

From: [Angelica B Carreon-Beltran](#)
To: [BoardofDirectors](#)
Subject: Larry McDougal
Date: Thursday, July 16, 2020 7:52:04 PM
Attachments: [image001.png](#)
Importance: High

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

Dear Board of Directors: I am writing in response to the very troubling posts by Larry McDougal on social media relating to BLM at a polling site, equating BLM to a terrorist organization, comments about a female attorney before a grievance committee (relating to drug use) and a social media post referencing a meme of a police officer restraining a person on the street with a statement "sometimes justice comes before trial."

These references have horrified me. I do not know Mr. McDougal. I cannot stomach that he is the president of our State Bar of Texas. I understand the Board has condoned his words, but something more needs to be done. I do not believe he is fit to lead our mandatory membership organization for the next year.

I appreciate you taking my concerns into consideration when discussing this issue at the next board meeting.



ANGELICA B. CARREON-BELTRÁN
CARREON & BELTRÁN, PLLC
1401 N. KANSAS ST.
EL PASO, TX 79902



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From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Support for Larry McDougal
Date: Thursday, July 16, 2020 1:23:37 PM
Attachments: [Support for Larry McDougal.msg](#)

-----Original Message-----

From: Alex Fuller <[REDACTED]>
Sent: Wednesday, July 15, 2020 3:39 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Support for Larry McDougal

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments

From: [Alex Fuller](#)
To: [Trey Apffel](#)
Subject: Support for Larry McDougal
Date: Wednesday, July 15, 2020 3:39:35 PM
Attachments: [IMG_0164.jpg](#)

Trey, I hope you are well in this time of crisis and etc.

I want to drop you a line to let you know that I fully support Larry McDougal. I find the practice of trolling through his - anyone's - social media feeds for "controversial" posts disgusting, although not as disgusting as smearing a man as racist for sharing memes or expressing opinions that, although on the rights, are within the mainstream of today's political discourse. One intemperate tweet does not define a man's life, nor does it disqualify him from his position as State Bar President.

I hope you and the Bar are standing behind Larry as well. The people who are attacking him are a mob of bullies, and the only way to respond to mobs or bullies making outlandish demands is to defy them, unequivocally and totally.

As an aside, I have attached a redacted personal FB message one of those bullies sent to me for the crime of merely pointing out that Larry's comments were not sufficient evidence to tar him as a racist. This is the type of person you are dealing with.

Larry has my public support. If you support him, you do as well.



H. Alex Fuller



Please note our new office address and phone number.

9:22 PM

you are a racist c

Are you high?

You can now call each other and see information like Active Status and when you've read messages.

Are you stupid?

fuck you. I am blocking you, but I wanted to make sure you knew you're a f racist c

I know better than to send this kind of thing to a stranger.

Kiss my a



Aa



9:22 PM

you are a racist c

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Are you stupid?

f you. I am blocking you, but I wanted to make sure you knew you're a f racist c

I know better than to send this kind of thing to a stranger.

Kiss my a



Aa



From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: Demand for McDougal's outster
Date: Thursday, July 16, 2020 4:46:20 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

Please visit the [State Bar of Texas coronavirus information page](#)
at texasbar.com/coronavirus for timely resources and updates on bar-related events.

From: [REDACTED]
Sent: Thursday, July 16, 2020 4:24 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: Demand for McDougal's outster


* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments	
Contact	
First Name	Anna
Last Name	Rotman
Email	[REDACTED]
Member	Yes
Barcard	24046761

Feedback	
Category	General Comments/Feedback
Subject	Demand for McDougal's outster
Department	Executive


Comments
Texas State Bar: Larry McDougal must be ousted as President of the State Bar of Texas. His racist comments are unacceptable and I am offended that my annual bar dues force me to be associated with an organization that is led by such an individual. His behavior is shameful and we should all be ashamed by his refusal to acknowledge that the pain his comments have caused can only begin to be remedied by his departure. Now.

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Larry McDougal
Date: Thursday, July 16, 2020 1:08:02 PM

Jennifer Reames
Executive Office
STATE BAR of TEXAS

 visit the State Bar of Texas' coronavirus information page
at texasbar.com/coronavirus for timely resources and updates on bar-related events.

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From: Brent Carpenter <
Sent: Wednesday, July 15, 2020 9:22 AM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Trey:

I have known Larry for close to 30 years and believe he will be a great president for our bar. I do not want him to resign nor to be voted out because of comments he made in the past. I believe virtually everyone has made comments in their past that they regret or their views have changed with time.

Brent Carpenter
Board Certified Personal Injury Trial Law
Texas Board of Legal Specialization
College of the State Bar
Carpenter & Carpenter, P.C.





www.carpentercarpenter.com

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From: [Brian Cuban](#)
To: [BoardofDirectors](#)
Subject: Larry McDougal
Date: Thursday, July 16, 2020 10:12:20 PM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

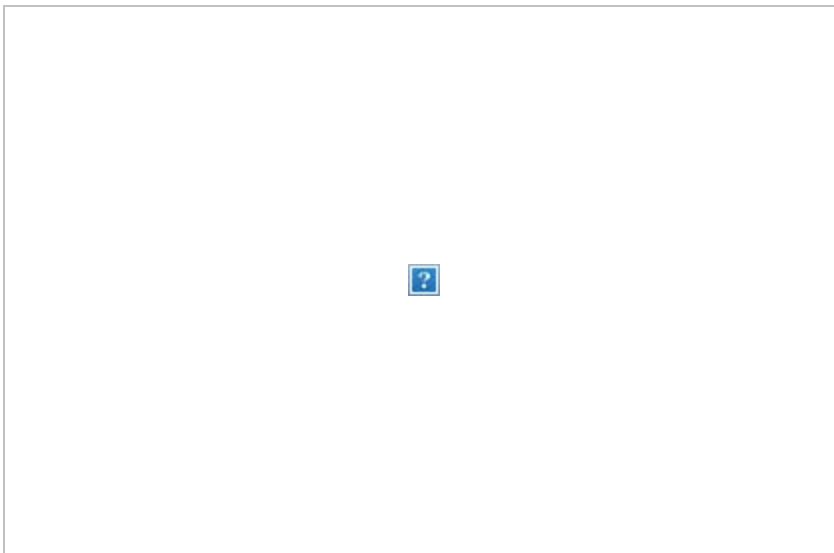
Below is my input In video format

<https://youtu.be/nujhjG2m3CI>

Sincerely,

Brian Cuban
Bar # 05201250

--



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Speaking Inquiries should be directed to 

From: [Brenda Hasenzahl](#)
To: [BoardofDirectors](#)
Subject: Texas attorneys have no room for Larry McDougal
Date: Thursday, July 16, 2020 4:31:47 PM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Board of Directors,

I am a 20 year lawyer, and followed the footsteps of my mother, who was a trailblazing lawyer in West Texas. I was a private partner in a defense firm for 20 years, recently moving to an in-house counsel position. I am conservative (again – from West Texas), and horrified by Larry McDougal’s social media posts and comments. While everyone can have their own opinion....you can lose the right to serve as the representative by voicing that opinion. Calling BLM a terrorist group, posting pics on his public FB page that mock George Floyd, and calling a fellow attorney “a methhead...but HOT in her state bar pic.” You have got to be kidding me. It is an outrage if he is not excused and removed from office.

