

*Diversity in Legal Education and The Legal Profession: A Symposium Honoring Indiana Chief Justice
Randall Shepard*

Justice Shepard and Diversity in the Legal Profession: The Legacy of ICLEO

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JUSTICE SHEPARD AND DIVERSITY IN THE LEGAL PROFESSION: THE LEGACY OF ICLEO

Andrew R. Klein*

ABSTRACT

In his presentation, Dean Klein discusses the importance of role models and mentors in promoting the value of diversity in the legal profession. His presentation includes personal background relating to his own involvement with the Indiana Council on Legal Education Opportunity (“ICLEO”) program and highlights the accomplishments of several former ICLEO fellows who have become leaders and role models themselves. Dean Klein concludes by praising former Indiana Supreme Court Chief Justice Randall T. Shepard and the ICLEO program for providing a pipeline of leaders committed to the legal profession and a pipeline of mentors for future generations of lawyers who are committed to the important role that diversity plays in ensuring a system of justice.

REMARKS

Thank you for inviting me to participate in this wonderful symposium. I am excited to help honor Justice Shepard. I am also privileged to be part of a program with such distinguished speakers, many of whom I count as good friends.

A talk like today’s is a little different than a typical symposium presentation. Rather than presenting an idea or research that might be of interest to only a small segment of the legal academy, my talk will be a little more personal, and I hope relevant to a broad audience. What I want to address is the value of diversity in the legal profession, the importance of mentorship, and how the confluence of the two, through the ICLEO program, has made a difference that will pay dividends to this state for years and even generations.

As an outline, I am going to start by asking that you indulge me in some personal reflections that explain why I am part of today’s program and why I have come to feel so strongly about what Justice Shepard has done in the State of Indiana.¹ After, I will talk a little about the ICLEO

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¹ See *infra* pp. 600-05 (discussing Dean Klein’s background and some of his personal mentors).

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program itself.² Then I will connect that to a discussion about several graduates of the ICLEO program who are now leaders in legal education and doing work to help ensure that Justice Shepard's efforts will have an impact for years to come.³

First, some personal reflections that help explain why I am part of today's symposium and why I feel so strongly about the ICLEO program. In that regard, I want to start by talking a bit about mentorship—a topic that my colleague, Dean María López, will also address in this symposium.⁴

One of my mentors is the judge who I clerked for after graduating from law school, Judge Joseph W. Hatchett of Florida, who at that time served on the United States Court of Appeals for the Eleventh Circuit. Judge Hatchett's story is a good example when one begins a conversation about the importance of creating a structure for role models among groups that have historically been underrepresented in our profession.

Judge Hatchett is a significant figure in the history of breaking down barriers in the legal profession in the South. He grew up in Florida and attended Florida A&M University as an undergraduate student.⁵ He then went to the Howard University School of Law in 1956, leaving his home state only because no law school there admitted African-American students at that time.⁶ After graduation, Judge Hatchett returned to Florida to practice civil rights law and then work as an Assistant United States Attorney.⁷ In 1975, the Governor of Florida, Ruben Askew, appointed him to serve as a Justice on the Florida Supreme Court.⁸ In 1976, he ran for election to retain the seat and became the first African-American elected to the Florida Supreme Court since Reconstruction.⁹ In 1979, President Jimmy Carter appointed Judge Hatchett to the United

² See *infra* pp. 602–03 (explaining the purpose and brief history of the CLEO national program and ICLEO).

³ See *infra* notes 25–48 and accompanying text (highlighting the accomplishments of a few ICLEO fellows).

⁴ See generally María Pabón López, *The ICLEO Mentoring Legacy of Chief Justice Randall Shepard: An Essay*, 48 VAL. U. L. REV. 611 (2014) (honoring Justice Randall Shepard for the creation of ICLEO and the legacy he built throughout the legal profession).

⁵ Joseph W. Hatchett, AKERMAN, <http://www.akerman.com/bios/bio.asp?id=296> (last visited Oct. 4, 2013); Justice Joseph W. Hatchett, FLA. SUPREME CT., <http://www.floridasupremecourt.org/about/gallery/hatchett.shtml> (last visited Oct. 30, 2013).

⁶ Justice Joseph W. Hatchett, *supra* note 5.

⁷ Joseph W. Hatchett, *supra* note 5.

