. But every time he went to gym class, he felt far from it.

THE COUSIN THAT KICKED AND HIT
They were her extended family, but they were relentless when it came to bullying. So, she and her family picked up and moved to a new town.

PLEASE REACH OUT

ARE YOU BEING BULLIED?
Tell someone. If you're looking for someone to talk to, or someone to help you take action, there are people who would love to help. Your school can improve if you have the courage to share your story.

STEP ONE
First, discussion and awareness. Find someone whom you trust and tell them exactly what has happened and how it makes you feel. Know that bullying is immoral, self-harming, and toxic. It is the bullies that need help, not you. They usually have a low self-image and self-esteem.

STEP TWO
Second, strategy. Have a plan of action ready if the bullying occurs again. Most allies move on the reaction and confusion of the victim. The tumbling of words, tears, and blank stares are all things that add fuel to the fire, so to speak. Strategies can range from a catchphrase that is repeated, or to an exit plan, to an immediate phone call to a friend or parent. The point is, have a plan that

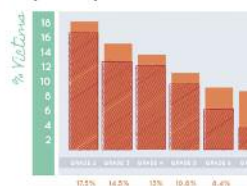
THINGS WE SHOULD KEEP IN MIND

THE POWER OF KNOWLEDGE
Knowing that bullying stems from weaker judgement and self-image can be a comforting and powerful realization for victims. This is not a mere suggestion, but a truth. In fact, bullying decreases with maturity.

A large study of school-aged children in Norway in the 1980s found that bullying in general decreased with age. Findings indicated that there were fewer instances of physical bullying in later years as well.

Being bullied by an older student was particularly common victims in the study - ages 8 and 9 years old - and more the bullied by older children.

The graph below illustrates the findings of the study. Note if students who reported being directly exposed to bullying it from grades 2 through 4.



SHERMAN COLLINS

RETIRED / FAMILY MAN
LIVES TO GARDEN AND EXERCISE

Driving Distracted

The TYLA *JustDrive* campaign is a social media effort designed to encourage all drivers to put down mobile devices while driving and to avoid other distractions on the road. Unfortunately, the dangers of distracted driving are often ignored. According to a Pew Research Center study, 40 percent of American teens have been in a car when the driver used a mobile phone in a way that put people in danger. The Federal Communications Commission notes that 11 percent of drivers from age 18 to 20 who were involved in an automotive accident (and survived) admitted that they were sending or receiving text messages when they crashed. The statistics are bleak and have only worsened as mobile device use continues to rise among teens and young adults. Gabby

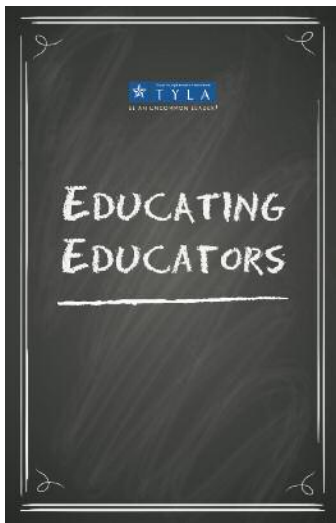
Douglas, a U.S. Olympic gymnast and an inspiration to young people around the globe, graciously recorded several public service announcements for the TYLA *JustDrive* campaign. TYLA is tweeting important, relevant, and eye-catching information encouraging young people to avoid distractions while driving.



City	Year	Summary of event	Event location	Contact	Comments
Atlanta	2012	The TYLA Just Drive campaign was launched in Atlanta, Georgia, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Georgia Department of Transportation (DOT). The campaign's goal is to reduce the number of distracted driving accidents in Georgia by 10% by the end of 2012.	Georgia DOT	John Smith	Comments on the campaign's launch.
Los Angeles	2012	The TYLA Just Drive campaign was launched in Los Angeles, California, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the California Department of Transportation (Caltrans). The campaign's goal is to reduce the number of distracted driving accidents in California by 10% by the end of 2012.	Caltrans	John Smith	Comments on the campaign's launch.
San Francisco	2012	The TYLA Just Drive campaign was launched in San Francisco, California, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the California Department of Transportation (Caltrans). The campaign's goal is to reduce the number of distracted driving accidents in California by 10% by the end of 2012.	Caltrans	John Smith	Comments on the campaign's launch.
Seattle	2012	The TYLA Just Drive campaign was launched in Seattle, Washington, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Washington Department of Transportation (WSDOT). The campaign's goal is to reduce the number of distracted driving accidents in Washington by 10% by the end of 2012.	WSDOT	John Smith	Comments on the campaign's launch.
Denver	2012	The TYLA Just Drive campaign was launched in Denver, Colorado, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Colorado Department of Transportation (CDOT). The campaign's goal is to reduce the number of distracted driving accidents in Colorado by 10% by the end of 2012.	CDOT	John Smith	Comments on the campaign's launch.
Phoenix	2012	The TYLA Just Drive campaign was launched in Phoenix, Arizona, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Arizona Department of Transportation (ADOT). The campaign's goal is to reduce the number of distracted driving accidents in Arizona by 10% by the end of 2012.	ADOT	John Smith	Comments on the campaign's launch.
San Diego	2012	The TYLA Just Drive campaign was launched in San Diego, California, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the California Department of Transportation (Caltrans). The campaign's goal is to reduce the number of distracted driving accidents in California by 10% by the end of 2012.	Caltrans	John Smith	Comments on the campaign's launch.
Portland	2012	The TYLA Just Drive campaign was launched in Portland, Oregon, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Oregon Department of Transportation (ODOT). The campaign's goal is to reduce the number of distracted driving accidents in Oregon by 10% by the end of 2012.	ODOT	John Smith	Comments on the campaign's launch.
San Jose	2012	The TYLA Just Drive campaign was launched in San Jose, California, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the California Department of Transportation (Caltrans). The campaign's goal is to reduce the number of distracted driving accidents in California by 10% by the end of 2012.	Caltrans	John Smith	Comments on the campaign's launch.
San Antonio	2012	The TYLA Just Drive campaign was launched in San Antonio, Texas, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the Texas Department of Transportation (TxDOT). The campaign's goal is to reduce the number of distracted driving accidents in Texas by 10% by the end of 2012.	TxDOT	John Smith	Comments on the campaign's launch.
San Diego	2012	The TYLA Just Drive campaign was launched in San Diego, California, on May 1st, 2012. The campaign was launched by the TYLA Foundation, a 501(c)(3) non-profit organization, in partnership with the California Department of Transportation (Caltrans). The campaign's goal is to reduce the number of distracted driving accidents in California by 10% by the end of 2012.	Caltrans	John Smith	Comments on the campaign's launch.



