



Ep. 3: Breaking Down Barriers: Increasing Diversity of the Legal Profession by Creating Opportunities for the Next Generation of Black Lawyers

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Music & Legally Qualified Intro Voiceover: Welcome to RumbergerKirk's Legally Qualified Podcast where we answer important questions facing businesses today and discuss hot topics in the legal industry. From employment law to commercial litigation, product liability and everything in between, we've got it covered.

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Shenele Pettis Bright: Hello, I'm Shenele Pettis Bright, a commercial litigation attorney in RumbergerKirk's Orlando office, practicing in insurance coverage and bad faith, employment and labor law. Today we're going to be talking about breaking down barriers, creating opportunities for the next generation of black lawyers and overall increasing the diversity of our profession. Joining me is casualty and product liability attorney LaShawnda Jackson, a partner in the RumbergerKirk Orlando office and also the first black president of the Orange County Bar Association. LaShawnda, thank you for coming today.

LaShawnda Jackson: Thank you Shenele for having me.

Shenele Pettis Bright: Also joining me is Judge Alicia Latimore who serves as the first black female circuit judge in the Ninth Circuit and presides as the administrative circuit judge over the Unified Problem Solving Courts in Orange and Osceola Counties. She is the chair of Florida's Dependency Court Improvement Panel, a multidisciplinary state-wide work group that works to improve the handling of child abuse and neglect cases. In addition, Judge Latimore serves on the Steering Committee on Families and Children in the court, where she oversees the panel's work to address recidivism, quality legal representation, quality hearings and implicit bias. Judge Latimore, thank you so much for being here today.

Judge Alicia Latimore: Glad to be here. Thank you for the invitation.

Shenele Pettis Bright: I thought we'd start our conversation by talking about what drew you into the practice of law. I always find it to be a very interesting conversation started because no two stories are the same. For me, I grew up watching my father practice law, and I'm the fifth lawyer in my family. But I know that's not the case for many. So Judge Latimore, what influenced you to pursue the practice of law?

Judge Alicia Latimore: Well, actually my experience was quite different than yours. As I grew up I actually had the idea of being a heart surgeon. I thought that I wanted to grow up to be a doctor and operate on hearts. Actually that really is because my father convinced me that that's what I wanted to do. So I went to college with that expectation until I had the opportunity to take organic chemistry, which quickly changed my mind.

Also, the main thing that really motivated me to pursue a legal career were a couple of incidents. One was the social unrest that I witnessed as a 16-year-old in Miami, Florida during the McDuffie riots. And that really played an influence on my idea that I wanted to be engaged in a future profession that would help others. I saw the civil unrest and I knew that there was something that I wanted to do to be a part of solutions.

But really the main thing that motivated me was when my parents made known to me something that I had not recognized but that they had seen throughout my childhood. They knew that as a youth, I would often jump at the opportunity to advocate for others. Even on one occasion I led my entire eighth grade class to the principal's office to address a class complaint. So with that in mind, after graduation from college my parents gave me a really nice decorated birthday gift. And it was in fact the LSAT prep manual. Seeing that manual and taking them up for their offer, I went ahead and took the LSAT and the rest is as they say history.

Shenele Pettis Bright: That's a wonderful story Judge Latimore. Even though Dad may have been trying to steer you towards heart surgery in the beginning, it seems that parents always know what's best in the end. So I'm glad you found your way to the practice of law. LaShawnda, what made you want to become a lawyer?

LaShawnda Jackson: I can distinguish myself from Judge Latimore in a couple of ways. Number one, after I started taking anatomy I knew that medicine wasn't my calling. I would never let anybody convince me to do that. Number two, I marched to the principal's office, but it was usually because I was trouble. So I can't say that was my inspiration.

But what I can say is, is when I was in high school I always assumed that I would be a teacher. And the reason being is because I knew three black teachers, and those were the only black professionals I knew. So I just thought I'd be a teacher. And then probably my sophomore year in high school I took an American government class, and the teacher was Miss Sherry Johnson. One day after being in her class for a little while Miss Johnson came up to me and said, "You have a big mouth." And I said, "Yes, I know." And she says, "I'm going to put that to use." So I was, like, "Okay." She's, like, "I need you to join my mock trial competition team." Had no idea what mock trial competition was. Had no idea about being a lawyer, any of that.