Thank you,
Brenda Hasenzahl
SBN 24010020



Brenda F. Hasenzahl, Esq.
Legal Counsel
HASEN Design Build & Development
[Redacted]
[Redacted] www.HasenConstruction.com
Top Attorney – Commercial Litigation (FtW Magazine)

From: [Jennifer Reames](#)
To: [BoardofDirectors](#)
Subject: FW: Latest developments re: Larry McDougal
Date: Thursday, July 16, 2020 3:19:09 PM
Attachments: [press_release_AALS_SBoT.pdf](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)

From: Carmen Roe <[REDACTED]>
Sent: Thursday, July 16, 2020 2:27 PM
To: Charlie Ginn <[REDACTED]>; Randy Sorrels <[REDACTED]>; Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Cc: Jennifer Reames <[REDACTED]>; Chelsey Barber <[REDACTED]>
Subject: FW: Latest developments re: Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Charlie,

I hope this finds you well! I received the attached letter and press release that I would like you to take notice of in anticipation of our upcoming meeting. I would also ask that you forward same to our Directors for consideration given the public nature of the information.



CARMEN ROE
CARMEN ROE LAW FIRM

[REDACTED]
www.carmenroe.com



From: Cicely Reid <[REDACTED]>
Date: Thursday, July 16, 2020 at 11:04 AM
To: Carmen Roe <[REDACTED]>
Subject: Latest developments re: Larry McDougal

Good Morning C,

I just wanted to drop you a quick line to give you an update on what has been going on this week w/ Larry.

As I am sure you know, the African American Lawyer's Section (AALS) did initially speak with him, and released a statement to the press. (Attached).

I am a part of the advisory committee/roundtable that has been collaborating and discussing this issue with the AALS and the affinity sections of the Bar and their leaders - and the last request was that Larry come back to the table and discuss the demands in the press release and develop a timetable to move forward. It was decided that this was the best most reasonable course of action instead of just demanding that he resign outright because of his social media posts.

First he agreed to it. Then he backed out. Then the idea was floated that his [REDACTED] sit down with us because of Larry's recent [REDACTED] issues, [REDACTED], etc. At the last minute, that plan was scrapped. Reportedly because neither of them wanted to be "interrogated" or participate in an "inquisition".

The roundtable with him was supposed to happen today. Larry will not be in attendance - but the roundtable is still happening as planned to discuss next steps.

I have been **VERY** vocal about my opinion that Larry McDougal is not fit to lead the SBoT and needs to resign immediately. How he handled this is in my mind further evidence of his lack of character and fitness to lead. The SBoT President has to always be in a position and an accepting and flexible posture to be responsive to ALL members - especially when a crisis like this comes up. If his recent [REDACTED] problems prevent him from sitting down and hashing out a solution to all of this - that is another reason why he needs to resign. Perhaps he needs to step aside and focus on his [REDACTED]

I would like for the SBoT Board to know that we have tried very hard to work with Larry to develop and execute a plan to move forward.

Not only is he refusing to resign - he is also refusing to come to the table with us and work on a solution.

This is EXACTLY what makes him unfit to lead the SBoT - and I would like for the Board to seriously consider this during deliberations next week.

To be clear - the AALS and the other black lawyers involved in this effort are not some angry mob demanding Larry's resignation as is being portrayed on social media. What he posted on social media is horrible and indicative of someone that holds unacceptable racist values and views. Even in the face of that - earnest attempts were made to reach out to him and implement some changes to make his Presidency - his administration - more fair, balanced, and inclusive.

Larry McDougal has rebuffed and rejected us reaching out to him and trying to move forward. He has to date agreed to nothing. He is refusing to step down.

Anyway - I just wanted to make sure that you and the rest of the Board were aware of this - and I will update you after the roundtable this evening if there are any new developments.

Please let me know if you have any questions or need any additional information. I am happy to help.

Best,

CR

From: [REDACTED]
To: [BoardofDirectors](#)
Subject: Larry McDougal
Date: Thursday, July 16, 2020 12:18:01 PM

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

I am appalled by the efforts made to remove Larry McDougal as State Bar President. This is one of the most genuine attorneys I have known in my 35 years of practice.

I am not sure I understand why we are supposed to divorce ourselves from common sense or the Constitutional rights that we have to voice our opinions concerning an organization BLM, that has stated in its own website that it is a Marxist organization with the goal of destroying the nuclear family, removing any patriarchal influences and destroying the values held across the United States. While I certainly agree that black lives matter along with every other color of lives, I do not support the BLM or their radical tactics, including threats, to win their ground. This is not just a non-profit organization, but an organization that is putting undue pressure on everyone, including inspiring violence. I do not support that, ever.

I was out of town when the comments were made by Larry McDougal, but I certainly inquired as to the situation upon my return and I was told he addressed an inquiry concerning the wearing of a BLM tee shirt at a polling facility during early voting. I cannot imagine that his voicing a legal opinion about no political shirts being worn at a polling facility could have led to consideration of his removal.

Regardless, Larry has worked as a police officer for a long career prior to being a defense attorney in Fort Bend County, Texas. I have worked along side Larry as a fellow practitioner in Fort Bend County, Texas for over 20 years, and I have never known him to say something that was racially charged or in any way inappropriate. Larry has represented all color of defendants in his practice, and has always brought his best game to their defense. He is anxious to serve the community of Texas lawyers and I find it ludicrous that someone would be calling for his removal.

I sincerely hope the State Bar shows courage vis a vis the incredible pressure exerted by the organization BLM and Quaneil X. Maybe an elected official needs to show a bit more discretion in what is said while serving in office, but the Constitution still supports free speech even for those serving.

Corinna Steele

From: [REDACTED]
To: [BoardofDirectors](#)
Subject: Re: Larry McDougal
Date: Thursday, July 16, 2020 3:29:33 PM

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

I had an after thought after sending my last email.