Educating Educators

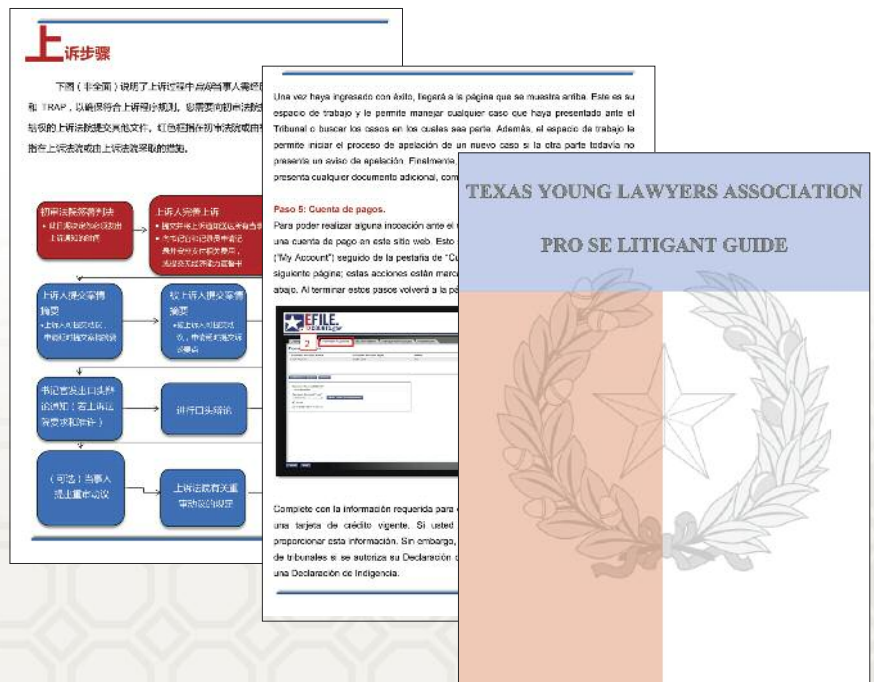


Educating Educators is a Q&A resource guide designed to educate anyone in the field of education—especially teachers and administrators—about their rights, responsibilities, and legal obligations.

The field of education is fraught with expectations, and regulations. Educators often balance the weight of these pitfalls with the desire to equip and teach their students effectively. Knowing that sometimes a quick answer is hard to come by in the classroom, the guide was designed to provide easy access to some of the most commonly asked questions by educators, and this guide will help educators understand and cultivate proper, legal relationships with students, parents, and administrators. Additionally, it provides guidance on reporting obligations for child abuse and neglect, including information regarding human trafficking. The guide also provides information on the Family Educational Rights and Privacy Act and other legal pitfalls educators face, and includes information regarding their rights and responsibilities. Young lawyers helped draft the content of the resource guide and have presented the information and provided the printed booklet to educators all over the state. The final product included a printed booklet and a PDF available for download on the TYLA website. A slideshow was also created to accompany the project and assist in future presentations of the material.

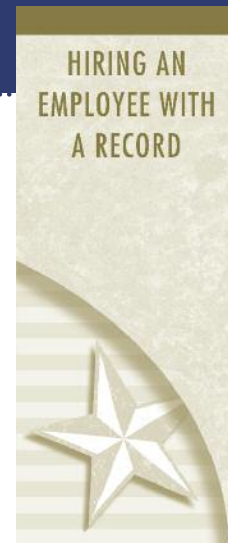
Appellant Pro Se Litigant Guide

This thorough and extensive guide endeavors to help pro se litigants prepare for the appeals process in a manner that will reduce the number of appeals that are not heard due to procedural defects. This guide is one of the most requested documents that TYLA and the State Bar offer. It has been translated into Spanish and Chinese due to the high demand.



Consumer Education Pamphlets

Hiring an Employee with a Record is intended to educate employers about the legal restrictions surrounding background checks in the hiring process, as well as avoiding discrimination. This guide addresses not only criminal background investigations, but also financial background checks. Additionally, it lists many of the incentives that employers have to hire employees with records, including possible tax incentives.



Hiring a Non-Citizen Household Staff is intended to educate the public about the reporting requirements surrounding immigrants and household employees. The guide provides a step-by-step process of the forms that must be completed by the employing household and the tax obligations that must be paid. It also explains the factors that distinguish whether someone is categorized as a household employee or an independent contractor, and how the difference in designation can affect the reporting requirements. Finally, the guide provides general considerations for hiring household staff, including the use of an employment contract and compliance with the state and federal labor laws.

Understanding Employment Contracts in Texas is intended to educate both employers and employees about the basic principles of an employment contract in Texas. The guide discusses in layman's terms the most commonly used provisions in employment contracts, including the job description and duties, compensation and benefits, length of employment, non-competitions clauses, and other various contract provisions. It also explains how collective bargaining agreements are employment contracts that are negotiated by an entire body of employees, such as a trade group or labor union. Finally, the guide provides an overview of educator employment contracts, which are specifically regulated by state law.



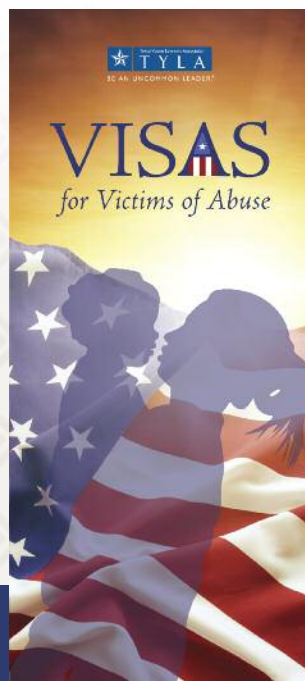
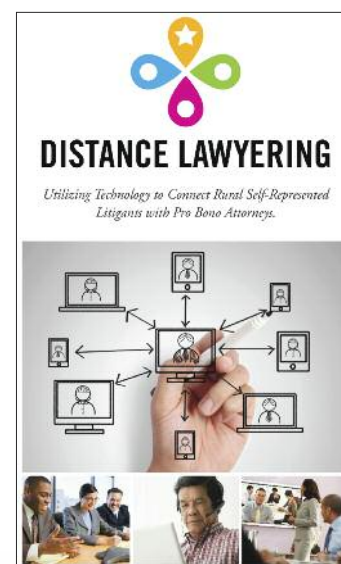


What Do I Do Now? Disaster Relief Push Card

TYLA's disaster relief push card, *In Case of Emergency*, provides some helpful suggestions on how people can protect themselves and their families from unnecessary distress in the event of a disaster. The push card includes information such as what to do, what to have, who to call, and important things to remember in the event of a disaster. The push card is meant to help people prepare for a disaster and to be a quick reference of information and phone numbers after a disaster strikes. The push card leaves blanks for people to fill in personal information such as flood, homeowners, and health insurance policy details. The hope is to encourage having all important information in one location. The push card also includes phone numbers for organizations like the American Red Cross, United Way, and the Federal Emergency Management Agency.