But because I loved Miss Johnson and it gave me an opportunity to do something to keep me out of trouble, I said yes. We started practicing and then competing throughout the state of Florida in mock trial competitions. And in one of those competitions I ran into a judge. He was a real life judge, Judge Dean Moxley in Brevard County. And Judge Moxley actually nicknamed me "Bullets." And he said it was because he liked the way I fired cross examination questions and I should think about going to law school. And I said okay and here I am now.

Shenele Pettis Bright: Well, Bullets, I think I'm going to have to call you that for the rest of the interview. I'm certainly happy. I think we all have kind of a Miss Johnson or a parent or someone who could see the skills and assets that we had that maybe we couldn't see in ourselves and were able to help push us towards something such as the practice of law. You both mentioned experiences and resources that certainly shaped you to get where you are today. Were there any other opportunities or resources that helped pave your path to success? And even in the opposite, looking back, were there a lack of opportunities that you wish you had as you were coming up? Judge Latimore, I'll start with you.

Judge Alicia Latimore: Well, I can say one big difference is that I didn't have the experience that LaShawnda had prior to going to law school. I had actually never met a judge. I didn't have any experience with lawyers. I didn't even know what a case was when I arrived at University of Florida Law School when someone told me that I had to read the cases. And I asked, what is a case? So I didn't have that experience or exposure prior to going to law school.

So that was one opportunity that I wished I had available to me prior to my experience and (inaudible) start on this journey. But I think overall just as a big picture, the greatest opportunity I had was just forming relationships with legal and civic community. Just learning from those who started this journey way before I did and what it means to be relevant in a profession that was dominated by those who may not look like me or who didn't come from the same life experiences that I had.

I became very active in various law related organizations, such as the Black Law Student's Association when I was in law school. After leaving law school and moving to Orlando I became active in the Orange County Bar Association, the Paul C. Perkins Bar Association, the Legal Aid Society, the Virgil Hawkins National Bar Association. I just became really active and just reached out and started forming some of those relationships. I had the pleasure, the distinct pleasure of working for different trailblazers, particularly Justice James EC Perry. I was in his law firm for a while, and that was just an amazing opportunity that I had among others.

In addition I also joined civic and community organizations, not only as a board member, but also as a volunteer to help and serve the community that I wanted to represent and that I wanted to trust me as a representative. So I was involved in organizations such as the United Way, my sorority, Alpha Kappa Alpha, my church, St. Mark. I mean, I just really engaged, and I thought that those gave me opportunities and value to what it is that I wanted to do and the community that I wanted to serve. I mean, I could go on all day when I speak to specifically identify particular opportunities. But I think as a whole, just engaging in those type of opportunities helped me, and helped me to get to where I am in my career at this time.

Shenele Pettis Bright: You touched on something that I think will resonate with some of our listeners, and it's the fact that you don't always know exactly what law school entails or the practice of law entails when you sit in your classroom on the first day of your 1L year and decide to practice or pursue a career in the law. So Judge Latimore, how did you overcome the fact that you didn't know what a case was or you didn't know a lawyer, but still you knew you wanted to practice law?

Judge Alicia Latimore: I think what it was is that, again, I think relationship is the key word when it comes to my journey and my success to the degree that I've reached success. It was those who were around me, those who supported me and those who were

encouraging me and counting on me to achieve my goals. And without them I would not have made it. It's easy to sit back and try to take credit for some accomplishments that I've made. But it would be disingenuous of me to say that there were several who assisted me, even through the scary times. Such as sitting in law school and having them say those famous words like, "Look to your left, look to your right. Somebody's not going to be there next year and it might be you."

So having that experience taught me that I could not only rely on my own will and my own ability. But that I had to really form a village of my own, even away from my family who was down in Miami, but a village and those who were going to go on this journey with me help me and guide me and take the steps that were going to make my accomplishments more attainable.

Shenele Pettis Bright: I saw a recent statistic that said less than 5% of lawyers are black. And while that shocked me to kind of see it on paper, if I look back on my experience as a young lawyer, I'm not surprised by it. I know I'm not alone in suffering from imposter syndrome. I walk into many rooms and I'm the only person that looks like me. If there is another person, it's maybe one or two and we don't necessarily want to all congregate together. We want to make sure we spread out throughout the room.