⁸ *Id.*

⁹ Jan Pudlow, *Chesterfield Smith 1917–2003*, FLA. B.J., Nov. 2003, at 8, 21; Justice Joseph W. Hatchett, *supra* note 5.

States Court of Appeals for the Fifth Circuit, making him the first African-American to sit on a federal court of appeals in the South.¹⁰ Later, when the Fifth Circuit divided, Judge Hatchett became part of the new Eleventh Circuit and eventually served as that court's chief judge—another barrier-breaking appointment.¹¹

When Judge Hatchett hired law clerks, he took his role as a mentor seriously. He made sure his clerks knew his story and how hard people worked to overcome the barriers of discrimination. Judge Hatchett took us to Montgomery to visit Dr. Martin Luther King's church. He introduced us to the giants of the Civil Rights movement in the judiciary, including such luminaries as Judge Frank Johnson¹² and Judge Elbert Tuttle.¹³ He also impressed upon us how important it is to the cause of justice for the legal profession—of all professions—to open itself to all people and for those in the field to be conscious of providing opportunities for individuals from backgrounds underrepresented in the law.

What an opportunity it was for me to begin my career under the tutelage of someone like Joseph Hatchett! I tried to take the lessons he

¹⁰ *Joseph W. Hatchett, supra note 5; Justice Joseph W. Hatchett, supra note 5.*

¹¹ *Joseph W. Hatchett, supra note 5.*

¹² See *Biographical Directory of Federal Judges: Johnson, Frank Minis Jr.*, FED. JUD. CENTER, <http://www.fjc.gov/servlet/nGetInfo?jid=1180&cid=999&ctype=na&instat=na> (last visited Oct. 30, 2013) (providing a bibliographical accounting of the federal judicial service of the Honorable Frank Minis Johnson Jr.). Judge Frank Minis Johnson Jr., a graduate of University of Alabama School of Law in 1943, served in the U.S. Army from 1943 to 1946. *Id.* His professional career included private practice in Jasper, Alabama from 1946 to 1953. *Id.* He next served as the U.S. Attorney for the Northern District of Alabama from 1953 to 1955. *Id.* He was appointed to the U.S. District Court for the Middle District of Alabama by Dwight D. Eisenhower in 1955. *Id.* He served as a judge on that court from 1956 to 1979. *Id.* From 1966 to 1979, he served as Chief Judge. *Id.* His service on that court terminated in 1979 when he was nominated by Jimmy Carter to serve as a judge on the U.S. Court of Appeals for the Fifth Circuit. *Id.* He subsequently received commission and served in this position from 1979 to 1981. *Id.* In 1981, Judge Johnson was reassigned to serve on the new U.S. Court of Appeals for the Eleventh Circuit. *Id.* He assumed senior status in 1991, and passed away in 1999. *Id.*

¹³ See *Biographical Directory of Federal Judges: Tuttle, Elbert Parr*, FED. JUD. CENTER, <http://www.fjc.gov/servlet/nGetInfo?jid=2427&cid=999&ctype=na&instat=na> (last visited Oct. 30, 2013) (providing a bibliographical accounting of the federal judicial service of the Honorable Elbert Parr Tuttle). Elbert Parr Tuttle, a graduate of Cornell University Department of Law in 1923, served the U.S. Army Air Service from 1918 to 1919. *Id.* He also served as a U.S. Army Colonel from 1941 to 1946. *Id.* His professional career included work in private practice in Atlanta, Georgia from 1923 to 1953 and employment as General Counsel for the U.S. Department of Treasury from 1953 to 1954. *Id.* Dwight D. Eisenhower nominated Elbert Tuttle for appointment to the U.S. Court of Appeals for the Fifth Circuit in 1954. *Id.* He received commission in 1954 and served as Chief Judge from 1960 to 1967. *Id.* He assumed senior status in 1968. *Id.* In 1981, he was reassigned to the new U.S. Court of Appeals for the Eleventh Circuit. *Id.* He passed away in 1996. *Id.*

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taught me to heart as I entered the legal profession and especially when I was fortunate enough to become a legal academic in the early 1990s. My initial academic appointment was at Samford University's Cumberland School of Law in Birmingham, Alabama. My first summer there, Cumberland hosted a regional program as part of what was then the national Council on Legal Education Opportunity ("CLEO") program. The national CLEO program was originally founded as a non-profit project of the ABA Fund for Justice and Education to expand opportunities for minority and low-income students to attend law school.¹⁴ Even though I was a rookie professor, I quickly volunteered to participate. It was a fabulous experience that allowed me to connect with an incredible group of students and put into action the values that Judge Hatchett had instilled in me.¹⁵ In fact, I still occasionally hear from some of the students I worked with that summer—more than twenty years later.