Distance Lawyering

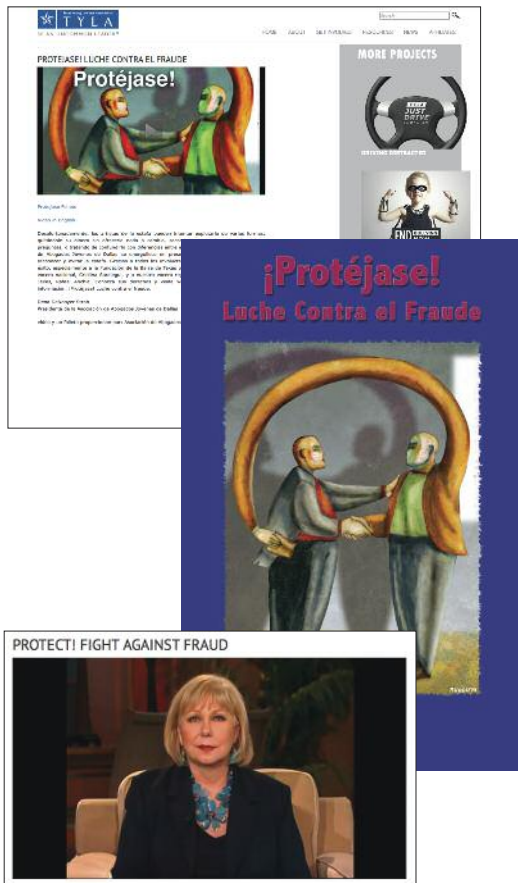
TYLA partnered with the Texas Access to Justice Commission to create *Distance Lawyering*. The goal of *Distance Lawyering* is to provide legal guidance for self-represented litigants seeking an uncontested divorce, using the Supreme Court-approved divorce forms. These litigants qualify for legal aid services but are not able to obtain an attorney through legal aid due to a lack of legal aid resources in rural areas. Using email, telephones, video or tele-conference technology, volunteer attorneys will be able to provide valuable assistance to these litigants without leaving their own offices. This project also benefits courts by providing a more efficient, attorney-guided process for self-represented litigants.



Visas For Victims

The *Visas for Victims* project is an immigration resource guide for victims of domestic violence. Many domestic violence victims do not know where to start in putting the pieces back together, but often there is a need for immigration assistance.

This guide discusses the three major visas available for victims of abuse. These visas have many complicated requirements, exceptions, and rules as to who can qualify. The pamphlet provides a general description of the requirements and the process for obtaining these visas.



Protejase! Luche Contra El Fraude

Protejase! Luche Contra El Fraude is a pamphlet that provides Spanish-speaking immigrants with information about the difference between a notary and an attorney in the U.S. TYLA promoted this project originally created by the Dallas Association of Young Lawyers to provide legal resources to the underserved portion of Texas's Spanish-speaking populace and to educate the large number of unaccompanied minors from Spanish-speaking countries arriving in the United States. The goal was to educate Spanish-speaking individuals on how to avoid certain predatory and fraudulent activity.

Know Your Rights (Conozca Sus Derechos)

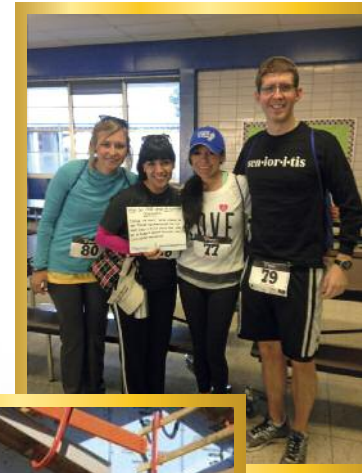
This project was created to provide legal education and resources to the underserved portion of Texas's Spanish-speaking populace. TYLA organized attorneys in the Houston area to come to the Mexican Consulate's Office and address the laws in several different practice areas, including (1) notary fraud; (2) foreclosure law; (3) family law; (4) criminal law; (5) immigration law; (6) Deferred Action for Childhood Arrivals; and (7) employment rights. All of the speakers presented in Spanish.





Generation Generosity

Generation Generosity™ has grown to become a highlight of each TYLA board meeting. Generation Generosity™ affords TYLA members an opportunity to give back to nonprofits in our Texas community. Nonprofits served include: Austin Street Shelter in Dallas; Connections Individual and Family Services in New Braunfels; Christian Assistance Ministries in San Antonio; and Hill Country Children's Advocacy Center in Marble Falls.



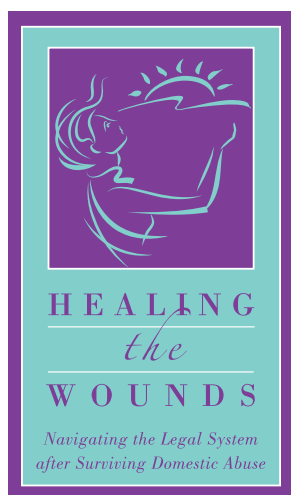
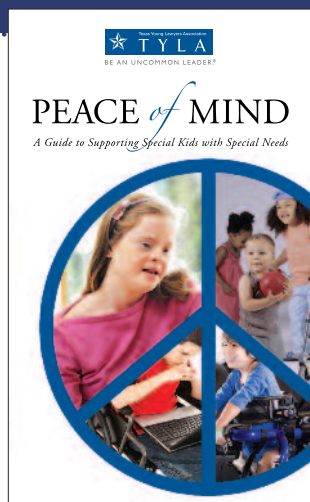
Weekend of Public Service

As part of our statewide weekend of public service in the community, the committee assisted with Habitat for Humanity's Jimmy Carter Work Project by providing volunteers to help install fascia, windows, drip edges, and other items necessary to complete a home in South Dallas. TYLA also assisted by cooking at the Ronald McDonald House Charities of the Southwest, raising money and walking in Walk to Action in San Antonio, and raising money and running in a 5K race benefitting the Child Study Center of Fort Worth.



Peace of Mind

Peace of Mind is TYLA's comprehensive booklet previously designed to educate families about the need to protect and secure the future of their special-needs child. The guide outlines a wide range of topics, including planning to preserve and maximize needs-based public benefits, such as Supplemental Social Security Income and Medicaid. In October 2014 and in May 2015, TYLA participated in the Special Olympics by distributing more than 500 copies of *Peace of Mind* and offering free legal advice to parents and guardians in attendance with special-needs children.



Healing the Wounds

Healing the Wounds is a previously created TYLA video, available in both Spanish and English, which includes details on what victims of domestic violence can expect when utilizing the courts to obtain a protective order, temporary restraining order, or divorce. The video portrays the story of "Melinda," a domestic violence survivor, and her journey through the legal process. This program is designed for showings at battered women's shelters, police departments, county and district attorney's offices, and other agencies that assist victims of domestic abuse. TYLA organized several "Ladies Night Out" events in both Dallas and San Antonio at battered women's shelters to assist and empower victims of domestic abuse.