Larry was called to the carpet for the legal opinion about the BLM tee shirt at the polling site. Someone then referenced a comment he made prior to being sworn in, regarding the organization BLM being a terrorist organization. I remember this because I agreed with him. It isn't the concept of black lives matter, because of course they do, along with white, brown, yellow and red. It is the organization itself. It has been described by numerous very smart and educated people who happen to be black, for the past months as a domestic terrorist organization:

Candace Owens, David J. Harris, Jr., Tim Scott, Joel Patrick, Marcellus Wiley, Burgess Owens, Ben Carson, Larry Elder, Thomas Sowell, and all the wonderful speakers on the documentary Uncletom.com. These people all say that BLM is a threat to the American way of life and that the use of violence makes it a domestic terrorist organization.

Stating a position about the organization BLM, which is supported by Black Americans, does not make Larry McDougal racist. In my opinion, it makes him informed.

Again, I have never heard him, in the twenty years I have known him, express a less than mentality for anyone of a different color.

Corinna Steele

On Thursday, July 16, 2020, 12:17:52 PM CDT, corinnacat@att.net <corinnacat@att.net> wrote:

I am appalled by the efforts made to remove Larry McDougal as State Bar President. This is one of the most genuine attorneys I have known in my 35 years of practice.

I am not sure I understand why we are supposed to divorce ourselves from common sense or the Constitutional rights that we have to voice our opinions concerning an organization BLM, that has stated in its own website that it is a Marxist organization with the goal of destroying the nuclear family, removing any patriarchal influences and destroying the values held across the United States. While I certainly agree that black lives matter along with every other color of lives, I do not support the BLM or their radical tactics, including threats, to win their ground. This is not just a non-profit organization, but an organization that is putting undue pressure on everyone, including inspiring violence. I do not support that, ever.

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best game to their defense. He is anxious to serve the community of Texas lawyers and I find it ludicrous that someone would be calling for his removal.

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Corinna Steele

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Support for Larry McDougal
Date: Thursday, July 16, 2020 1:11:33 PM
Attachments: [Larry McDougal Letter.docx](#)

From: David Kiatta <[REDACTED]>
Sent: Tuesday, July 14, 2020 3:57 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Cc: Randy Sorrels <Randy.Sorrels@TEXASBAR.COM>
Subject: Support for Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Attached please find a letter expressing my support for Larry McDougal. Below is a copy of the text if this is easier for your records.

Dear Mr. Apffel:

I write to express my support for Larry McDougal. Larry and I began our legal career together as prosecutors for the Harris County District Attorney's Office in the fall of 1990. We have been friends since then. I state with absolute certainty that Larry McDougal is a man of high moral character and has never exhibited any signs or signals of racism.

I am familiar with Larry's Facebook posts regarding BLM in 2015 and 2020, and I do not believe either exhibits any indication of racism. Larry's moral integrity is pure. He is an avid supporter of law enforcement yet can clearly discern inequity or prejudice and will fight against it.

Having known Larry for over 30 years, I have seen him fight against injustice and discrimination by law enforcement. I have 3 adopted African American sons and I know that Larry would be at their side immediately should they suffer an injustice or be victims of racism.

The State Bar of Texas needs Larry McDougal and I urge you not to take any action against him.

Respectfully,

David

Kiatta

David Kiatta

David Kiatta

Board Certified - Criminal Law



2 Thessalonians 1:11, 12

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Larry McDougal
Date: Thursday, July 16, 2020 1:09:47 PM

From: Dana Palmer <[REDACTED]>
Sent: Tuesday, July 14, 2020 10:42 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Larry McDougal

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

Larry said nothing wrong. Ignore the nonsensical cancel culture internet trolls. This is a nonsensical waste of time. He's not racist. He has an opinion. He's entitled to have his opinion.

Dana Palmer.

--

Sent from my iPhone which probably auto incorrected something in the email.

Palmer Law Group, P.C.

[REDACTED]

[REDACTED]

[REDACTED]

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From: [REDACTED]
To: [BoardofDirectors](#)
Cc: [Lowell Brown](#); [REDACTED]
Subject: Lowell Brown
Date: Thursday, July 16, 2020 11:29:17 AM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Board of Directors:

I am complaining to you directly about the public statements made by Lowell Brown on his Facebook page. The man is the Communications Director at the State Bar of Texas. He prefaced his statement with “*Required disclosure: I am an employee of the State Bar of Texas and these are my personal views. I am not attempting to speak on behalf of the bar here.*

Then he went on to say “we... we... we...” in referring to the positions taken by the State Bar of Texas with regard to Larry McDougal. He is calling for his immediate resignation, after his diatribe in which he talked in terms of “we” referring to the State Bar of Texas.

I am a licensed attorney with the State Bar of Texas. I do NOT agree that Larry McDougal should resign. And I take affront at Lowell Brown speaking for me. He does NOT speak for me.

I want him to stay in his proverbial lane and do his job – which is NOT publicly speaking as “we” in statements which constructively are speaking for the entire State Bar of Texas.

I have attached screenshots of his statement on Facebook, but his Facebook page is public so you should be able to see it for yourselves.

This witch hunt has got to end. People need to be rational and thoughtful in such unstable times as these. This is not the time to get torches and pitch forks. This is the time to be patient and listen – to ALL sides.

I **demand** that Lowell Brown be instructed to keep his personal opinions confined to himself and NOT make appearances that he speaks for the State Bar of Texas – regardless of his duplicitous “disclaimer” to the contrary.

-Eve Schatelowitz

**Eve Schatelowitz,
Attorney at Law**

[REDACTED]
www.schatelowitz.com

Law Office of Eve Schatelowitz
[REDACTED]

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****Downtown Office***

From: [REDACTED]
To: [Lowell Brown](#); [BoardofDirectors](#)
Cc: [REDACTED]; [REDACTED]
Subject: RE: Lowell Brown
Date: Thursday, July 16, 2020 2:42:51 PM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Mr. Lowell,

1. I have NEVER chilled your right to free speech; nor would I attempt to do so.
2. If you are going to use the "we" pronoun, with your duplicitous disclaimer, I suggest you add that you do NOT speak for all the staff members of the State Bar of Texas.

We all know exactly what you were/are trying to do with your statement on your page. It is patently obvious. No one believes for a second that you are just speaking for you and your buddies who agree with you at the State Bar of Texas. You want everyone to believe that EVERYONE at the State Bar of Texas agrees with you, which, I assure you, they do NOT. You are using your position with the State Bar of Texas to try to influence the public. That is a FACT.

Would you like to continue? Or do you just want to fix your public post? (Maybe make it private viewable only to your friends??? You know... that privacy setting that Facebook has.) Your choice. I can go all day long and twice on Sunday.