So it's intimidating sometimes as a young, black female in the practice of law because there just aren't a lot of people, and the community isn't as big as we would like it to be. Yet still there are some of those important mentors, Judge Latimore, you named a few, who have helped all of us along our way. I'll tell you Justice Perry, I've had the pleasure of getting to know him throughout law school as a family friend, as a mentor. One time he told me that I was like his daughter, and he was going to look out for me. And I felt so warm and so proud for him to say that. I later found out he kind of told everyone that they're his daughters and his sons. But that's just kind of the person he is. And it's so important to have pillars like that in our community, that will acknowledge the fact that they have to look back and help bring up the

younger generation. So LaShawnda, can you touch on some of your mentors that you've had along your way?

LaShawnda Jackson: I just want to make one point on something you said. You talked about there being 5% black lawyers or minority lawyers. As sad as it may seem, that's an improvement from when I started the practice of law. When I went into law school in 1999, there were less than 2% minority lawyers in the state of Florida, and I know this because I was part of a program called The Minorities Participating in Legal Education program, where the state actually helped bring more minorities into the practice of law.

And so I do want to stress that we are seeing some improvement, but there's lots more to do. And when we do have people here, I know if you come to Orange County and you run into me and I don't say hello to you, you should probably stop me and just look at me weird. Because one of the things I like to do is be welcoming to everybody I meet, especially minority attorneys. And the reason being is because people did that for me. I can tell you when I first came to Orlando after graduating law school, I had known about the Paul C. Perkins Bar Association and the Orange County Bar Association because I had been a recipient of a scholarship from the Paul C. Perkins Bar Association that was presented at an Orange County Bar Association joint luncheon.

And so I said to myself, I have to give it back. And so when I came to Orlando I joined both organizations, and I can tell you that people like Judge Latimore, who's also a past president of the Paul C. Perkins Bar Association, Judge Donna Goerner, Judge Emerson Thompson. These were the people that I first met here in Orlando, and I kind of gravitated to them. They were successful. They were the successful lawyers. They were the successful judges. And I wanted to model myself after what they were doing.

And I asked questions. I met a lot of people, and I think these organizations really, really helped me be able to do that. And then with regards to the Orange County Bar Association, I have to give due credit to Yvette Rodriguez Brown, who is a president of the Young Lawyers Section when I came to Orlando as a law clerk and who encouraged me to participate in bar service. And because of that, I got onto the Orange County Bar Association Young Lawyers Board. I went on to be the president of the Paul C. Perkins Bar Association, the president of the Young Lawyers Section and now the president of the Orange County Bar Association. It was because of the relationships I had. People who taught me what was right, what was wrong, what I needed to do to make myself an important vital part of the Orlando legal community.

There are many more to name. I could name many, many more. But I must say, those two organizations and the presidents of those organizations truly helped me.

Shenele Pettis Bright: While our community may be small but growing, it's definitely rich in mentors and resources that can help young lawyers find their place here. So I'm thankful for all those organizations you mentioned LaShawnda. Because truly, if you have initiative and you seek out these opportunities, you can grow your community, and it doesn't feel as small as it is. Judge Latimore, what is one piece of advice that you would want to give your younger self?

Judge Alicia Latimore: It's hard for me to pick just one. But I guess if I had to pick one or two, I would say speak up for the truth even if it's hard or makes you feel uncomfortable. I think that there were instances, not that I was in any way being deceitful. But I would just be quiet. I wouldn't speak out and speak up at times, when really I was the only one in the room or at the table who could speak up for a certain matter or issue or group.

But at that time it was hard to do or I felt a little uncomfortable. I didn't know how well it might be received. But I think if I could speak to my younger self, I think that that would not concern me or should not have concerned me as much as it may have

at times when there was really more on the line about what it is that I needed to say as opposed to how I was going to feel in the presence of others when I said it.

The other thing would be and I'm sorry, I'm going to number two even though you asked me for one. But one that's really important to me is to value yourself even when you believe others don't. I at times had issues with that. It was times that being the only black woman, I would be amongst others who appeared not to have value in what I contributed, what my thoughts were, what my ideas were. And therefore there were times when I would second guess myself in regard to my value and worth and what I actually stood for.