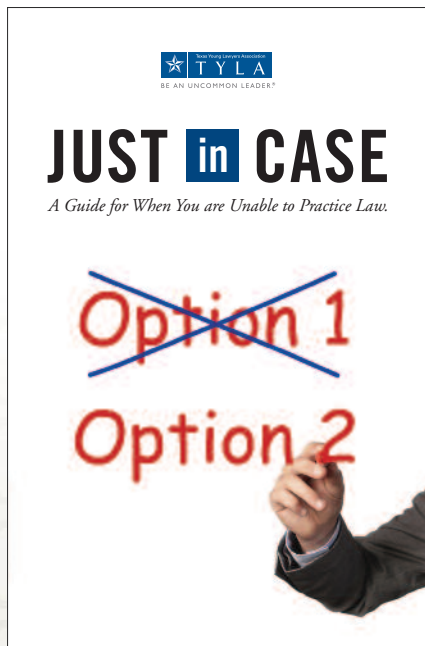


TYLA SERVING MEMBERS

TYLA is committed to assisting young lawyers develop their practice and practice skills.

Interns Across Texas

Interns Across Texas is TYLA's statewide judicial internship program. The goal of *Interns Across Texas* is to increase the availability of judicial internships throughout Texas by connecting law students looking for internship opportunities with state and federal judges in Texas who seek well-qualified interns. The Web-based program is designed to connect judges and law students across the state through unpaid, judicial internships for the summer, fall, or spring semesters. Students will apply for internships online and the judges will receive all applications electronically. The site allows judges to easily sort and select the applicant best suited for each position. The internships created will provide "real-world" legal experience and hopefully be a springboard into a job after graduation.



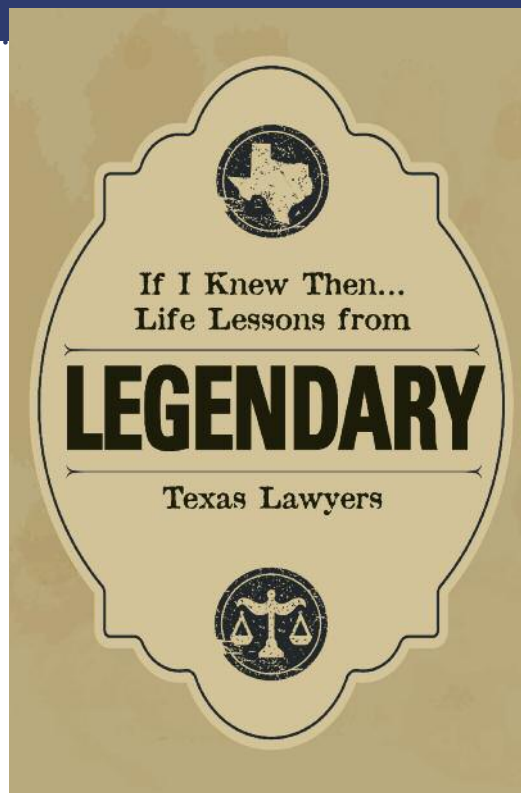
Just in Case

Attorneys are fantastic at helping each others, but often neglect themselves in the process. TYLA wanted to create a guide that would help encourage attorneys to complete their own estate planning, and also to have a plan succession in place in the event that they are unable to continue their practice. Attorneys leave work daily believing they will return to their desk the next day. It is critical that a backup plan be created just in case.

The *Just in Case* guide highlights some of the important things to consider when an attorney dies or becomes incapacitated. The guide presents a brief overview on the importance of having an up-to-date estate plan and addresses strategies for successfully transitioning a law practice.

If I Knew Then... Life Lessons from Legendary Texas Lawyers

In TYLA's new book—*If I Knew Then...Life Lessons from Legendary Texas Lawyers*—Texas legal legends pass on words of wisdom resulting from both their successes and failures. TYLA went across the state and asked some legendary Texas attorneys what made them so great. How did they get where they are? What was the life-altering moment in their career? We asked these questions in the hope that it would provide an education of sorts and mentoring for young lawyers.



How to do a Pro Bono Guardianship CLE

TYLA partnered with Legal Aid of NorthWest Texas and the Dallas Association of Young Lawyers to create and present the CLE *How to do a Pro Bono Guardianship*. The project was created to familiarize attorneys with the guardianship laws and to encourage taking pro bono cases, since the number of guardianship cases is increasing due to an aging population.

The CLE highlighted the responsibilities and limitations of a guardian. Different types of guardianship were explored, as well as alternatives to guardianship and how to change or terminate a court-ordered guardianship.



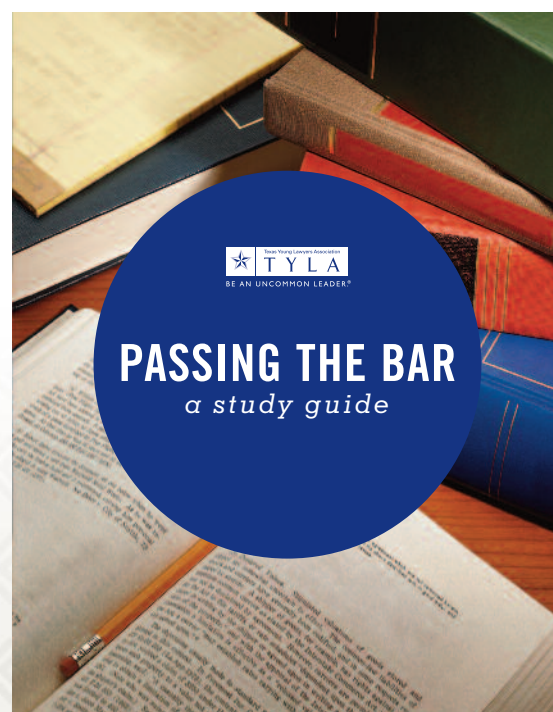


Now What? Dealing with the Financial Aftermath of Law School

The focus of this program was to educate law students about the impact of student loans following graduation and how to best save while also paying off debt. Specific topics addressed included whether to consolidate and the pros and cons of consolidation; what loan forgiveness means and how to obtain it; and the best approach when investing with debt. The goal of the project was to educate law students about the best methods to use to pay their student loans, invest for their futures, and save for retirement.

Passing the Bar: A Study Guide

TYLA's *Passing the Bar: A Study Guide* attempts to break down the Texas Bar Exam structure to help students get more comfortable with the test. Specifically, the guide identifies the bar examiners and what they are looking for when grading exams; explains the exam's structure and subjects and how they tested; and proposes strategies and tools for studying for and taking the bar. Moreover, the guide highlights the realities of preparing for such an extensive exam and offers students strategies for addressing issues that may arise before and during their studies.



ProBAR

TYLA assisted with reviewing and editing the content of the TYLA/ProBAR video found on TYLA's website. The project was brought about in relation to the large number of unaccompanied minors from Spanish-speaking countries coming to the United States. This video provides unaccompanied children with critical information needed to help understand and navigate the U.S. immigration system.