-Eve Schatelowitz

Eve Schatelowitz,
Attorney at Law

[REDACTED]
www.schatelowitz.com

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***Downtown Office**

From: Lowell Brown [REDACTED]
Sent: Thursday, July 16, 2020 2:16 PM
To: [REDACTED]; BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Cc: Lowell Brown [REDACTED]; [REDACTED]
Subject: Re: Lowell Brown

Ms. Schatelowitz,

Of course all members are entitled to their own views. I wholeheartedly agree with listening to all sides. I stand by my personal post and will not be discouraged from exercising my own free speech rights. I believe it's clear I was not trying to speak for members of the bar. "We" refers to the many colleagues (staff members) I have personally spoken with who share my personal views. If another staff member (or anyone else) does not share my personal views, I encourage them to make their own personal comments.

Sincerely,

Lowell Brown
Communications Division Director
State Bar of Texas
[REDACTED]
[REDACTED]
texasbar.com

From: [REDACTED] "<[REDACTED]>
Date: Thursday, July 16, 2020 at 11:28 AM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Cc: Lowell Brown [REDACTED], [REDACTED]
<[REDACTED]>, [REDACTED] "<[REDACTED]>
Subject: Lowell Brown

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

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-Eve Schatelowitz

**Eve Schatelowitz,
Attorney at Law**

[REDACTED]

www.schatelowitz.com

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[REDACTED]

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***Downtown Office**

[Done](#)

1 of 2



3h ·

Required disclosure: I am an employee of the State Bar of Texas and these are my personal views. I am not attempting to speak on behalf of the bar here.

That said:

Larry McDougal's publicly documented comments on race, women, drug addiction, and police brutality are reprehensible and display an alarming lack of judgment. If he were an employee of the bar he could be fired for cause. Surely he is unfit to serve as the bar's top elected leader.

His comments do not represent me or the dedicated professionals I work with.

We believe black lives matter.

We believe women lawyers deserve better than being judged on whether Larry McDougal finds them "hot."

We believe a lawyer struggling with drug dependency deserves better than being



[Done](#)

2 of 2

dependency deserves better than being called a "meth head."

We reject any notion that police brutality is "justice."

We believe in the State Bar's mission of diversity in the administration of justice and in the practice of law.

We believe in the State Bar's work to advance opportunities for women in the law and to break the stigma surrounding substance use and other mental health issues that prevents too many lawyers from seeking the help they need.

We are proud to work for an organization that represents these values.

Larry McDougal has shown he is not capable of credibly leading us or the lawyers of Texas in pursuing any of these issues. An apology is not enough to repair the harm he has caused the State Bar. He should resign immediately.

  53

51 Comments 2 Shares



From: [Jacquelyn Coleman](#)
To: [BoardofDirectors](#)
Subject: Larry McDougal - Bar President
Date: Thursday, July 16, 2020 9:49:55 PM

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments

Dear Board of Directors,

As a black woman and an attorney, I am offended by the comments of Mr. McDougal. His comments should not have been said by a person in his position. His comments should not be said by anyone. He should be removed as State Bar President and a new election should be held. The State Bar President is an honorable position, but Mr. McDougal's comments indicate that he is not an honorable man. He issued an insincere apology and he was not open to dialogue with the African American Lawyers Section members. The legal profession already has a reputation for its lack of diversity and its inhospitable treatment of women. We should not have a state bar President with views that match a reputation that the legal profession is trying to change. The state bar needs to do a better job of vetting the candidates. The state bar needs a new president. Please remove Mr. McDougal from his position as State Bar President.

Jacquelyn Coleman

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: McDougal
Date: Thursday, July 16, 2020 1:07:02 PM
Attachments: [McDougal letter.pdf](#)

Jennifer Reames
Executive Office
STATE BAR of TEXAS

Please visit the State Bar of Texas' coronavirus information page at texasbar.com/coronavirus for timely resources and updates on bar-related events.

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From: Judith DeBerry [REDACTED]
Sent: Wednesday, July 15, 2020 1:18 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: McDougal

Mr. Apffel,

Attached is my letter in support of Mr. McDougal.

Best regards,
Judith

Judith Gres DeBerry
Assistant Disciplinary Counsel
State Bar of Texas
P.O. Box 12487
Austin, Texas 78711-2487
[REDACTED]
Fax: 512/427-4167

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events.

From: [julia hatcher](#)
To: [BoardofDirectors](#)
Subject: Larry McDougal
Date: Thursday, July 16, 2020 2:52:59 AM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

To the Board Members,

I am writing to you to voice my support for Larry McDougal. I only know of the issue concerning him because of other lawyers' comments on Facebook, and news articles that I have read. Otherwise, I never would have known a thing. Perhaps that makes me ignorant, or perhaps that is because I am so busy that I don't have time for pettiness.

Larry has worked with me on several issues, most recently when I was a member of the LSP Criminal Matters Committee of the SBOT, and I was attempting to address a concern regarding an issue that I thought the committee should address. Larry was most helpful, and never came across as insensitive. He is always responsive, and it is obvious that he cares and wants to help.

It is my understanding that the objected to comment was something that he posted several years ago. I don't think it is fair to judge someone based on a Facebook post, when we all know that Facebook is a poor form of communication as it is impossible to read someone's tone, voice or body language. I myself have curtailed posting and making comments on Facebook, as it is too easy for someone to misinterpret what was meant. And as divisive as society is today, someone can find something objectionable in just about anything.

Aside from all of that, we shouldn't be judging a man for what he did years ago. How is that relevant to his actions of today? He has apologized and stated that he did not mean to offend anyone, and I think we should accept that and move on.

As far as Larry's legal opinion regarding wearing a certain shirt in a polling place, we should rue the day when we all start to get judged based on the legal opinions that we give.

I know how easy it is for people, especially lawyers, to twist someone's thoughts and words, and make them seem to be something they are not, and honestly, I find it very embarrassing for our profession. We should be helping and supporting each other, not tearing one another down.

Judge not lest ye be judged, and learn to love thy neighbor. The world would be a better place if we all remembered that.

Please give Larry a chance to show us the type of leader that he is. Thank you.

