

The National Association of Women Judges



The Color of Justice

Program Manual

CREATED BY:

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St. Louis County Circuit Court
Chair, Project Development Committee

INTRODUCTION

The National Association of Women Judges launched its first *Color of Justice* program in St. Louis, Missouri, during the month of August 2001, with funding provided by a grant from the Jessie Smith Noyes Foundation. Since that time, NAWJ members have held *Color of Justice* programs across the United States, including in California, New York, New Jersey, Wisconsin, etc.

The purpose of the *Color of Justice* program is to encourage minority students in seventh through twelfth grades to consider the law and judgeships as career goals. The program focuses on career preparation, panel discussions with judges and lawyers sharing personal and professional insights, and small group discussions during box luncheons. The program provides an environment where discussion and debate among participants can flourish.

Members of the National Association of Women Judges are encouraged to present this program on Law Day, or at another convenient time. The *Color of Justice* program is a wonderful opportunity to become involved in the community and at the same time broaden the visibility of the National Association of Women Judges. This program manual will assist with planning the *Color of Justice* program anywhere.

TABLE OF CONTENTS

1. Learning Objectives	4
2. Program Description	5
3. Recommended Program Structure	7
4. Suggested Program Agenda	9
5. Opening Session and Introductions	10
6. Law as a Career: <i>Preparing the Way</i>	12
7. The <i>Color of Justice: Making a Difference</i>	14
8. Getting Real with the Bench and Bar: <i>A Luncheon Discussion</i>	16
9. Closing Remarks and Presentations	18
10. Appendix	20
a. Who is NAWJ?	21
b. 2001 <i>Color of Justice</i> Program	22
c. Student Workshop Evaluation Form	23
d. Faculty Workshop Evaluation Form	24
e. Sample Press Release	26
f. Sample Media Release Form	27
g. New <i>Color of Justice</i> program ideas	28

LEARNING OBJECTIVES

Upon completion of the program, the participants will:

- ✓ Be motivated to pursue a career in the law and the judiciary;
- ✓ Identify the academic requirements and skills needed to be successful in a career in law and the judiciary;
- ✓ Understand the importance of the personal commitment, passion, and perseverance needed to achieve a career goal;
- ✓ Understand the Judicial Branch of government; and
- ✓ Appreciate and understand the role and responsibility of a judge.

PROGRAM DESCRIPTION

The purpose of the program is to encourage minority students to consider the law and the judiciary as career goals. This is a one-half day program that is divided into three parts following an opening session and introduction.

Opening: INTRODUCTION AND OPENING SESSION

This introduction provides a brief narrative of the *Color of Justice* program by clarifying the goals and objectives of the course in conjunction with an overview of the NAWJ's mission and purpose.

Part One: LAW AS A CAREER—PREPARING THE WAY

This portion of the program may be designed as a panel discussion or symposium. Women judges, lawyers, law professors, and law school students discuss the academic requirements and skills that participants need in order to succeed in a career in law.

Part Two: THE COLOR OF JUSTICE—JUDGES MAKING A DIFFERENCE

The second part of the program introduces the participants to the Judicial Branch of government. Panelists consist of judges who preside in state, federal, administrative, and municipal courts. Judges discuss why they chose the judiciary as a career, their role and responsibility, and the challenges and rewards of their profession.

Part Three: GETTING REAL WITH THE BENCH AND BAR—A LUNCHEON DISCUSSION

This is the focal point of the program. Part Three consists of small group discussions centered around a box luncheon. Students are encouraged to interact with judges and other law professionals in an informal atmosphere. Each panelist has a unique opportunity to challenge, to motivate, and to help students discover their career interest and abilities.

Conclusion: CLOSING REMARKS AND PRESENTATION

At the conclusion of the program, a judge presents each participant with a NAWJ *Color of Justice* souvenir. This will serve as a reminder of their participation in the program.

RECOMMENDED PROGRAM STRUCTURE

PROGRAM LENGTH

A one-half day program that includes a box luncheon and stretch breaks.