This project also provides great legal resources to the underserved portion of Texas's Spanish-speaking populace.



You Are A Member of TYLA

TYLA went across the state targeting newly licensed attorneys to increase their awareness of their automatic membership in TYLA and the benefits and resources offered to them by both TYLA and the State Bar of Texas.

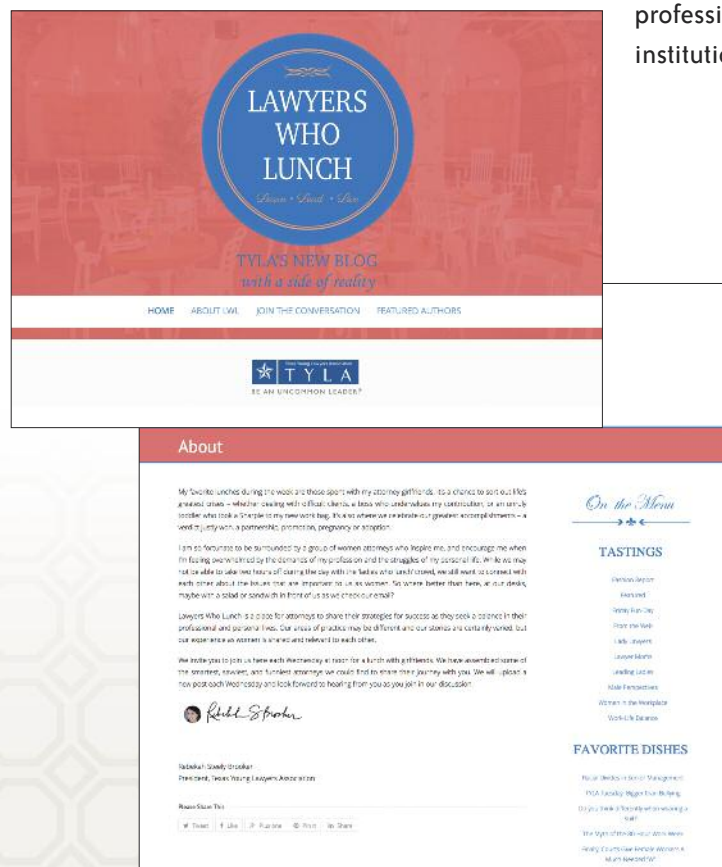


TYLA promotes greater inclusion of diverse members of the profession, by facilitating greater access to programs, services, and employment opportunities for diverse members of the profession.

Lawyers Who Lunch is a blog focused on issues of importance to female attorneys.



The hope is to empower and encourage women to stay in the legal profession even when the obstacles, whether work-life balance or institutional, seem too high.



Speed Mentoring for Women Law Students: Preparing for Your Future Now

This program targeted women law students from University of Houston, Thurgood Marshall School of Law, and South Texas College of Law, and provided an atmosphere where the students learned invaluable lessons about preparing for the practice of law.

TYLA partnered with the Houston Young Lawyers Association and created a setting where the students were able to hear from mentors (local practicing attorneys) about topics and issues facing female attorneys. The event took place on March 3, 2015, at Hotel ZaZa in Houston. Nine mentors participated, each from a different area of the practice (in-house counsel, large law firm, family law, criminal defense, estate planning and probate, criminal prosecution, education law, and solo practitioner). TYLA and HYLA prepared topics for discussion, which included the importance of networking, preparing for the bar exam, interviewing, and what to expect during the first year in practice. The main goal was to support a dialogue between law students and practitioners to help bring to light issues concerning women in the industry. Ultimately, students received first-hand information about the practice at a pivotal part of their law school careers.



Mentoring for Women Law Students: *Lawyers Who Lunch* at SMU Dedman School of Law

TYLA partnered with SMU's women in the law to discuss the challenges and obstacles of practicing law. Experienced female attorneys from various practice areas, firm sizes and in-house were divided into five groups to have a candid discussion over lunch with the law students.

The lunch was an excellent way to facilitate more personable, intimate conversations regarding topics discussed on the *Lawyers Who Lunch* blog that are especially pertinent to females in the field.



TYLA Diversity Dinner



The Diversity Dinner is an annual event hosted by the TYLA Diversity Committee and created to enhance the discussion of diversity in the legal practice. The 2015 dinner assembled four of the highest ranking female jurists, including Justice Eva M. Guzman and Justice Debra H. Lehrmann from the Texas Supreme Court, as well as Judge Elsa Alcala and Judge Cheryl Johnson from the Court of Criminal Appeals. Supreme Court Justice Paul Green acted as moderator and led a panel discussion on a variety of topics related to their experiences on and off the bench. The justices discussed the importance of a diverse judiciary—one that reflects the citizens of the state—but also made it clear that while a diverse judiciary allows for more trust by citizens in the judicial system as a whole, the gender or race of a particular judge has been shown to have little to no influence on the decisions handed down from the bench. The justices also discussed the uphill battle often faced by female candidates for elected judicial positions, but they provided a message of hope to young attorneys that they could overcome these obstacles by working harder (and sometimes smarter) than an opponent.



TYLA Minority Scholarship

The *TYLA Scholarship Program* promotes diversity by assisting members of minority populations to enter the legal profession and participate in the programs and activities of TYLA and the State Bar of Texas. The TYLA Diversity Committee awarded a \$1,000 scholarship to one minority student at each Texas law school who demonstrated a commitment to diversity. This year TYLA received a record total of 56 applications.

2014-2015 TYLA Diversity Scholarship Winners:



Helen Ashegbeyeri
*Texas Southern University
Thurgood Marshall School of Law*



Kathleen Cruz
*Southern Methodist University
Dedman School of Law*



Britni Gross
Texas A&M University School of Law



Darina Koleva
University of Houston Law Center



Bernice Medellin
University of Texas School of Law



Cynthia Milan
South Texas College of Law



Brandalyn Rodgers
Baylor Law School



Erika Salinas
St. Mary's University School of Law



Ashley Tseung
*Texas Tech
University School of Law*

TYLA SERVING LAW SCHOOLS

TYLA serves law students.

Law Student Outreach

TYLA creates and conducts projects focusing on preparing Texas law students for the practice of law with an emphasis on professionalism, ethics, and law practice management. Additionally TYLA coordinates with Texas law schools to increase opportunities for students to partner with TYLA on initiatives.