Sincerely,

Julia C. Hatcher
SBN: 24004692
Galveston, TX

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Timing is Everything in Life
Date: Thursday, July 16, 2020 3:21:02 PM

From: Jim Parsons <[REDACTED]>
Sent: Monday, July 13, 2020 9:36 AM
To: [REDACTED]
Cc: Trey Apffel <Trey.Apffel@TEXASBAR.COM>; Randy Sorrels <[REDACTED]>
Subject: Timing is Everything in Life

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Larry,

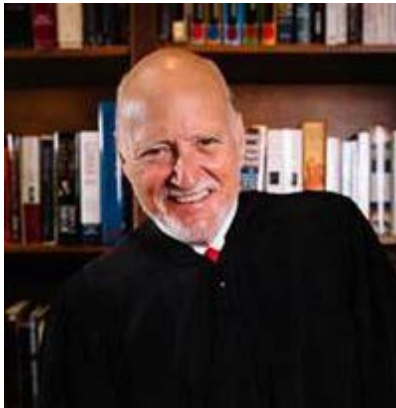
My SBOT service began 35 years ago as a director. At that time all of the directors were white and male, as was all Bar leadership. Thirty years ago the Bar began to aggressively become racially and gender inclusive. That effort continues today, Trey's year was dedicated to inclusion.

You cannot win this battle and in attempting to do so you will harm both the SBOT and yourself. You will be sanctioned by your Board and probably receive an action from the Court. Neither the staff nor the leadership, past and present, will support you. Your efforts at leadership will be met with public protest. The Bar building will be picketed.

Now is the time for preservation of both the Bar and your reputation.

Respectfully, resign, with Grace.

Jim



Judge Jim Parsons

Senior Judge, Mediator & Arbitrator



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us immediately (please call collect) and delete the original message from your system. Thank you.

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Larry McDougal
Date: Thursday, July 16, 2020 1:06:15 PM

From: J Porier <[REDACTED]>
Sent: Wednesday, July 15, 2020 4:45 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Larry McDougal

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

Mr. Apffel,

I am an attorney in San Antonio and am writing in support of Larry McDougal.

I do not know him, but based on the media accounts I've seen the past few days, including his video clarification/apology, I do not believe he should be removed from his position as SBOT President.

I support Black Lives Matter, and I don't think that Mr. McDougal's comments warrant removing him.

I am happy to answer any questions you may have.

Thank you.

Jonathan Porier
[REDACTED]

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Requested information
Date: Thursday, July 16, 2020 1:08:09 PM
Attachments: [POLICY MANUAL 2020-06.pdf](#)
[SBOT Rules 2020-03.pdf](#)
[2020.07.17 AALS Statement.pdf](#)

Jennifer Reames
Executive Office
STATE BAR of TEXAS

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From: Jennifer Reames <Jennifer.Reames@TEXASBAR.COM>
Sent: Wednesday, July 15, 2020 1:17 PM
To: Jason Smith <[REDACTED]>; [REDACTED]
Cc: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Requested information

Jason,

Per your request, I have attached the Policy Manual, Rules and African-American Lawyer Section statement.

Please see Section 1.06 in the Policy Manual and Article IV Section 8 of the Rules.

Rudolph "Rudy" K. Metayer is Chair of the African-American Lawyers Section. His phone number is [REDACTED]

Thanks,
Jen

Jennifer Reames
Executive Office

STATE BAR of TEXAS
Mobile: 512-775-3735
jreames@texasbar.com

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Subject: [MARKETING] PRESS RELEASE: Call to Action in Response to State Bar of Texas President Larry McDougal's Comments Concerning Black Lives Matter

Date: Sunday, July 12, 2020 at 7:19:47 PM Central Daylight Time

From: SBOT African-American Lawyers Section

To: Lowell Brown

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**



FOR IMMEDIATE RELEASE

July 12, 2020

CONTACT:

The Honorable Rudolph “Rudy” K. Metayer, Chair, African-American Lawyers Section of the State Bar of Texas

txafricanamericanlawyers@gmail.com

At a moment in the history of our country when people of all races, ethnic groups, sex, genders, and political affiliations are coming together to address the injustices that have for too long unduly burdened and affected African-Americans in our nation, State Bar of Texas President Larry McDougal recently issued comments that negatively characterized the phrase “Black Lives Matter.” These comments were inaccurate and misinformed at best, were hateful and harmful at worse, but were unequivocally divisive. After making the statement, President McDougal met with the members of the State Bar’s African-American Lawyers Section (“AALS”) to explain and apologize for his comments. However, during the course of that conversation, with the additional discovery of President McDougal’s past comments on the subject matter at hand, it became clear that the SBOT President does not understand the extreme hurt and pain that his comments inflicted upon the entire Bar. It is apparent from our conversation and President’s McDougal’ personal comments that he does not understand either the human rights meaning or the social justice intent of “Black Lives Matter.” President McDougal’s inability to sincerely understand the impact of his statements and beliefs is an apparent fact that cannot, and should not, be overlooked or tolerated in the leader of the State Bar. It must be presented to the entire membership of the State Bar and the public it serves.

Therefore, in its continuing effort to promote positive change, social justice, and racial equality, AALS is issuing this Call to Action to attorneys throughout the profession to demand systemic changes in the State Bar.

As such, the AALS reaffirms the sworn commitment of its members to ensure the protections granted to all citizens pursuant to the U.S. Constitution and the lawyers who hold its values dear. Those protections include the dignity and respect that all of us deserve as human beings, something that we find lacking in President McDougal and his leadership of the over 100,000 members of the Bar.

Accordingly, the AALS calls for President McDougal to have the following actions occur:

1. A formal written apology sent, via the Texas Bar Journal, State Bar of Texas website, SBOT social media, e-blast to its members, and personally on President McDougal's Facebook page to all members of the State Bar of Texas for the repugnant comments made regarding Black Lives Matter and his marginalization of minorities (specifically African-Americans) that these statements have caused, including:
 - a. Publicly acknowledging the importance of the Black Lives Matter movement and WHY it is important;
 - b. Publicly acknowledge and explain what has caused him to change his viewpoint to understand why the Black Lives Matter is an important movement for not just African Americans, but for all Americans;
 - c. Provide "correct" interpretation on the Electioneering issue - Minnesota Voters Alliance v. Mansky (Sup. Ct. 06/14/2018)
https://www.supremecourt.gov/opinions/17pdf/16-1435_2co3.pdf;
 - d. Inform the public of their rights regarding wearing BLM shirts at voting polls.
2. Attend, and most importantly, participate in an undoing racism course to understand the ramifications of his comment and the systemic racism and implicit biases that exists in his life and the lives of others;
3. Make it his Presidential Project to use the Bar's significant resources to review and change policies and procedures within the Bar that perpetuate systemic racism and lack of inclusion;
4. Champion the cause and make it a requirement that 2 hours of Implicit

Bias training becomes part of the 15 hours of required CLE by Lawyers in Texas;

5. Assign two members of the AALS to your Presidential Task Force; and
6. Ask the SBOT to provide pro-bono services (such as “election protection” efforts) to people who may be illegally turned away from the polls due to President McDougal’s previous miscommunication of the applicable caselaw.