And so I think that if I had an opportunity to whisper in my own ear, that probably would be the greatest and the loudest advice that I would give myself. Is that I can value myself regardless of what other's responses are or what they may intentionally or unintentionally make me believe their beliefs are. And that I should continue with that going forth, and that helps to get those things that need to be accomplished done and also continue to give yourself the care that you need in order to face some hard times or some difficult challenges.

Shenele Pettis Bright: Of course. I receive that advice wholeheartedly. It's something that I have to continue to remind myself, to speak up and to remember my value. Because there are so many instances and times where either someone makes me think I'm not as valuable, or I myself am in my head and try and count myself out before I really give myself a chance. So thank you so much for that advice. It's so important.

Another thing I think I would add if I could. I know I'm the young one, but if I could give myself some advice, it would be to give back to the community. I think that establishing passions and passion projects that relate to the law and maybe even don't relate to the law, but I can use my skills as a lawyer to help impact the cause, are just so important. As lawyers we have to reach out to our community and get involved. And I just think it brings a richness to our lives to not only practice the law

in the courtroom and in the office. But also bring our skills to the community. So LaShawnda, I want to talk to you about some of your passion projects and things that you've worked on and that you continue to work on throughout your practice. Can you tell us about some of your passions?

LaShawnda Jackson: I think probably Judge Latimore and I share a big passion and that's children. Any time there's an opportunity to work with kids, I'm all in. One of the programs—I'll talk about a couple of them—but one of the programs that I helped founded for the Paul C. Perkins Bar Association was a street law program where we would teach inner city youth about the law and their rights. And that was a program that was started well over ten years ago where we would go into community centers and have this program for the kids.

And what's interesting is, fast forward a couple of years after that, one of our firm clients wanted to get involved in the street law program, and I was – certainly they called on me with my experience dealing with the Paul C. Perkins street law program. And we just turned that into a huge event that our firm does every year. We've adopted a high school here in Orange County. We go out to the school, we teach the kids some legal principles, some skills and then bring them back into our office where we take them through – they do a mock mediation. They also do some advertising events.

And then we even grew it even further where now we bring in judges, like Judge Latimore has come and visited our program, to show the kids that there are so many different aspects of the law and to show them the positive aspects of the law. Because I know as a kid I only saw the negative parts of the law. And so we even grew that program to now include a job fair, where we bring in different people within the legal community, like court reporters, translators, process servers, so that these children can learn, even if you don't want to go to law school, there are other opportunities for you to participate in the law. That is something I never had as a kid

and I would have loved it. And so I'm very, very proud of my participation in the street law program.

Another program that I became highly involved with over the past few years was the Junior League of Greater Orlando's MAGIC program, Mentoring Adolescent Girls to Inspire Change. It's a program that works with girls who are in the juvenile detention center. And once a year I go and I speak with them. I teach them concepts of the law, about what I do for my job. But even more important to me I talk to them about goals. And I always finish out that program talking about you're here now, you've gotten into trouble. But how can we fix this? What's your plan B, your plan B and your plan C to get out of this?

And we just go around the room and talk with the girls, and they have all these great ideas. And any insight that I can give them I do. You'll have a lot of girls who say, well, I like to do hair and I want to own a beauty shop some day. Well, let's go in the community college and let's talk about - learn some business classes. And so I'm able to talk with them through some of their ideas and things that they want to do just to try to inspire them. Because I had people who came in and inspired me. So those are two programs that I'm very proud of working with throughout my years here in the Orlando area.

Shenele Pettis Bright: I think it's certainly true LaShawnda that representation matters, and those programs that you mentioned, especially street law and the MAGIC program, just really drive home that point. That a lot of times just being in the room and seeing someone in your position makes all the difference for the kids that you're impacting. So thank you so much for the work that you do. Judge Latimore, can you talk about some of your passion projects? I know I mentioned a little bit in our intro your involvement with children and families. But can you expand on that?

Judge Alicia Latimore: Sure and I'd like to first take a moment to go back to something that you said and I believe your quote was, "I'm the young one." And I just want to make sure

we highlight that being the young one still brings value and worth to any conversation. And anything that we are offering, those who even come behind you, because you have greater experience and you have current experience, and all of this evolves, and it is very fruitful.

So your input is just as worthy, even though it may not be as historic, but surely I learn every day from those who are younger than me. I learn from LaShawnda watching her, observing how she does things, her accomplishments as well as yourself and those who are even younger than you. So I want to always remind our young ones that even though you may be the young ones, still have a lot to offer.