This year, in addition to creating the *Interns Across Texas* judicial internship program and *Passing the Bar: A Study Guide*, TYLA worked with law schools' administration and student representatives to speak at law school orientations. TYLA also worked with career services officers to promote various projects and resources available to law students and young lawyers, which include:

- **Office in a Flash**— Provides young lawyers with information on various topics relevant to establishing a law practice, including materials on business plans, firm structure, office logistics, technology, and revenue management.
- **Ten Minute Mentor Goes to Law School**— Features short video segments on topics useful to law school students, such as the ins and outs of practicing law, tips for law school, advice on taking exams, bar exam preparation recommendations, and job search information, to name a few.
- **Social Media 101**— A quick reference for new lawyers on the ethical and State Bar rules governing attorney advertising and social media, including a list of the top issues lawyers should be aware of when advertising via social media.
- **Grievance and Malpractice 101**— A quick reference for new lawyers on the grievance and malpractice process, including a list of the top issues facing lawyers, how to prevent a grievance or malpractice suit, and what to do if a lawyer is ever faced with these issues.
- **How to Get a Job After Law School: The Unclassified Story**— A series of seminars and resources designed to share thoughts and ideas with law students on how to find employment after graduation.
- **Financial Resources Guide for a Public Interest Career**— This pamphlet provides a summary of strategies and resources that law students may find useful when determining whether to pursue a career in government or public interest law.
- **What Do Lawyers Do?**— An interactive Web-based project designed to educate high school, college, and law school students about how to become a lawyer, how to prepare for law school, the law school experience, and different career paths for law school graduates.

How to Get a Job After Law School: The Unclassified Story

Office State	Commercial Real Estate	Financial Services	Legal Employment Wanted	Other Industries	Nonprofit	Law Office
Kristen Abbott, Career, Private Office for Texas, 2000-2001, Head of Texas, 2001-2002, Head of Texas, 2002-2003, Head of Texas, 2003-2004, Head of Texas, 2004-2005, Head of Texas, 2005-2006, Head of Texas, 2006-2007, Head of Texas, 2007-2008, Head of Texas, 2008-2009, Head of Texas, 2009-2010, Head of Texas, 2010-2011, Head of Texas, 2011-2012, Head of Texas, 2012-2013, Head of Texas, 2013-2014, Head of Texas, 2014-2015, Head of Texas, 2015-2016, Head of Texas, 2016-2017, Head of Texas, 2017-2018, Head of Texas, 2018-2019, Head of Texas, 2019-2020, Head of Texas, 2020-2021, Head of Texas, 2021-2022, Head of Texas, 2022-2023, Head of Texas, 2023-2024, Head of Texas, 2024-2025, Head of Texas, 2025-2026, Head of Texas, 2026-2027, Head of Texas, 2027-2028, Head of Texas, 2028-2029, Head of Texas, 2029-2030, Head of Texas, 2030-2031, Head of Texas, 2031-2032, Head of Texas, 2032-2033, Head of Texas, 2033-2034, Head of Texas, 2034-2035, Head of Texas, 2035-2036, Head of Texas, 2036-2037, Head of Texas, 2037-2038, Head of Texas, 2038-2039, Head of Texas, 2039-2040, Head of Texas, 2040-2041, Head of Texas, 2041-2042, Head of Texas, 2042-2043, Head of Texas, 2043-2044, Head of Texas, 2044-2045, Head of Texas, 2045-2046, Head of Texas, 2046-2047, Head of Texas, 2047-2048, Head of Texas, 2048-2049, Head of Texas, 2049-2050, Head of Texas, 2050-2051, Head of Texas, 2051-2052, Head of Texas, 2052-2053, Head of Texas, 2053-2054, Head of Texas, 2054-2055, Head of Texas, 2055-2056, Head of Texas, 2056-2057, Head of Texas, 2057-2058, Head of Texas, 2058-2059, Head of Texas, 2059-2060, Head of Texas, 2060-2061, Head of Texas, 2061-2062, Head of Texas, 2062-2063, Head of Texas, 2063-2064, Head of Texas, 2064-2065, Head of Texas, 2065-2066, Head of Texas, 2066-2067, Head of Texas, 2067-2068, Head of Texas, 2068-2069, Head of Texas, 2069-2070, Head of Texas, 2070-2071, Head of Texas, 2071-2072, Head of Texas, 2072-2073, Head of Texas, 2073-2074, Head of Texas, 2074-2075, Head of 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Law School Orientations

Throughout the year, TYLA representatives and TYLA law student liaisons attended orientations for all of the Texas law schools. TYLA also provided information about the resources it offers students during school and when they start their law practices and spoke about the benefits of joining the Law Student Division of the State Bar while still in law school.

Legal Professionalism Award

This award promotes legal professionalism among State Bar of Texas Law Student Division members by rewarding participation in activities that further the administration of justice, enhance professional responsibility, and provide service to the public. Each recipient receives a \$1,000 scholarship from TYLA.

2014-2015 Essay Contest

The annual SBOT Law Student Division Essay Contest provides an opportunity to help law students reflect on this nation's legal heritage. Two scholarship recipients are chosen by TYLA from among the Law Student Division applicants (Texas and out-of-state law student members may apply). Each recipient receives a \$1,000 scholarship.

State Moot Court Competition

TYLA hosted its annual State Moot Court competition in June 2014 during the State Bar Annual Meeting in Austin.

Eight teams from the Texas law schools participated in the event.

CHAMPION TEAM — Baylor University School of Law

Mark Altman, Jess Dees, and Jacqueline Hamer

Coach: Kathy A. Serr

FINALIST TEAMS — Baylor University School of Law and

Texas Tech University School of Law

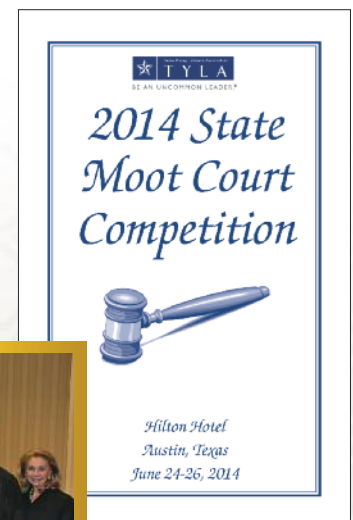
SEMIFINALIST TEAMS — Baylor University School of Law, South Texas College of Law,

Southern Methodist University Dedman School of Law,
and Texas Tech University School of Law

BEST BRIEF — Texas Tech University School of Law

BEST ORAL ADVOCATE — Jessica Rugeley,

Texas Tech University School of Law





2015 NATIONAL CHAMPION TEAM

Chicago-Kent College of Law

Team Members: Emily Schroeder and Nicolette Ward

NATIONAL FINALIST

Washington University School of Law in St. Louis

SEMI FINALIST TEAMS

Brigham Young University, J. Reuben Clark Law School

Samford University Cumberland School of Law

QUARTERFINALIST TEAMS

Baylor Law School (team two)

Faulkner University School of Law

Loyola Law School, Los Angeles

University of the Pacific, McGeorge School of Law

BEST ORAL ADVOCATE AWARD

Emily Schroeder, Chicago-Kent College of Law



National Trial Competition

The National Trial Competition took place in Houston this year. The fact pattern involved a criminal case, drafted by well-known criminal defense attorney Pamela Mackey. NTC is designed to expose law students to the nature of trial practice and to serve as a supplement to their legal education.