As the leader of the State Bar of Texas, President McDougal has a duty to represent all Texas lawyers, as well as to represent our profession to the community, State, and Nation. His comments have diminished himself and the office of President, as well as placed in harm’s way those committed to progressive change through Black Lives Matter or other causes for racial and social justice. President McDougal has stated that he will not resign and believes he can effectively lead the Bar and be a change agent on this specific issue. Yet he has demonstrated not only with his most recent comments, but in his prior ones as well, a dramatic failure to understand and empathize with people of color, and especially African-Americans. The AALS does not take comfort in stating that its confidence in President McDougal is diminished due to his comments; however, if the Call to Action items do not occur, the AALS will formally state its lack of confidence in the leadership of President McDougal and will call on his immediate resignation.

There comes a time when people of good will and good intention must rise, unite, articulate, and act. That time is now! The AALS asks that you join us in ascribing true meaning to the oath of our members and the Constitution of this nation. The AALS calls you to action.

Founded in 1992, the mission of the AALS is to promote the objectives of the State Bar of Texas as they relate to African-American lawyers. The opinions expressed herein are those of the AALS and are not the position of the State Bar of Texas.

Signed,

African-American Lawyers Section of the State Bar of Texas, 2020-2021
Council



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From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Attached is Texas State Bar Director Jason Smith's Call for Resignation of Texas State Bar President
Date: Thursday, July 16, 2020 1:17:10 PM
Attachments: [statement-mcdougal.071320.pdf](#)

From: Jason Smith <[REDACTED]>
Sent: Monday, July 13, 2020 4:51 PM
To: [REDACTED]
[REDACTED] Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Cc: [REDACTED]
Subject: Attached is Texas State Bar Director Jason Smith's Call for Resignation of Texas State Bar President

Please find attached Texas State Bar Director Jason Smith's call for Texas State Bar President Larry McDougal to resign in light of his comments regarding Black Lives Matter.

Jason C.N. Smith
Law Offices of Jason Smith



letsgotocourt.com

American Board of Trial Advocates

Board Certified - Civil Appellate Law
Texas Board of Legal Specialization

LAW OFFICES OF JASON SMITH



July 13, 2020

**STATEMENT OF STATE BAR DIRECTOR JASON SMITH CALLING
FOR TEXAS STATE BAR PRESIDENT TO RESIGN**

As a State Bar Director, I am calling on Texas State Bar President Larry McDougal to resign.

I understand and agree with those who have expressed to me that Texas State Bar President Larry McDougal's comments regarding Black Lives Matter are racist. Additionally, President McDougal apparently has made other public comments that folks rightfully find offensive.

President McDougal's apology failed to take ownership of the offensive nature of his comments or a willingness to admit these comments were divisive and hurtful.

The State Bar of Texas is dedicated to building a justice system that delivers justice for all and promotes diversity in the practice of law and the justice system.

In light of these comments, I do not believe President McDougal has the credibility or the temperament necessary at this time to lead the State Bar of Texas.

So, for the good of the Texas State Bar and the Texas justice system, I am requesting that Texas State Bar President Larry McDougal resign.

Jason C.N. Smith
Director
State Bar of Texas Board of Directors
District 7, Place 2

JCNS/mpv

cc: Mr. Larry P. McDougal
President, State Bar Board of Texas

(via Email: )



Ms. Sylvia Borunda Firth
President-elect, State Bar of Texas
Sylvia Borunda Firth, PLLC
Law Center
[REDACTED]

(via Email: s [REDACTED])

Mr. Charlie Ginn
Chair, State Bar of Texas Board of Directors
McCraw Law Group
[REDACTED]

(via Email: [REDACTED])

Mr. Randy Sorrells
Immediate Past President, State Bar of Texas
Abraham, Watkins, Nichols, Sorrells, Agosto, Aziz & Stogner
[REDACTED]

(via Email: [REDACTED])

Mr. Trey Apffel
Executive Director, State Bar of Texas
1414 Colorado
Austin, Texas 78701-1627

(via Email: tapfell@texasbar.com)

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Demand for Larry McDougal's Resignation
Date: Thursday, July 16, 2020 1:19:46 PM

From: Kelli Fuqua [REDACTED]
Sent: Sunday, July 12, 2020 3:32 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Re: Demand for Larry McDougal's Resignation

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Sure, you have my permission to forward.

On Sun, Jul 12, 2020 at 1:31 PM Trey Apffel <Trey.Apffel@texasbar.com> wrote:

Kelli, may I forward this to Mr. McDougal. Thanks.

Trey Apffel
Executive Director
STATE BAR of TEXAS
512.427.1500 **direct** | 800.204.2222, ext. 1500
trey.apffel@texasbar.com

From: Kelli Fuqua <[REDACTED]>
Sent: Saturday, July 11, 2020 4:13 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Demand for Larry McDougal's Resignation

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Executive Director Apffel,

I write this email to urge you to explore options for removing Larry McDougal from his elected post immediately. Pursuant to the State Bar Rules, the president of the State Bar serves as the public representative of the State Bar and, in this role, is mandated to enunciate the policies of the State Bar. He has grossly failed in his duties.

His recent video apology lacked sincerity and falls far short of the commitment to racial justice and equity Texans are asking for during these unprecedented times. Leadership without trust means nothing. As a Young Lawyer in the Texas State Bar, I do not trust Mr. McDougal's leadership. As an ally to my Black colleagues, I cannot simply accept a slap on the hand.

Mr. McDougal's voice is not my voice; Mr. McDougal's thoughts are not my thoughts. Mr. McDougal does not represent the character requisite of the State

Bar's spokesperson and I feel ashamed that he is our leader. He should either be forced to resign or deemed incompetent pursuant to the State Bar Rules. Ms. Borunda-Firth would be the perfect person to fill this role and, I'm sure, ready and willing to take on the task earlier than she anticipated.

We cannot stand for letting Mr. McDougal get away with his extremely hurtful (and flat out racist) comments regarding the Black Lives Matter movement. ***Texas's Black Lawyers Matter***. Please compel Mr. McDougal's resignation. He can no longer be our president.

Sincerely,

Kelli Fuqua
Texas State Bar #24097713

--

Kelli C. Fuqua
[Redacted]

--

Kelli C. Fuqua
[Redacted]

From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: AALS Call-to-Action
Date: Thursday, July 16, 2020 12:51:29 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

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at texasbar.com/coronavirus for timely resources and updates on bar-related events.