WHO SHOULD ATTEND

Twenty minority students in seventh through twelfth grades

PROGRAM DATES

- Law Day
- Black History Month
- Program planner's discretion

THE SETTING

- Local law school
- Courthouse

FORMAT

- Panel discussions
- Small group discussions
- Informal box luncheon

FACULTY

A diverse group of women and men consisting of:

- Judges with varying experience, expertise, and jurisdiction;
- Lawyers practicing in diverse areas of law
- Law school professor or other law school faculty
- First or second year law student

PHOTOGRAPHS

NAWJ members who want to photograph students with the intention of publishing the likeness of the student in any NAWJ publication must have permission from the minor's parent or guardian. It is suggested that each student be given a permission form to have signed prior to the program date. Please see the appendix for a sample form.

COST OF THE PROGRAM

- Average cost is \$500 per program
- Box lunches range from \$6 to \$10 per person
- Souvenir mugs at the St. Louis program in 1991 were \$5.00 each
- Other costs may include photographs, handouts, etc.
- Law schools may donate space on request

EVALUATION

- Written evaluations at the completion of the program
- See Appendix for student and faculty evaluation forms

PUBLICITY

See Appendix for sample press release

SOUVENIRS

NAWJ *Color of Justice* mugs, water bottles, or other NAWJ souvenirs

VISUAL AIDS AND HANDOUTS

Slide or handouts at the discretion of the program planner.

SUGGESTED FUNDING

- NAWJ District funds (\$500 per year, per District, is available for NAWJ membership activities)
- NAWJ local/chapter funds
- Create a “Friends” committee composed of lawyers to solicit funds
- Co-sponsor the program with local bar groups such as Women Lawyers Association, etc.
- Grant or Foundation funds

SUGGESTED PROGRAM AGENDA*

9:00 - 9:20 a.m. OPENING SESSION AND INTRODUCTION

Presenter: NAWJ Member

9:20 - 10:00 a.m. LAW AS A CAREER: PREPARING THE WAY

Presenters: Judges, Lawyers, Law School Faculty, and Students as panelists

10:00 - 10:45 a.m. THE **COLOR OF JUSTICE: MAKING A DIFFERENCE**

Presenters: Judges representing state, federal, administrative, municipal, or tribal law courts as panelists

**10:45 - Noon GETTING REAL WITH THE BENCH AND BAR:
A *LUNCHEON DISCUSSION***

Presenters: Panelists lead small group discussions

Noon CLOSING REMARKS

Presenters: NAWJ members present souvenirs to students

**Stretch breaks are recommended at the discretion of the program facilitator.*

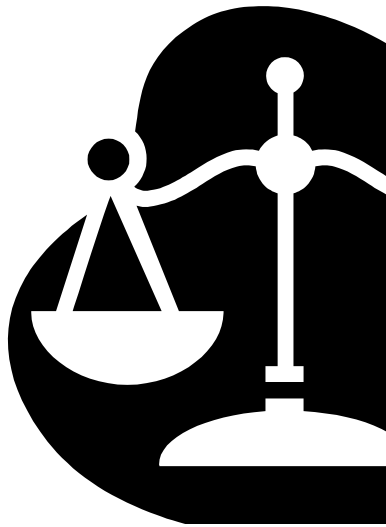


OPENING SESSION
AND
INTRODUCTION

OPENING SESSION AND INTRODUCTION:

TIME:	Twenty (20) Mintues
LOCATION:	<p>A law school is recommended for hosting the <i>Color of Justice</i> program. It:</p> <ul style="list-style-type: none"> ✓ Is conducive for learning; ✓ Is consistent with achieving the intended learning objectives; ✓ Presents students with the opportunity to see judges and other law professionals in their professional environment; and ✓ Provides students with an opportunity to experience a university setting.
OPENING SESSION: <i>(10 Minutes)</i>	<p>As each faculty member walks into the law school court-room, a bailiff opens court and announces each panelist by name. The students are asked to stand until each faculty member is seated. At this point, the NAWJ member who is coordinating the program begins with introductory remarks.</p>
INTRODUCTION: <i>(10 Minutes)</i>	<p>Welcome the students and thank them for their interest. Provide a brief description of the <i>Color of Justice</i> program and explain its goals and objectives. Discuss the learning objectives of the program with the students.</p> <p>Present a brief overview of the National Association of Women Judges by stating its current mission and purpose. Please refer to the appendix for NAWJ backgroud information.</p> <p>Review the agenda and program schedule with the students.</p> <p>Advise the participants that they will have periodic stretch breaks throughout the morning. Inform them of how the lunch time is structured and discuss any other housekeeping matters.</p>

PART ONE



LAW AS A CAREER: PREPARING THE WAY

LAW AS A CAREER: PREPARING THE WAY

TIME:	Forty (40) Minutes
PURPOSE:	The purpose of this session is to identify the academic requirements and skills needed to be a successful lawyer or judge, as well as to understand the importance of the personal commitment and perseverance needed to achieve such a goal.
PROGRAM STRUCTURE:	A panel discussion with a moderator is the suggested format. The panel should consist of at least one law school faculty member, one second year law student, one judge, and one practicing attorney.
SUGESSTED QUESTIONS:	<p>The moderator begins the discussion by asking the panelists to share their personal experiences in high school and college. In particular:</p> <ul style="list-style-type: none">✿ How they became interested in a career in law;✿ How they prepared academically during high school for college ;✿ How they prepared during college for law school.; and✿ The moderator may now want to shift focus to individual faculty members and query them on certain topics. <p><i>The proposed questions are only suggestions. The moderator should have a telephone conference with the panelists prior to the program to brainstorm and coordinate the discussion.</i></p>

PANELIST ROLES

LAW SCHOOL FACULTY MEMBER

This panelist should now discuss the law school admissions process, the competitiveness of the process, and the importance of exploring resources early.

THE JUDGE AND THE LAWYER

The judge and lawyer may want to add to the dialogue by discussing the personal commitment, perseverance, and passion needed to succeed in a career in law.

THE SECOND YEAR LAW STUDENT

This panelist should now discuss the experiences and the challenges of a first year law student. Moreover, she may reflect upon what she may have done differently during her high school and college preparation.

MODERATOR CLOSING

The moderator should close by emphasizing the need to develop competence not only in academics, but also in personal growth and development (such as character and integrity), interpersonal skills, and a commitment to social justice for all of our citizens.

PART TWO

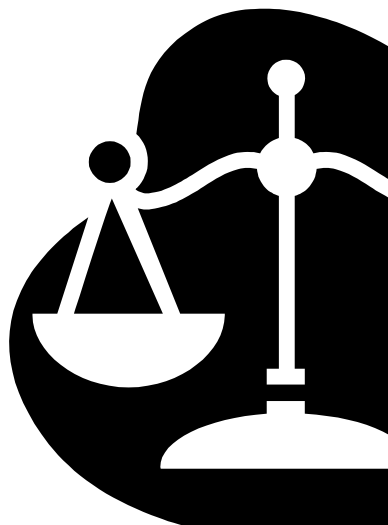


THE COLOR OF JUSTICE: MAKING A DIFFERENCE

THE COLOR OF JUSTICE: MAKING A DIFFERENCE

TIME:	Forty- Five (45) Minutes
PURPOSE:	The goal of this session is for judges to share their positive career experiences with the students.
PROGRAM STRUCTURE:	For optimal success, the panel should consist of judges who are representative of the federal and state judiciary with subject matter jurisdiction in various areas such as civil, criminal, specialty courts, etc.
SUGGESTED QUESTIONS:	<p>The moderator may begin by asking the panelists to share their own life experiences with the students. Some examples are:</p> <ul style="list-style-type: none">✿ Why they chose the law and the judiciary as career goals;✿ Describe a typical workday including stories about work-related and occupational experiences;✿ Discuss the challenges and rewards of the profession; and✿ Talk about the meaning and importance of collegiality in the judiciary. <p><i>The proposed questions are only suggestions. The moderator should have a telephone conference with the panelists prior to the program to brainstorm and coordinate the discussion.</i></p>
MODERATOR CLOSING:	<p>When judges bring their life experiences to a learning situation, it can leave a very powerful and lasting impression on the students. Thus, it is very important to end an uplifting note.</p> <p>The moderator should close by reminding the students of the objective of the <i>Color of Justice</i> program and that NAWJ hopes to have inspired, encouraged, and motivated them to contemplate a career in the law.</p> <p>Finally, there should be a transition into the final session of the program. The students should be told that the luncheon discussion is a time to ask questions and discuss any topic brought up during the two previous sessions.</p>