In addition to conducting the competition, TYLA in conjunction with the American College of Trial Lawyers planned and hosted a 40th anniversary dinner where past winners, participants, and teams came from across the country to celebrate and reflect on how impactful the National Trial Competition was in their careers.



TYLA LOCAL AFFILIATES

TYLA's goal is to serve young lawyers by assisting in fostering a relationship between young lawyers and their local affiliate bar associations across the State of Texas.

Bar Leaders Conference

The Bar Leaders Conference brings together lawyers in various leadership positions with local bar organizations and young lawyer affiliates from across the state to exchange ideas on projects and encourage participation in bar activities. The 2014 conference was held August 1-2 at the Westin Galleria in Houston and was attended by more than 70 young lawyers from local affiliates across Texas. TYLA sponsored for the networking event "Meeting Uncommon Leaders" at Neiman Marcus.

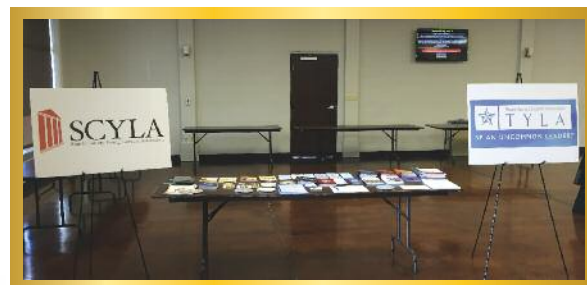
The highlight for TYLA's portion of the conference was "Projects, Projects, Projects," during which representatives from TYLA highlighted recent projects and local affiliates presented their award-winning projects to attendees. *Educating Educators, Lawyers Who Lunch Blog, Know Your Rights, Battling Substance Abuse for Everyone, and Generation Generosity* were featured.

Local affiliates presented information about projects, including Denton County's *Kingpins for Kinship*, Austin Young Lawyers Association's *Reentry Austin*, and Ector County's *Evening with the Judges*.



TYLA Road Shows

TYLA Roadshows are designed to assist local bar associations in providing quality leadership and CLE programs to their members at no cost. Roadshows conducted in 2014-15 included: Hays-Caldwell County Young Lawyers Association, Smith County Young Lawyers Association, and TDCAA Baby Prosecutor School.



Grants

TYLA supports affiliated young lawyer associations by providing funding for their regional programs and projects. The Local Affiliates Committee awarded 16 grants, totaling \$22,000, which assist service projects that benefit the community, including educational and networking programs that offer unique opportunities for local young lawyers and scholarships and internships that assist students in law school.



Local Affiliate 2015 Awards of Achievement Winners

The Awards of Achievement Program provides TYLA affiliates the opportunity to submit their best project for evaluation and recognition. The awards are designed to encourage project development by recognizing the time, effort, and skills expended by these affiliates in implementing public and professional service in their communities. This year, TYLA recognized the following young lawyer organizations for their impactful projects and programs:

LARGE CITY

Comprehensive

- 1st — Dallas Association of Young Lawyers
- 2nd — Houston Young Lawyers Association
- 3rd — Austin Young Lawyers Association

Service to the Bar

- 1st — Dallas Association of Young Lawyers
— *Career & Business Development Series*
- 2nd — San Antonio Young Lawyers Association
— *Legal Leadership Institute of San Antonio d/b/a SAYLA Leadership Seminar and Workshop*
- 3rd — Houston Young Lawyers Association — *Transitions*

Service to the Public

- 1st — Dallas Association of Young Lawyers — *DAYL Fights Blight*
- 2nd — Austin Young Lawyers Association
— *Holiday Extravaganza: Holiday Baskets & Reindeer Games*
- 3rd — Houston Young Lawyers Association — *Urban Debate League Committee Silent Auction*

Minority Project

- 1st — Houston Young Lawyers Association — *Speed Mentoring for Women Law Students: Preparing for Your Future Now*
- 2nd — Dallas Association of Young Lawyers — *Big Give Back*

Newsletter

- 1st — Dallas Association of Young Lawyers
- 2nd — Houston Young Lawyers Association

SMALL CITY

Comprehensive

- 1st — Tom Green County Young Lawyers Association
- 2nd — Smith County Young Lawyers Association

Service to the Bar

- 1st — Tom Green County Young Lawyers Association
— *Dinner with the Judges*
- 2nd — Amarillo Area Young Lawyers Association
— *AAYLA Easter Egg Hunt*
- 3rd — Smith County Young Lawyers Association — *Java with Judges*

Service to the Public

- 1st — Smith County Young Lawyers Association — *What Do Lawyers Do*
- 2nd — Tom Green County Young Lawyers Association — *Lunch with a Lawyer*
- 3rd — Amarillo Area Young Lawyers Association — *Bunny Hop 5K*

Minority Project

- 1st — Smith County Young Lawyers Association — *Java with Judges*

TYLA 2014-15 HONOREES

OUTSTANDING YOUNG LAWYER — Tim C. Williams, Sprouse Shrader Smith, P.C.

Each year, the Texas Young Lawyers Association presents the Outstanding Young Lawyer of Texas Award to one attorney who has exemplified professional proficiency, service to the profession, and service to the community.

Tim Williams is an associate with Sprouse Shrader Smith, P.C. and his practice focuses on civil and commercial litigation. Tim serves on many boards such as the High Plains Food Bank, the Amarillo Better Business Bureau and the Amarillo Area Young Lawyers Association. Tim coaches mock trial teams for the YMCA Texas Youth and Government program. The program teaches students the inner-workings of the judicial system through mock trial competitions. There was no program until Tim volunteered to run the program. The mock trial teams routinely placed in the top 5 in the state and top 10 in the nation. Tim has served on the National Trial Competition (NTC) committee for the past five years and is instrumental in the success of NTC each year. Tim has left an enduring legacy for Amarillo – a legacy that includes his encouraging other volunteer attorney/coaches to get involved in the community. Tim is a consummate professional attorney with impeccable knowledge of trial procedure, gives his time willingly and selflessly and he creates a positive image of the legal profession.

LIBERTY BELL AWARD RECIPIENT — Honorable Jerry Madden

The Texas Young Lawyers Association presents this annual award to one outstanding nonlawyer who has made the most selfless contribution to his or her community to strengthen the effectiveness of the American system of justice. The Liberty Bell Award recognizes categories of community service that: (1) promote a better understanding of our government, especially the Bill of Rights; (2) encourage a greater respect for the law and the courts; (3) stimulate a deeper sense of individual responsibility of citizens' rights and duties; (4) contribute to the effective functioning of our institutions of government; and (5) instill a better understanding and appreciation of the law.