From: [REDACTED]
Sent: Thursday, July 16, 2020 12:14 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: AALS Call-to-Action

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments	
Contact	
First Name	Kelly
Last Name	Flanagan
Email	[REDACTED]
Member	Yes
Barcard	24078503

Feedback	
Category	General Comments/Feedback
Subject	AALS Call-to-Action
Department	Executive

Comments
After reading the Call-to-Action by the African-American Lawyers Section (AALS), I looked into the posts made by SBOT President Larry McDougal. I am appalled that he is the person leading SBOT after seeing these racist posts. The actions that AALS calls for Mr. McDougal to take are reasonable and necessary. Now is the time for SBOT and its leadership to take steps to identify and address systematic racism within the legal profession. Thank you for hearing my concerns. Sincerely, Kelly Flanagan

From: [Kendyl Hanks](#)
To: [BoardofDirectors](#)
Cc: [Dylan O. Drummond](#)
Subject: McDougal Resignation
Date: Thursday, July 16, 2020 12:29:46 AM

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments

Dear Board Members:

I am a shareholder at Greenberg Traurig and a former member of the ABA Board of Governors and the TYLA Board of Directors. I am also one of the founding members and curators (with over a dozen women lawyers and academics from around the country) of the twitter handle @LadyLawyerDiaries. I am writing, in my personal capacity, to ask that the Board call for McDougal's resignation.

The social media comments I've read, attributed to him, reflect the worst kind of casual bias directed at minorities, women, and lawyers struggling with addiction. I know you have seen them and I won't rehash them here. The fact that he had no compunction making these comments in public social media—in a mocking and casual manner—accounts only reflect his comfort with them.

Our profession suffers gravely with issues concerning diversity and addiction. It is bad enough when practicing lawyers easily make such remarks, whether in a personal or professional setting. But when someone elected to the highest office of the state bar does so, he has exhibited himself unworthy of representing the whole of this profession because it confirms he does view these issues as challenges worthy of serious attention or dignity in discourse. It matters not that these comments may have been made before his election, or from a personal social media account.

It is not enough to say the comments do not reflect the views of the SBOT or to distance yourselves from them. To condemn without taking action is to acquiesce. He cannot continue to represent the bar and still be in a position to advocate for the needs and interests of ALL members of this legal profession.

I therefore, with great respect for you and the bar in which I have served, ask that the SBOT call for his resignation.

Kendyl Hanks

From: [Kendyl Hanks](#)
To: [BoardofDirectors](#)
Cc: [Dylan O. Drummond](#)
Subject: Re: McDougal Resignation
Date: Thursday, July 16, 2020 12:34:53 AM

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments

Apologies for the typo — it confirms he does **not** view these issues as challenges worthy of serious attention or dignity in discourse.

Thank you for your time and attention to this serious matter.

Kendyl Hanks

> On Jul 16, 2020, at 12:29 AM, Kendyl Hanks <[REDACTED]> wrote:

>

> Dear Board Members:

>

> I am a shareholder at Greenberg Traurig and a former member of the ABA Board of Governors and the TYLA Board of Directors. I am also one of the founding members and curators (with over a dozen women lawyers and academics from around the country) of the twitter handle @LadyLawyerDiaries. I am writing, in my personal capacity, to ask that the Board call for McDougal's resignation.

>

> The social media comments I've read, attributed to him, reflect the worst kind of casual bias directed at minorities, women, and lawyers struggling with addiction. I know you have seen them and I won't rehash them here. The fact that he had no compunction making these comments in public social media—in a mocking and casual manner—accounts only reflect his comfort with them.

>

> Our profession suffers gravely with issues concerning diversity and addiction. It is bad enough when practicing lawyers easily make such remarks, whether in a personal or professional setting. But when someone elected to the highest office of the state bar does so, he has exhibited himself unworthy of representing the whole of this profession because it confirms he does view these issues as challenges worthy of serious attention or dignity in discourse. It matters not that these comments may have been made before his election, or from a personal social media account.

>

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>

> I therefore, with great respect for you and the bar in which I have served, ask that the SBOT call for his resignation.

>

> Kendyl Hanks

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Our bar president
Date: Thursday, July 16, 2020 1:13:54 PM

From: Kathy J. Johnson <[REDACTED]>

Sent: Monday, July 13, 2020 9:07 PM

To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>

Cc: Larry Mcdougal Jr <[REDACTED]>; Larry Mcdougal <[REDACTED]>

Subject: Our bar president

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

LARRY MCDUGAL IS A GOOD HONEST MAN. I KNOW HIM AND HIS FAMILY. HE WORKS HARD AS AN ATTORNEY AND ADVOCATES FOR ALL PEOPLE HE KNOWS AND REPRESENTS. I HAVE NEVER HEARD HIM VOICE HATRED TOWARD ANY PERSON.

I AM OPPOSED TO REMOVING HIM AS THE PRESIDENT OF THE STATE BAR OF TEXAS. HE WILL BE A GREAT PRESIDENT IF ONE SIDED POLITICS IS NOT ALLOWED TO RULE THIS DAY.

Kathy J Johnson
Law Firm of Johnson
& Gaskill PLLC
[REDACTED]

Due to recent order by Judge KP George masks must be worn in our office at all times

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From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Larry McDougal
Date: Thursday, July 16, 2020 1:16:56 PM
Attachments: [McDougal letter.pdf](#)

From: Ken Love [REDACTED] >
Sent: Monday, July 13, 2020 5:03 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Dear sir,

Please see my attached letter in support of Mr. McDougal with my reasons. If I need to address this to a different party, please forward or advise who should receive it.

Thank you in advance,

Kenneth A. Love

Kenneth A. Love
Love & Associates, P. C.



.....confidentiality notice.....

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LOVE & ASSOCIATES , P.C.
ATTORNEYS AT LAW



KENNETH A. LOVE
BOARD CERTIFIED - TAX LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

TELEPHONE:
FACSIMILE:

Board of Directors
State Bar of Texas

Re: Larry McDougal, President of SBOT

As a member of the Texas Bar for 34 years, I felt compelled to provide my input regarding the comments attributed to Larry McDougal. More specifically, regarding his comment that he believed the entity known as Black Lives Matter was a terrorist organization, which I understand was made in 2015.

To refresh our memory, over the last six years we have witnessed news video of people, who purported to be members of the organization Black Lives Matter, calling for the killing of police officers merely because they were police officers ("what do we want-dead cops, when do we want them-now"). Also we have witnessed video recordings of people who purported to be members of this organization who were destroying private property and assaulting people without provocation.