PART THREE



GETTING REAL WITH THE BENCH AND BAR: *LUNCHEON DISCUSSION*

GETTING REAL WITH THE BENCH AND BAR: LUNCHEON DISCUSSION

TIME:	One hour and fifteen (15) minutes
PURPOSE:	The purpose of this session is to speak one-on-one with the students in an informal setting. Here they are able to ask questions, receive feedback, and explore their feelings about the law and judiciary as career goals.
PROGRAM STRUCTURE:	<p>This is the focal point of the program.</p> <p>The format is small group discussion over a box lunch. The students (approximately 20) should be divided into four small groups. There should be five students in each group with two presenters acting as group leaders. The program coordinator must choose group leaders who are as diverse in assignments as possible in order for the students to get a better understanding of the law and the judiciary. For example, group one may have two group leaders: one federal judge and one state judge; or it may have one administrative law judge and one attorney, etc.</p>
BOX LUNCH:	Suggestions for the box lunch include: sandwich, chips, cookie, fruit, and soda. The cost is approximately \$8.00 to \$10.00 per person depending on the caterer.
SUGGESTED DISCUSSION QUESTIONS:	<p>The small groups should assemble and begin discussions. Approximately 30 minutes later, the box lunches should be distributed. Delaying lunch for 30 minutes gives the participants a chance to become acquainted individually. Sample topics for discussion:</p> <ul style="list-style-type: none"> ✿ Emphasize the Three P's: Passion, Perseverance, Personal Commitment ✿ Juggling career and family ✿ Personal stories about school experiences ✿ Best and most challenging career experiences ✿ Personal satisfaction with career choices <p>Explore in depth topics and any questions that arose during Part One and Part Two of the program.</p> <p><i>The proposed discussion questions are only suggestions. The students will guide the discussion by asking questions that are of interest to them.</i></p>
MODERATOR CLOSING:	The moderator should bring the small groups together for a closing plenary session to complete program evaluations. Please see Appendix for sample evaluations.



CLOSING REMARKS

AND

PRESENTATIONS

CLOSING REMARKS AND PRESENTATIONS

TIME:	Fifteen (15) minutes
PURPOSE:	To remind each student of NAWJ's mission to "...ensure fairness and gender equality in American courts. Through effective judicial education and interaction, NAWJ promotes equal access to justice for vulnerable populations."
PROGRAM STRUCTURE:	NAWJ members should thank students individually for participating in the program and present each student with a NAWJ souvenir.
COST:	<p>In 2001, the St. Louis NAWJ souvenir mugs were purchased for \$5 each from Larry Tessler of <i>Tessler Promotions</i>. His contact information is as follows:</p> <p>Two Lawrence Drive St. Louis, Missouri 63141 Phone (314)-995-9977 Toll Free (888)-995-7703 Fax (314) 995-6826</p> <p>NAWJ Souvenir Water Bottles are also available from the National Office for \$1.50 each. To order, or for more information, contact Cristina Silva at the National Office at (202) 393-0222.</p> <p>Other souvenir suggestions include: gavel pens/pencils, notepads, or other appropriate items for students. The costs of items differ greatly. NAWJ suggests calling multiple companies in order to ensure you are receiving the most competitive price.</p>

APPENDIX

WHO IS NAWJ?

