



Attorneys and Abilities

Accommodations = dollars.

Talk to many attorneys and firms about lawyers with disabilities and that is what you hear. They choose their words carefully when discussing the topic: Doors are opening, barriers are falling. But as the conversation deepens, economic concerns arise.

One attorney with whom I spoke said he was pleased that the State Bar has launched a new Task Force on Persons With Disabilities in the Legal Profession. But he doesn't expect much to come of it. Why? Because economics trumps all, he says, even the best of intentions.

"When large and even medium-sized firms have calculated what every square foot of their office must 'earn,'" he said, "what firms will welcome a lawyer who will bring less return on investment?"

With costs of practice only going up, the speaker may be on to something. The most recent statistics show that law graduates with disabilities still lag behind their non-disabled peers in hiring rates and in salaries.

These facts and others led to the creation of the Task Force, which is gathering information and will make recommendations, which we will pass on as we get them. In the meantime, some lawyers and nonlawyers gathered in our offices to discuss the issues. I thank all our panelists, and especially **Bill Scott**, our moderator. Many of you may know Bill as a longtime friend and consultant to lawyers. He won the Bar's Award of Appreciation, our highest honor bestowed on a non-lawyer. And now he's loaned us his expertise once again.



More thanks have to go to members who helped in creating content on alternative dispute resolution for this issue. The ADR Section was incredibly productive—and patient—in the publication of these pieces. Special thanks to **Dick Fincher**, who wrote and aided in the creation of articles, and to **Phil Haggerty** and **Stuart Riley**, for their guidance.



Finally, I share good news: ARIZONA ATTORNEY magazine has won a Luminary Award from the National Association of Bar Executives. The award recognizes excellence in communications and is given to one Bar publication in each of three membership-size categories. ARIZONA ATTORNEY won for the category comprised of the largest Bar associations nationwide.

The masthead on this page tells you who is involved in our day-to-day creation. Each has done great work and should be proud.

Of course, our content largely comes from our members, so I thank all of our authors, who have worked so hard to create great work. And special thanks must go to a great Editorial Board and **Chair Marc Lieberman**. Marc's insights and initiatives always yield improvements for the magazine and for members.

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