Unfortunately, about a year after I taught in the CLEO program, Congress essentially de-funded the operation, stripping it of \$2.9 million, which was about 95% of the organization's annual budget.¹⁶ For those who shared Judge Hatchett's visions, or aspired to be the next Judge Hatchett, that was a terrible blow.

However, some people do not just sit back when adversity strikes, they do something about it. One of those people was another member of the judiciary in a state to the north of where I was then working. That person, of course, was Justice Randall Shepard, the Chief Justice of the Indiana Supreme Court. With the national CLEO program temporarily out of existence, Justice Shepard led a charge to replicate it in the State of Indiana. His efforts succeeded in 1997 when the state legislature created the ICLEO program.¹⁷ ICLEO's purpose has always been "to help

¹⁴ Michael Hunter Schwartz, *50 More Years of CLEO Scholars: The Past, the Present, and a Vision for the Future*, 48 VAL. U. L. REV. 621, 622 (2014); *What Is CLEO*, CLEO, <http://www.cleoscholars.com/index.cfm?fuseaction=Page.viewPage&pageId=482> (last visited Oct. 4, 2013). Since its beginnings, "more than 8,000 students have participated in CLEO's pre-law and academic support programs, successfully matriculated through law school, passed the bar exam and joined the legal profession." *Id.*

¹⁵ See *What Is CLEO*, *supra* note 14 ("The influence of CLEO alumni in the legal profession . . . is an indication of the important role CLEO has played in helping to provide a voice to underrepresented groups.").

¹⁶ Mark Hyman, *Flexing Muscles for Funds Nonprofit: The Council on Legal Education Opportunity's Executive Director, Who Is the Mother of the Baltimore Ravens' No. 1 Draft Pick, Has Plans on How to Replace \$2.9 Million that Congress Took Away*, BALT. SUN (July 29, 1996), http://articles.baltimoresun.com/1996-07-29/business/1996211027_1_cleo-ogden-baltimore-ravens.

¹⁷ *Indiana CLEO: About*, COURTS.IN.GOV, <http://www.in.gov/judiciary/cleo/2403.htm> (last visited Sept. 21, 2013). ICLEO is governed by Indiana Code section 33-24-13. *Id.* In

college students in need pursue a law degree in Indiana.”¹⁸ Indiana became the first state in the nation to have its own CLEO program, and like the national program, ICLEO was established to assist minority, low-income, or educationally disadvantaged college graduates pursuing law degrees.¹⁹ Since its creation, the ICLEO Summer Institute has been held annually at one of the four Indiana law schools, introducing about thirty new fellows to the legal profession, providing the fellows a jump start before they enroll in law school in the fall,²⁰ and supporting their studies financially.²¹ The inaugural ICLEO Institute in 1997 was held at Indiana University’s Maurer School of Law and consisted of thirty students.²² Twenty-five of those students went on to graduate from one of our state’s four schools.²³ The program has been repeated each summer since, rotating among Indiana’s four law schools.²⁴

I moved to Indiana two years after ICLEO was formed; first as a visiting professor at the Indiana University Robert H. McKinney School of Law in 1999 and then as a full-time member of the faculty the following year. One of the great attractions about being at the McKinney School of Law was seeing its institutional commitment to community engagement, including diversity in the legal profession, and learning how well my new colleagues supported the ICLEO program. I also was immensely impressed with the fellows themselves. One particular individual from that period of time stands out. Her name was Robyn Rucker, a student who sat in the first row of my first torts class at the McKinney School of Law and who still stands out in my mind as one of my best and most engaged students.²⁵

1997, Governor Frank O’Bannon signed the law into effect that began the funding of ICLEO. *Id.*

¹⁸ *Id.*

¹⁹ Randall T. Shepard, *Elements of Modern Court Reform*, 45 IND. L. REV. 897, 906 (2012); *Indiana CLEO: About*, *supra* note 17.