- As printed in the 2004 Membership Directory

COLOR OF JUSTICE SAMPLE PROGRAM

- As printed in the St. Louis 2001 Workshop Program

STUDENT WORKSHOP EVALUATION

- Written by Krista Johns, CEJER

FACULTY WORKSHOP EVALUATION

- Written by Krista Johns, CEJER

SAMPLE EVENT PRESS RELEASE

- Provided as reference

SAMPLE MEDIA RELEASE FORM

- May be reproduced without permission

NEW COLOR OF JUSTICE PROGRAM IDEAS

- May be reproduced without permission

WHO IS NAWJ?

Since its formation in 1979, NAWJ has inspired and lead the American judiciary in achieving fairness and equality for vulnerable populations. Led by two visionary women – Justice Joan Dempsey Klein and Justice Vaino Spencer – 100 brave and intrepid women judges met and formed an organization dedicated to the following ideals: ensuring equal justice and access to the courts for all including women, youth, the elderly, minorities, the underprivileged, and people with disabilities; providing judicial education on cutting-edge issues of importance; developing judicial leaders; increasing the number of women on the bench in order for the judiciary to more accurately reflect the role of women in a democratic society; and improving the administration of justice to provide gender-fair decisions for both male and female litigants.

From the day it was founded, NAWJ has been committed to diversity in our membership. Our organization welcomes both men and women. We include appellate, trial, tribal, administrative law judges, state and federal judges, and members from every state in the nation.

NAWJ takes pride in its accomplishments. We were at the forefront in the establishment and implementation of gender bias task forces in both federal and state courts. We have greatly advanced the administration of justice in areas of domestic violence, child support and child custody, and the treatment of women in the courts of America. We also are respected as a leader in educating judges on bioethics, elderly abuse, the sentencing of women offenders with substance abuse problems, improving conditions for women in prison, and the problems facing immigrants in our court system. Currently we are developing curricula on the effect of genetic advances on women and vulnerable populations, the impact of international law on state and federal courts, and cognitively disabled persons in criminal courts.

In addition to addressing these and other important issues, NAWJ provides an opportunity for judges to meet and discuss professional issues of mutual concern in a supportive atmosphere. Connecting with others with the same values, we laugh, enjoy life and mentor one another nationwide.

We also connect with judges internationally through our membership in the International Association of Women Judges (IAWJ). NAWJ members are working together to ensure fairness, equality, and due process for everyone.

COLOR OF JUSTICE 2001 SAMPLE PROGRAM

9:15 a.m.	<p>OPENING SESSION AND INTRODUCTION Hon. Brenda Stith Loftin, <i>District Nine Director, NAWJ</i></p>
9:30 a.m.	<p>LAW AS A CAREER: PREPARING THE WAY Hon. Sandra Farragut-Hemphill, <i>Associate Circuit Judge, St. Louis County Circuit Court</i> Dean Susan Appelton, <i>Associate Dean of Faculty, Washington University School of Law</i> Annie Littlefield, <i>Student, Washington University School of Law</i> Kathy Surratt States, <i>Attorney at Law</i> Judy Draper, <i>Attorney at Law</i></p>
10:00 a.m.	<p>THE COLOR OF JUSTICE: A PANEL DISCUSSION Hon. Barbara Peebles, <i>Moderator, Associate Circuit Judge, St. Louis County Circuit Court</i> Hon. Jean Hamilton, <i>Chief Judge, United States District Court, Eastern District of Missouri</i> Hon. Jennifer Schwendermann, <i>Chief Administrative Law Judge, St. Louis Division of Workers Compensation</i> Hon. Sandra Farragut-Hemphill, <i>Associate Circuit Judge, St. Louis County Circuit Court</i> Hon. Carolyn Whittington, <i>Associate Circuit Judge, St. Louis County Circuit Court</i> Hon. Eve Riley, <i>Administrative Law Judge, Office of Social Security Administration</i></p>
10:45 a.m.	<p>GETTING REAL WITH THE BENCH AND BAR: A LUNCHEON DISCUSSION <i>Group One Leaders, Hon. Jean Hamilton and Judy Draper, Esq.</i> <i>Group Two Leaders, Hon. Carolyn Whittington and Kathy Surratt States, Esq.</i> <i>Group Three Leaders, Hon. Iris Ferguson and Hon. Jennifer Schwendermann</i> <i>Group Four Leaders, Hon. Barbara Peebles, Hon. Sandra Farragut-Hemphill, Annie Littlefield</i></p>
Noon	<p>CLOSING REMARKS Hon. Brenda Stith Loftin, <i>District Nine Director, NAWJ</i> Hon. Barbara Crancer, <i>Associate Circuit Judge, St. Louis County Circuit Court</i></p>