When it comes to children and families, you are very welcome. So when it comes to children and family LaShawnda is right, that is just really at my heart. I particularly love helping those who are at a disadvantage. I have practiced dependency for the entirety of my career as a practicing lawyer and presiding over those cases as a judge, helping those children who are abused, abandoned or neglected. I've always wanted to reach out to those who are a little less fortunate, particularly children who have no input into what family they're born into, who their parents are going to be and what their immediate future might hold for them once they come to this world.

So I was honored and privileged in 2014 when I was able to get approval from the chief judge at that time to start what is now one of only 25 early childhood courts here in Orange County. Early childhood court is a problem solving court for dependency cases that uses a non-adversarial, (sounds like: safe babies), multidisciplinary team approach and offers infant mental health therapeutic interventions to help safely unify children with their families. While shortening the time it takes for them to reach permanency and also lowering the rate of recidivism.

And so with that program we have learned the importance of neuro psychology, the effects of trauma on children and the valuable input that infant mental health therapists can have when it comes to being trauma responsive so that we can

change the trajectory of these children's lives. And hopefully they and their future children will not find themselves back in our system.

One other program that I work on that is really dear to my heart as well involves a special class of adults, and those are judges. I was given an opportunity to start and develop what is now known as the Florida Judicial Wellness Program. And that is a state-wide program that is offered to Florida judiciary by the Florida Conference of Circuit Judges to offer education, assistance and support to judges with information and services that can be preventative and rehabilitative so that they may achieve and maintain overall wellness.

Many judges are hesitant to seek help. There is always a concern that if there is some issues that they are dealing with, some challenge they may have, whether that may be common, such as anxiety, insomnia, depression and a lag in their overall wellness. They have a concern that that can be used against them, particularly by someone who might want to be their opponent in a judicial campaign. So judges are very hesitant to seek help because of their concerns.

But it's very important to me that we acknowledge that judges are human too. And therefore we suffer from the same challenges, issues and ailments that any other professional person may and that we need help. And so with this program it gives judges an opportunity to reach out to get that help confidentially in any area that might improve their wellness and their well being.

Shenele Pettis Bright: Judge Latimore, I commend your work with mental health, both for the communities that you serve, with children and families and also for our judiciary. It's just so important. I think people are becoming a little bit more comfortable talking about mental health and recognizing that they may have mental health issues and seeking out resources. But it's just such an important conversation that we have to continue. So thank you so much for the work that you are doing.

LaShawnda, I want to talk to you about your year as president of the OCBA. Your year is coming to an end, and I'm sure I'm not the only one that can recognize that this year might not have looked exactly how you hoped it would look, through COVID, through social justice awareness. There've been a lot of issues that no one could have foreseen, and yet you still have had such a successful year as president of the OCBA. How do you hope to be remembered as president?

LaShawnda Jackson: Well, first and foremost I hope someday that I'm not remembered. I want to get to a place where we've had so many black presidents that nobody remembers the first. We have a lot of great, qualified young attorneys here in – even older attorneys here in the Ninth Circuit, and I think they're all fabulous and can someday become president of the Orange County Bar Association.

But as you said, it has been a different year. It has been a challenging year. And if people happen to want to think something about me, I just hope that they truly remember the passion that I had for the Orange County Bar Association and service. Not only to our community, but to our membership. One of the things that we had planned this year was this big community service project that we were going to do. We didn't get it done, but we improvised. We came up with a series of videos to roll out to our community on various legal issues.

We thought outside the box. Again, I want our memberships to benefit from our organization. So I hope they remember me as somebody who thought outside the box and we improvised. We turned one of our biggest events of the year, which would be the Bench Bar Conference into a virtual event. That was a huge success. We couldn't have indoor luncheons because of the pandemic. But we had a couple of outdoor events. We had a drive in movie back in November and also we had a spring break backyard bash outdoor movie night this past Saturday.

So I just hope people remember that we didn't give up on the OCBA during my presidency because of the pandemic. We thought outside the box, and we continued to provide the great services that we always do.

Shenele Pettis Bright: Of course and again, congratulations on a very successful year. You've both reached amazing milestones, and throughout our conversation you've both noted that while you might be the first in your respective roles, your goal is that you're not the last. So I want to close our conversation by asking both of you, what is one thing that our current generation of lawyers can do to both open doors and break down any barriers that still exist for those coming after us? Judge Latimore, I'll start with you.