²⁰ *See Indiana CLEO: About*, *supra* note 17 (explaining the implementation and success of ICLEO’s Summer Institute).

²¹ *See id.* (reporting that “certified graduates of the program may be eligible for an annual stipend”). Students may receive stipends for a maximum of three successive academic years. *Id.* The current annual stipend is \$6500 if attending a public law school and \$9000 if attending a private law school within the state of Indiana. *Id.* After a student’s first and second year of law school, the ICLEO program also assists with locating law-related summer employment. *Id.*

²² *Id.*

²³ *Id.*

²⁴ 31 *Students Prepare for Law School as ICLEO Fellows*, IND. LAWYER (July 12, 2011), <http://www.theindianalawyer.com/31-students-prepare-for-law-school-as-icleo-fellows/PARAMS/article/26734>.

²⁵ Ms. Robyn Rucker moderated the session during which Dean Klein delivered this presentation.

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Most of you here know Ms. Rucker as the Associate Director of Career Advising for Valparaiso University Law School, a position she took in 2010.²⁶ What you might not know is that after her graduation and several years of practice, including work as a deputy attorney general,²⁷ she served as a staff attorney with the Indiana Supreme Court and as the ICLEO Coordinator under the direction of Justice Shepard.²⁸ According to Ms. Rucker, “[s]erving the Court as the ICLEO Program Coordinator was an immense honor. I had the ability to pour into the program that had poured into me.”²⁹

At roughly the same time, I was fortunate enough to join the ICLEO Board of Directors.³⁰ This gave me an opportunity to develop a professional relationship with Ms. Rucker, working hand-in-hand to promote the value of diversity in our law school, in Indianapolis and throughout the state. It also gave both of us a chance to work with a new mentor—Justice Shepard. From a personal perspective, what a

²⁶ *Career Planning Staff*, VALPARAISO U. L., <http://www.valpo.edu/law/current-students/cpc-students/contact-us> (last visited Oct. 30, 2013). As Associate Director, Ms. Rucker provides overall career advising to students and alumni seeking career opportunities with government, public interest, and non-profit sectors including fellowships, and federal and state judicial clerkships; and she administers the Valparaiso Law pro bono graduation requirement. Ms. Rucker also manages the Summer Public Interest Stipend and Loan Repayment Assistance Programs.

²⁷ *Robyn Rucker*, LINKEDIN, <http://www.linkedin.com/pub/robyn-rucker/7/29a/680> (last visited Sept. 21, 2013). Ms. Rucker earned her J.D. from Indiana University Robert H. McKinney School of Law. *Id.* After law school, Ms. Rucker worked as a Deputy Attorney General in the Criminal Appeals Division for the Office of the Indiana Attorney General, and served as the coordinator for Victim Services and the Address Confidentiality Program. *Id.*

²⁸ *Division Attorney Receives IU Law School Award: Robyn M. Rucker*, IND. CT. TIMES (Feb. 29, 2008), <http://indianacourts.us/times/2008/02/division-attorney-receives-iu-law-school-award/>; see *Robyn Rucker*, *supra* note 27 (indicating that Ms. Rucker was also the Diversity Committee Chair from 2008 to 2010 for the Indiana State Bar Association).

²⁹ E-mail from Robyn Rucker, Dir. of Career Advising, Valparaiso Univ. Law Sch., to Levy O. Wash, Jr., J.D. Candidate 2013, Ind. Univ. Robert H. McKinney Sch. of Law (Apr. 11, 2013, 12:07 EST) (on file with author).

³⁰ See IND. CODE ANN. § 33-24-13-3 (West 2004) (explaining that the chief justice appoints an advisory committee composed of eight members, two of whom are required to be Indiana law school professors or administrators to serve ICLEO). Appointed members of the committee serve for three-year terms and may be reappointed. *Id.* According to the statute:

[t]he committee shall solicit applications and select persons for the program who: (1) have earned a bachelor’s degree; (2) have applied to an Indiana Law School; (3) have demonstrated the interest, motivation, and capacity to earn a law degree; and (4) would benefit from the special training offered by the program.

Id. The committee also awards annual stipends to certified program graduates. *Id.*

wonderful opportunity it was for me to learn from Justice Shepard as I had learned from Judge Hatchett some twenty years earlier.