STUDENT WORKSHOP EVALUATION

Thank you for attending this workshop. Please complete and return this form. It is only through your suggestions that we may meet your needs.

Note: On the scale provided below, 1 is low and 5 is high.

1. Overall, I would rate this program (please circle one): 1 2 3 4 5

2. I think the most important part of this program was:

3. Here is something else I noticed about the program:

4. Here is how I feel about the program now that it is finished:

5. One new thing I learned was:

6. Here is something I might do as a result of attending this program:

7. Here is something about the workshop I wish had been different:

8. My comments to the workshop organizers are:

NATIONAL ASSOCIATION OF WOMEN JUDGES



FACULTY WORKSHOP EVALUATION

Thank you for serving to facilitate this workshop. Please complete and return this form. It is only through your suggestions that we may meet your needs.

Please check one of the following:

_____ I am a Judge participating in this event.

_____ I am not a Judge but am a _____ participating in this event.

_____ I am an observer of this event (staff member, funder, etc.).

Note: On the scale provided below, 1 is low and 5 is high.

1. Overall, I would rate this program: 1 2 3 4 5

2. Please provide comments concerning the program content.

3. Were the program/learning objectives met?

4. What did you like most about this program?

5. What did you like least about this program?

6. What would you add, delete, or change from this program in the future?

Please complete side two of this evaluation.

Please evaluate the following program sections:

Note: On the scales provided below, 1 is low and 5 is high.

a. Opening Session and Introductions
1 2 3 4 5

b. Law as a Career: *Preparing the Way*
1 2 3 4 5

c. The *Color of Justice: Women Making a Difference*
1 2 3 4 5

d. Getting Real with the Bench and Bar: *A Luncheon Discussion*
1 2 3 4 5

e. Closing Remarks and Presentations
1 2 3 4 5

Additional Comments: _____

SAMPLE PRESS RELEASE

The National Association of Women Judges

PRESS RELEASE

Article I.

FOR RELEASE ON OCTOBER 8, 2002

NATIONAL ASSOCIATION OF WOMEN JUDGES TO INTRODUCE STUDENTS TO THE LAW

The National Association of Women Judges will present the *Color of Justice* program on October 15, 2002, at Washington University School of Law. The purpose of the program is to encourage minority students in seventh through twelfth grades to consider law and judgeships as career goals. Center High School students from the St. Albans area were chosen to participate in this project. The focus of the program will be on career preparation as a junior high or high school student. A panel discussion and luncheon with women lawyers, judges, and law school faculty will be included in the workshop. Eight state, federal, and administrative law judges from the St. Albans area will take part in the program. Judge Jane Doe, NAWJ District Director is the program coordinator.

For further information, contact:

Cristina D. Silva
Director of Programs and Outreach
1112 16th Street, N.W., Suite 520
Washington, D.C. 20036

Tel: 202-393-0222
Fax: 202-393-0125
E-Mail: csilva@nawj.org

###

MEDIA RELEASE FORM*

I give my permission for my child _____ to be interviewed and/or photographed and filmed while participating in the National Association of Women Judges, *Color of Justice* program.

In addition, any interviews, photographs, and film relating to the *Color of Justice* program may be used in any National Association of Women Judges sponsored or co-sponsored publications.