Judge Alicia Latimore: I think being willing to take a chance. Just being able to see things in yourself or in others that other people may not quite realize yet. Things that you are able to take some action which can make a difference for not only one person but a host of people. And so what I mean by that is that you don't always have to be the one that's going to be the first in that position. But you might spot someone who you believe could be encouraged and motivated and supported to do that.

To this day I think prior Judge Cynthia Mackinnon, who was the one who actually came to me and tapped me and said, "Hey, you should consider applying for appointment as a judge." And if it had not been for her, who planted the seed, I wouldn't be sitting here today speaking on this podcast as the first. So I think that what we all can do is we can assist with making a difference and making the visual look completely different than what we are seeing right now. Seeing opportunities for those to be present at the table or those to have positions or those to give input to policy change who were not there before and making yourself a partner to having that happen. Whether you do it yourself or you find someone else because there are plenty, as you were saying, that are qualified.

We have a variety and we have a rich source of those who are coming behind us who can be tasked to take the positions that have not been already filled or have not been experienced by some of our colleagues and some who look like us. And we definitely can do that. I just think we all have to be willing to take that chance and believe in it. I always realize that a loss may just be a stepping stone to the next win. So I always try to learn something from my experience even if it didn't turn out the way I wanted it to. I'm a true believer in finding a silver lining. I think we have to do that and be willing to keep moving forward. We can be instrumental in making a change.

Shenele Pettis Bright: Of course. Just like LaShawnda said earlier, we used to have – the rate was 2% of lawyers were black, now we're at 5. I look forward to making that 10%, 15 and then just kind of eradicating that portion of the conversation and focusing on other issues because our community has gotten so big. LaShawnda, what is something that lawyers can do today to help open doors and break down barriers for those coming behind us?

LaShawnda Jackson: I would simply say get involved, and I'm going to share a very short story for you. When I first came to Orlando and began working at RumbergerKirk & Caldwell, probably within a month of being sworn in I went to a hearing. It was a very unique hearing because everybody involved was a lawyer. The plaintiff was a lawyer. The plaintiff's attorney was a lawyer from that lawyer's office. The defense attorney was – there were several different defense attorneys and I was there are defense attorney for one of the clients.

And I remember walking into the hearing room and Judge Cohen, not that he did anything wrong, but he knew everybody in the room. He said hello to this attorney over here. "Hey Mr. Johnson, how you doing? I haven't seen you in a while." And he got around and he said, "Okay you, state your name for the record." Had no idea who I was. And I vowed right then and there that I was not going to stop until everybody in Orange County knew who LaShawnda Jackson was.

No hiccup to Judge Cohen. Didn't do anything wrong. It was just I was in the presence of all these great lawyers or these lawyers who were perceived to be great, and I wanted to be known just like them. And how I started, how I did it was I got involved. I joined the Paul C. Perkins Bar Association. I joined the Orange County Bar Young Lawyers Section. I joined the Florida Bar Board of Governors for Young Lawyers. And what this gave me was an opportunity to meet new people. I got me an opportunity to meet judges. It opened the door for me to get my name out there so that when I ran, I was firstly appointed to the Young Lawyers Board for a vacancy.

But because my name was out there I got involved. I was elected onto the board for the Young Lawyers Section of the Orange County Bar Association and then worked my way up to president. Same thing with the Orange County Bar Association. And it's because I got involved, I got my name out there and I worked hard. And so to everybody who wants a chance, who wants a chance to lead, you got to get involved.

Shenele Pettis Bright: Absolutely. I don't think there's anyone in Orange County that does not know LaShawnda, that does not know Judge Latimore. And if you're listening to this and you don't know these two individuals, I hope you reach out to them and get to know them. Both of you, it's been such a pleasure talking with you both today. I'm certainly inspired. I've learned a lot, and I hope that those listening are inspired as well. Conversations such as the one that we're having today help us move towards our goal to create more diversity and inclusion in our profession and remove barriers. Thank you so much Judge Latimore and LaShawnda for speaking with us today.

And a special thanks to our listeners. I truly hope we've provided some insight and inspiration for you. If you have any questions or would like to reach out to us, please email info@Rumberger.com.

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The End