Mentioning my work with Ms. Rucker—and her connection to ICLEO and Justice Shepard—is a good way to make a transition to the next part of my talk. ICLEO is not just helping to train a group of people who help diversify the Indiana bar. ICLEO also helps produce a group of leaders in legal education who are shaping the careers of the entire community of lawyers in this state.³¹ In that sense, ICLEO is truly a major investment in the future of Indiana’s legal community. Just as Judge Hatchett and Justice Shepard served as role models for me, by inculcating the value of a diverse community and bar, Ms. Rucker will be a mentor and role model for a future generation of lawyers. Undoubtedly, some of those people will do the same for others. Thus, the seed that Justice Shepard planted in the creation of ICLEO will grow into a forest of good.

A few additional examples will make my point. Ms. Rucker is not the only ICLEO alum who is now in a leadership role in legal education. At my school, we look to the ICLEO program when we look for leaders. I want to highlight a couple of other connections that provide good examples of the fruit that Justice Shepard’s efforts have borne.

At our school, the parallel to Ms. Rucker’s job is Assistant Dean for Professional Development. Since 2006, that position has been held by Chasity Thompson.³² Dean Thompson came to law school as an ICLEO fellow after having earned B.A. and M.B.A. degrees in Alabama.³³ She launched her legal career by serving as a law clerk.³⁴ Like me, she was fortunate to land a clerkship with someone who would serve as a wonderful mentor—someone named Justice Randall Shepard!³⁵

From my work on the ICLEO board, I know that Justice Shepard was very conscious of finding people who would become part of the Indiana bar. After all, the state is supporting the program so it is important for the program to provide a return on investment for Indiana. So, as board

³¹ See Kevin Brown, *Tribute to Randall Shepard*, 48 VAL. U. L. REV. 585 (2014) (referencing ICLEO fellows that became leaders in the legal profession in Indiana).

³² *Meet Our Faculty & Staff: Chasity Q. Thompson*, ROBERT H. MCKINNEY SCH. L., <http://indylaw.indiana.edu/people/profile.cfm?Id=225> (last visited Sept. 29, 2013). Dean Thompson earned the position after serving as the director and the associate director for the Office of Professional Development. *Id.*

³³ *Id.* Dean Thompson earned her J.D. from Indiana University Robert H. McKinney School of Law, where she participated in and chaired numerous legal and community services. *Id.* In 2006, Dean Thompson received the Raab Emison Award as a result of “her commitment to diversity in the legal profession.” *Id.*

³⁴ *Id.*

³⁵ *Id.*

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members, we placed great emphasis on looking for talent within the state when reviewing fellowship applications.

However, sometimes ICLEO helps serve as a recruiting tool as well. Though accepted as an ICLEO fellow while living in Alabama, Dean Thompson has now put down roots in Indiana. The list of things she has done in the community is long and impressive. She serves on the executive committee of the Indiana State Bar Association Young Lawyer's Section and its Committee for Racial Diversity in the legal profession.³⁶ She also has served on the ICLEO Advisory Board, the Indianapolis Bar Association's Law Student Executive Committee, and is a member of the Marion County and National Bar Associations.³⁷ In addition, she is involved in the Indianapolis community as a member of the Julian Center Development Board, the Junior League of Indianapolis, and an executive committee member of the Alpha Kappa Alpha Sorority, Inc.³⁸ Dean Thompson is also the inaugural co-chair of Indiana's first Diversity in Practice conference.³⁹

Dean Thompson has described the significance of Chief Justice Shepard's efforts and how the ICLEO program has contributed to her success in this way:

The Indiana CLEO program afforded me the opportunity to become exposed to substantive law. Additionally, I developed relationships that have lasted since the first day that I participated in the program. During that summer, I started to understand what it

³⁶ See IND. STATE BAR ASS'N, THE 2012-2013 INDIANA STATE BAR ASSOCIATION LEADERSHIP DIRECTORY 20 (2012-2013), available at <http://inbar.org/Portals/0/downloads/land%use/2012-2013-Leadership-Directory.pdf> (listing Dean Thompson as a member of the Diversity Committee); Letter from Anne Brant Hayes, Chair, Judicial Reception Comm., Ind. State Bar Ass'n, to Kenneth Allen, Kenneth J. Allen & Assocs. (Apr. 26, 2010), available at <http://www.kenallenlaw.com/pdfs/ISBA.pdf> (listing Dean Thompson as a Council Member for the Indiana State Bar Association's Young Lawyers Society in an enclosure).