Parent/Guardian

Date

*Note: This is a suggested permission form. Planners should consult with the school districts for further limitations on the use of photographs as it pertains to minors.

National Association of Women Judges
1112 16th Street, N.W., Suite 520
Washington, D.C. 20036
Telephone: (201) 393-0222
Fax: (201) 393-0125
Email: nawj@nawj.org
Website: <http://www.nawj.org>

NEW *COLOR OF JUSTICE* PROGRAM IDEAS

The *Color of Justice* program has been conducted in several states across the country. Check out these recommendations from Alaska, Missouri, Louisiana, and Massachusetts for some new ideas on how to make your program a huge success.

ALASKA

- The Anchorage *Color of Justice* program coincided with the “Study Law in Alaska Summer 2003 Program.” Students were able to meet with staff and faculty from the new law school program.
- Students went on a tour of the Alaska Supreme Court and received a certificate for participating in the program.
- A mock trial entitled “No Sleeping in the Park: Thinking Like a Lawyer” helped students explore ways to resolve a legal issue.

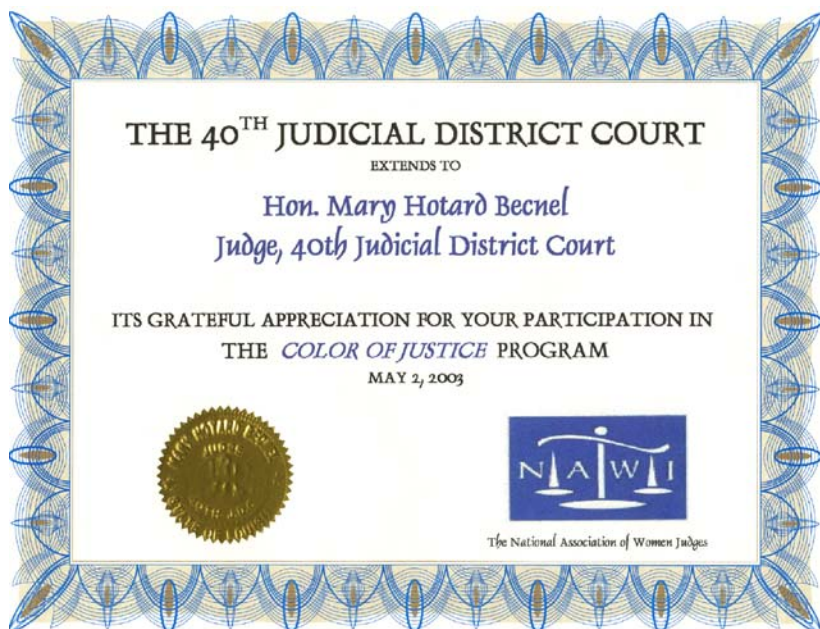
NAWJ souvenir water bottles
are now available.
Order some for your
Color of Justice
program by contacting NAWJ
at (202) 393-0222!

MISSOURI

- The evaluation of District Nine’s Program indicated that students wanted more interaction with the panelists. Judge Brenda Loftin designed a follow-up program in which participants from the first program will be invited back for an “up close and personal” dialogue of what to expect on the road to a legal career.
- Only 8-10 students will be invited in order to make the setting more personal.
- High school students will have an opportunity to fully explore their fears and dreams of pursuing a legal career in an informal setting. They will receive practical advice and encouragement of how to prepare themselves for their career in law.

LOUISIANA

- Printed T-Shirts with the NAWJ logo are a fun souvenir.
- Participants received personalized certificates from the 40th Judicial District Court in appreciation of their participation in the *Color of Justice* Program.



MASSACHUSETTS

- Students were given a folder with information on the Massachusetts Court System, including photos and biographies of Supreme Court Justices. You can get this material by contacting your Court Information Officer. Information on how to contact this person in your state is available at the NAWJ National Office.
- Presenters conducted courtroom demonstrations on recent caselaw, including a Massachusetts search and seizure case, to show students how the judicial process works. Participants were given affidavits, existing law and recent court decisions and were asked to give their opinions on the case.

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