Former representative Jerry Madden served 19 years in the Texas House of Representatives and is now a senior fellow for Right on Crime at the Texas Public Policy Foundation. Representative Madden worked with House and Senate leaders to invest in preventative measures and community supervision programs to minimize initial prison intake, where appropriate, as well as reduce re-offending. Representative Madden diverted low risk offenders away from prison and into mental health, substance abuse treatment and rehabilitation programs. He made reforms to the probation and parole systems, established a state virtual education system, and advocated for victims' rights by instituting judicial campaign fairness. He was recognized in the national publication *Governing Magazine*, for "turning the State of Texas into a shining model of corrections reform." Representative Madden continues to uphold the core values of what makes a Liberty Bell Award recipient by advocating for proven government reform, not only for Texas, but for our nation.

OUTSTANDING MENTOR AWARD RECIPIENT — Dinah Gaines

The Texas Young Lawyers Association presents the Outstanding Mentor Award to the attorney who has consistently demonstrated a commitment to mentoring young lawyers in his or her legal community.

Dinah Gaines is the chief staff attorney for the Bexar County Civil District Courts. Dinah has touched the lives of thousands of attorneys, judges, and law students, passing on her belief in the principles of the Texas Lawyer's Creed and her passion for the law for over 40 years. Dinah has mentored hundreds of interns as well as young lawyers working in her office. Dinah has influenced the next generation of lawyers to practice with the same ethical and professional integrity and values to which she adheres. Dinah teaches her staff how to be prepared in court, how to handle people, how to be professional and courteous, and the importance of ethics and maintaining a good reputation in the legal community. She is committed to educating and guiding interns with the skills that it takes to be an effective public servant. Dinah wants new lawyers to know they have a responsibility to help those within our community who cannot help themselves.

TYLA SOCIAL MEDIA

eNews



eNews is TYLA's monthly newsletter distributed via email to all of TYLA's members. This year *eNews* got a new look and layout; however, its content remained the same. Every edition features several regular columns including a top story, TYLA project spotlight, local affiliate spotlight, young lawyer spotlight, Ten Minute Mentor feature, tips for young lawyers, and an editor's column. Even with frequent updates via social media, TYLA's *eNews* helps keep young lawyers up to date on local and statewide projects, highlights new legal topics, and features local affiliate accomplishments.

TYLA.org

The tyla.org website disseminates TYLA projects and materials worldwide and has increased its Web traffic and viewers every year. This year TYLA's website was updated to become more user friendly.



TEN MINUTE MENTOR

Ten Minute Mentor

Ten Minute Mentor (www.tenminutementor.com) is an online collection of video presentations from leading lawyers in their areas of expertise. Each video presentation is educational and full of practical advice on a wide range of topics relevant to young lawyers. All *Ten Minute Mentor* videos may be viewed on tyla.org. This year, TYLA recorded 20 new and updated segments, including:



Confidentiality Agreements
An Overview of the DTPA
Guidelines for Representing Indigent Non Capital Defendants
Freedom of Information Act Requests
How to Obtain Health Information in Connection with Litigation and in Compliance with HIPAA
Employment Law Basics
Things Every In-House Counsel Should Know About Intellectual Property Law
Protective Orders
Local Rules in Federal Court

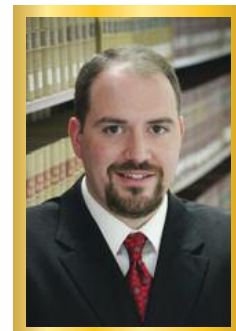
Texas Lien Laws
A Recipe for Conducting an Effective Voir Dire
Hearsay
Tips on Collecting Judgments
Tips for Getting an In House Job and Making the Transition
Ladies Who Lunch
Leadership for Female Lawyers
Succession Planning
Human Trafficking
Electronic Discovery
TMM Goes to Law School



TYLA
BOARD OF DIRECTORS
2014-2015

LOOKING TOWARD THE FUTURE

The Texas Young Lawyers Association has long been considered the public service arm of the State Bar of Texas. This year will be no exception, and I am excited about the full slate of new projects that are planned. TYLA will work on “Promoting Justice through Education” and our projects will focus on areas where positive change may be achieved through education. A few of the planned projects are:



- *And Justice for All: Preventing Wrongful Convictions through Education*—A Web-based tool and program to assist prosecutors and criminal defense attorneys on how to minimize their chances of participating in a wrongful conviction. This tool will feature video vignettes of interviews with attorneys and exonerated individuals, plus tools like the top 10 tips attorneys can utilize in order to limit their chances of participating in a wrongful conviction.
- *Consequences of Juvenile Convictions*—A curriculum project designed to educate elementary, middle school, high school, and college students and parents about the consequences of having juvenile convictions on future employability, college options, and general life opportunities. This will align with the recent implementation of House Bill 5 in Texas schools and the importance of career pathway planning for students.
- *Resources for Foster Care Children*—Every year, thousands of children age out of the foster care system and enter the world of adulthood with no guide as to their legal rights and the state-paid benefits they are entitled to. This Web-based project was designed to educate foster care youth who are close to aging out of the system of their legal rights and resources available through the state and federal governments.
- *Veteran's Divorce Guide & Debt Guide*—A project to create and distribute a “Service-Member's Guide to Divorce and Family Law.” This pamphlet will discuss and explain family law matters as they relate specifically to members of our armed services—particularly how they are affected by the soldier's active military status. This project may evolve into a series of pamphlets or a small guidebook explaining common legal problems faced by soldiers and their families.
- *Educator Externship Program*—This project will create an opportunity for educators to get first-hand experience of what legal professionals do on a daily basis. In line with the latest changes to the education code for the State of Texas, TYLA would like to help facilitate opportunities for teachers and counselors to shadow attorneys and judges in order to assist them in teaching their students about the legal profession. TYLA hopes to help educators and students better understand what it is that lawyers do, what it takes become an attorney, and the financial obligations of becoming an attorney.
- *How to Get Involved on Nonprofit Boards*—TYLA will direct several CLE events hosted by lawyers and nonprofit board members on how young lawyers can get involved in local nonprofits and the importance of serving within your local community. Information on the fiduciary duties attached to serving on nonprofit boards and the benefits of serving on these types of boards will be included in the training.
- *Bike Safety Guide*—In keeping with the tradition of helping Texas attorneys maintain physical health, and not just professional well-being, an online guide will be combined with local presentations to teach bicycle enthusiasts the best practices with regard to bike safety, the law as it relates to bicycling and motorists, and how bicycling can assist lawyers on a path to wellness and stress reduction.

I hope you will join us as we work to create and implement these projects. With our combined effort, TYLA has the capacity to literally change people's lives for the better. We would love the opportunity to tell you how you can join in this effort, and hear your ideas on how to improve these projects and make them more effective. To participate in TYLA, or for more information, please visit tyla.org.

Sincerely,

A handwritten signature in black ink that reads "C. Barrett Thomas".

C. Barrett Thomas, M.C.J., J.D.

Texas Young Lawyers Association President 2015-2016



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