³⁷ See Chasity Q. Thompson '02 Receives ISBA Presidential Citation at Annual Meeting, ROBERT H. MCKINNEY SCH. L. (Nov. 1, 2010), <http://mckinneylaw.iu.edu/news/archive.cfm?nid=478> (discussing Dean Thompson's service on the ICLEO Advisory Board); Rebecca Collier Trimpe, *Faculty & Staff Spotlights: IU McKinney's Chasity Q. Thompson Named to IBJ's Forty Under 40 List*, INSIDE IU (Feb. 20, 2013), <http://inside.iu.edu/spotlights-profiles/faculty-staff/2013-02-20-faculty-chastity-thompson-iupui.shtml> (indicating Dean Thompson's membership on the Indianapolis Bar Association's Law Student Executive Committee and in the Marion County and National Bar Associations).

³⁸ *Chasity Q. Thompson '02 Receives ISBA Presidential Citation at Annual Meeting*, *supra* note 37 (listing Dean Thompson's membership with the Julian Center Development Board and the Junior League of Indianapolis).

³⁹ *Meet our Faculty & Staff: Chasity Q. Thompson*, *supra* note 32.

meant to “think like a lawyer”. [sic] During that summer, which was one of the hottest on record in Indiana, I forged invaluable relationships and established lasting friendships with several class fellows. Regardless of the direction that we decided to travel after that summer, our ICLEO bond remained solid. We have and continue to support one another in professional and personal endeavors. Several members of my ICLEO cohort are leaders in the legal profession and in the community.”⁴⁰

I list all of these accomplishments not simply to brag on a former student, a professional colleague, and one of Justice Shepard’s former law clerks (although I enjoy doing all of that), but instead to emphasize the return on investment that we all receive on a program like ICLEO. Without ICLEO, Dean Thompson might not have attended law school—let alone law school in Indiana. Further, without Dean Thompson doing so, we would not have someone like her making the type of impact in the community she does today.

From a professional standpoint, Dean Thompson—like Ms. Rucker—is helping people get a start in the legal profession as they conclude their legal education. At my law school, I enjoy seeing another ICLEO fellow work on the other end of the legal education experience. Patricia Kinney serves as our Assistant Dean of Admissions, a role she took on in 2011.⁴¹ Dean Kinney graduated from the Indiana University Robert H. McKinney School of Law in 2002.⁴² Like Dean Thompson, she has become deeply involved in our community in a range of ways, including activities that promote diversity in the profession. For example, Dean Kinney serves on the Indiana Bar Association Women and the Law Division’s Women, Law and Leadership Symposium Planning

⁴⁰ E-mail from Chasity Q. Thompson, Assistant Dean, Office of Prof’l Dev., Ind. Univ. Robert H. McKinney Sch. of Law, to Levy O. Wash, Jr., J.D. Candidate 2013, Ind. Univ. Robert H. McKinney Sch. of Law (Apr. 10, 2013, 3:01 EST) (on file with author). Dean Thompson continued:

I am fortunate to have had the opportunity to grow, learn and develop[] under the tutelage of Chief Justice Shepard, one of my heroes. I have tremendous respect for him because he leads by example. He is an exemplary scholar, servant leader, master historian, a teacher who is kind and patient, and a champion of hard work, dedication and leadership. He is my role model, mentor, and an example of what’s great about our profession.

Id.

⁴¹ *Meet Our Faculty & Staff: Patricia K. Kinney*, ROBERT H. MCKINNEY SCH. L., <http://mckinneylaw.iu.edu/faculty-staff/profile.cfm?Id=259> (last visited Sept. 23, 2013).

⁴² *Id.*

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Committee.⁴³ She is on the executive committee of the Indiana Bar Association's Sports and Entertainment Law Section, an area of law where she practiced before returning to the law school (serving as section chair in 2007).⁴⁴ She also is part of the Midwest Alliance of Law School Admissions organization, as well as having been a member of the ICLEO Advisory Board, and co-director of the 2005 and 2009 ICLEO Summer Institutes.⁴⁵ She also co-directed the 2013 ICLEO Summer Institute.⁴⁶

Dean Kinney expressed her appreciation for the ICLEO program and its impact on her life in this way:

I would not be where I am today, if it were not for the ICLEO program. . . . This program helped build confidence and opened doors for me that I did not know existed as it introduced me to different areas of law, practicing lawyers, and the rigors of legal education. In addition to the academic support I received, ICLEO gave me a network of people. Not only a network of ICLEO [f]ellows, but a network made up of other lawyers, judges, and legislators, some of whom I would not have had access to without ICLEO. Many in my network have become my friends, mentors, role models, and supporters. They provided the guidance and support I needed to graduate from law school and enter the legal profession.⁴⁷

I am highlighting a few individuals, but I hope my broader point is coming across. Justice Shepard's inspiration and perseverance in helping to create and maintain the ICLEO program is doing just what one would hope. It has introduced a cadre of people into the legal

⁴³ *Id.*

⁴⁴ *Id.*

⁴⁵ *Id.* Dean Kinney has served on the Constitution and By Laws Committee and Communication Committee for the Midwest Alliance of Law School Admissions. *Id.*

⁴⁶ See E-mail from Patricia K. Kinney, Assistant Dean for Admissions, Ind. Univ. Robert H. McKinney Sch. of Law, to Levy O. Walsh, Jr., J.D. Candidate 2013, Ind. Univ. Robert H. McKinney Sch. of Law (Apr. 18, 2013, 2:47 EST) (on file with author) (explaining that Dean Kinney will co-direct her third ICLEO Summer Institute in 2013).

⁴⁷ *Id.* Dean Kinney continued:

My journey led me back to my alma mater to serve as the Assistant Dean for Admissions. In this rewarding career, I am able to give back and have a positive impact on aspiring law students' path to achieve their goals. I will be forever grateful to ICLEO and the opportunities it provided to me.

Id.

profession who otherwise might not have had the opportunity. Just by the numbers, since 1997, more than 400 students have successfully completed the Summer Institute and more than 300 have graduated from law school.⁴⁸ I am proud that 185 ICLEO fellows have graduated from the McKinney School of Law, with 44 ICLEO fellows currently enrolled.⁴⁹ There are also 172 ICLEO fellows with an active/good standing Indiana license, 105 of whom are McKinney graduates.⁵⁰ However, it is equally important, as I hope I have shown through my examples, that the ICLEO program is providing a pipeline of leaders committed to the legal profession and also a pipeline of mentors for future generations of lawyers committed to the important role that diversity plays in ensuring a system of justice. Among the many legacies that will remain from Justice Shepard's time on the court, I believe that the ICLEO program will be one of the most important. I am proud to have been a small player in its history and glad to count Justice Shepard as a friend, role model, and mentor.

As today's program is designed to honor Justice Shepard, I wanted to end with a broader comment about him and his work. I looked at a few things, including a transcript of a program we held at the McKinney School of Law last year surrounding our annual Supreme Court lecture, which took place just before Justice Shepard left the bench. During that program, Dean Gary Roberts made some comments—and really, I do not think I can do better than to close my remarks by quoting him:

“Over the years that I have been the dean here, I have had the privilege of attending numerous ceremonies and events over which the C[hief] J[ustice] has presided. On each occasion, I have been greatly impressed by the dignity, and the wisdom, and the good humor with which the C[hief] J[ustice] represents our state and our profession, and with the enormous respect and affection that everyone holds for him, not only in Indiana, but around the nation.

As I do every time I have the honor of introducing him, I conclude by saying (with all due respect for our speaker this evening), I believe that there is no chief justice anywhere in this nation, or any other nation, who

⁴⁸ *Indiana CLEO: About*, *supra* note 17.

⁴⁹ See E-mail from Jasmine Parson, Program Dir., Ind. Conference for Legal Educ. Opportunity, Ind. Supreme Court, to Levy O. Wash, Jr., J.D. Candidate 2013, Ind. Univ. Robert H. McKinney Sch. of Law (Mar. 6, 2013, 7:38 EST) (on file with author) (providing an attached document with ICLEO statistics).

⁵⁰ *Id.*

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has had a greater impact on improving the lives of others and the quality of justice, and who is a finer citizen, person, and role model than our own Chief Justice of 25 years, Randy Shepard.⁵¹

⁵¹ Gary Roberts, Dean of Ind. Univ. Robert H. McKinney Sch. of Law, Introduction of C.J. Shepard at the Supreme Court Lecture 5-6 (Mar. 6, 2012) (on file with author).