Further, I have seen videotape wherein one of the founders of the organization admits that she and the other founders are "trained Marxists". While I am not an expert on the history of Karl Marx, I am unaware that he is the founder of communism through his writing and publishing of The Communist Manifesto. My own history education taught me that the goal of communist nations is the ultimate overthrow of all capitalist nations, by force (violence) if necessary. If the founders of Black Lives Matter refer to themselves as trained Marxists, one can only assume they adhere to the beliefs and philosophy of Karl Marx, who himself called for the violent overthrow of capitalist governments by force (violence). Propaganda (published lies) is also the hallmark of a communist agenda to transform a capitalist nation in to communism.

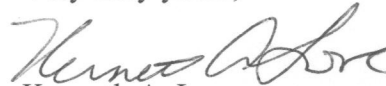
What is lost in all this is the difference between an idea or movement and an entity. Mr. McDougal was referring to an entity (a corporation, LLC, L.P. or whatever it is organized as) named Black Lives Matter, not to the idea, concept or movement of racial equality or racial justice. It is imperative that this distinction is recognized. Naming a white supremacy organization "Black Lives Matter" would not make it any less detestable or objectionable, if it advocated for white supremacy. The name of an organization does not give it immunity from criticism of the actions of its members.

Mr. McDougal's comments were criticisms of the actions of people who held themselves out to be members of the entity named Black Lives Matter. He did not criticize the idea of racial equality.

Accordingly, his opinion that members of the entity engaged in terrorist behavior is understandable and, frankly, not wrong. Accordingly, any adverse consequences to him from the mentioned comment would be a grave injustice to him and the idea of free speech and thought.

Thank you for your consideration of my opinion.

Very truly yours,



Kenneth A. Love

From: [Karen Taylor](#)
To: [BoardofDirectors](#)
Subject: Larry McDougal
Date: Thursday, July 16, 2020 9:34:12 AM

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

I am writing to express my support for Larry McDougal. He is allowed to express his opinion, and he should be allowed the grace to stay and do his job if he apologizes for hurting feelings. I do not believe that the State Bar is a place to practice cancel culture. Surely, we are not so fragile that we cannot continue to work together in spite of a difference of opinion.

Karen M. Taylor
Attorney at Law
Levin & Atwood, LLP



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From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Larry McDougal
Date: Thursday, July 16, 2020 1:14:29 PM

From: Marie Beard [REDACTED] >
Sent: Monday, July 13, 2020 8:51 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Larry McDougal

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

Details on what to do for Larry McDougal.
Thanks!

Marie Beard

Praise the Lord, our constant companion, for His love.

From: [Michael Whitmire](#)
To: [BoardofDirectors](#)
Subject: A Vote for Larry McDougal to Resign
Date: Thursday, July 16, 2020 12:54:03 AM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Hello --

I have never started an e-mail by stating that I am African-American, but I suppose it is relevant to my ultimate point. My understanding is that you are seeking input regarding Bar members' support or lack thereof for Larry McDougal as the current president. I first became licensed in the fall of 1992 and I am currently an active member of the Texas Bar. **I do not have confidence in Mr. McDougal's ability to lead the State Bar at this time.**

I have never met Mr. McDougal personally, but several days ago I became aware of troubling social media posts he has made recently and 5-6 years ago. I also watched the YouTube video of the statement that he read. With all of that information, my personal conclusion is that I don't trust Mr. McDougal to faithfully represent *me*, nor to zealously support the special concerns of racial minorities and women in our Bar's membership. I believe that the title of "President" must be held to a higher standard than other positions where I might be inclined to grant him more benefit of the doubt. A "President" should respect all of us all of the time, not just most of us some of the time.

I can take no pride in Mr. McDougal's leadership and I can't even imagine wanting to seek his advice or take a picture with him. Based on my experiences with many other high-quality members of the State Bar, I have no doubt that fully qualified individuals exist who can comfortably replace Mr. McDougal -- yet without raising similar concerns about their possible levels of latent racism or sexism. I would be happy to go into further detail about the reasons for my current belief that Mr. McDougal should resign, but I'm sure you are receiving hundreds of long e-mails already.

Feel free to contact me if you need any other information or comments.

~ Michael Whitmire, Texas Bar # 00785240

[Cell: [REDACTED]]

Private Practice Contact Info:
Law Office of Michael O. Whitmire

[REDACTED]
[REDACTED] [Telephone]
[REDACTED] [E-Mail]

Law Faculty Contact Info:
Michael Whitmire, Adjunct Professor
South Texas College of Law Houston
c/o Christina Marentes

[REDACTED]
[REDACTED] [E-Mail]

From: [Robert, Chris, & Cody](#)
To: [BoardofDirectors](#)
Subject: Re: Larry McDougal
Date: Thursday, July 16, 2020 6:18:06 PM
Attachments: [McDougal.pdf](#)

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Please see attached.

-Robert Callahan

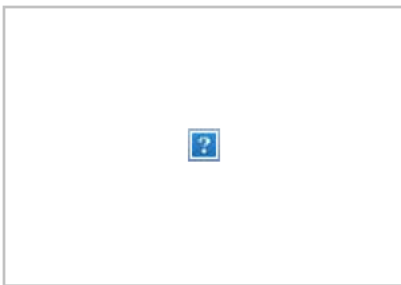
Please Note Our Waco Office Address Has Changed!
The Law Office of Callahan & King

[REDACTED]
Waco, TX 76710

Ph: [REDACTED]
[REDACTED]

<http://www.callahankinglaw.com>

Is 61:1-3





The Law Office of
Callahan & King

July 16, 2020

State Bar of Texas
Texas Law Center
1414 Colorado Street
Austin, Texas 78701

Statement Calling for Resignation, or Removal, of State Bar President Larry McDougal

Dear Ladies and Gentlemen of the State Bar:

As an African-American growing up in North Louisiana, I was constant witness to prejudice and discrimination. Now in my 40's, I recognize that my most painful wounds were not inflicted by those who physically beat up on me, jeered, or aimed slurs at me. My greatest traumas were inflicted by the silence of those around me because, on a subconscious level, I understood that when attacks came no one was coming to my aid.

This year, I have the honor of receiving the Texas Criminal Defense Lawyers Association's Lawyer of the Year award. I humbly join the ranks of Dexter E. Gilford and Vivian King as one of the few black lawyers given this honor. Yet, personally, and professionally, no amount of education or status insulates minorities from prejudice. An hour before I wrote this letter, my wife and son were outside our house when a car drove by shouting "All lives matter". Shortly later, we received an anonymous, threatening letter in the mail. These are perilous times. The good people who would be instruments of Justice are in a war for the soul of our nation. Neutrality is not an option; there are no non-combatants. The battle line between empathy and hatred is clearly drawn. With his remarks, Mr. McDougal has clearly sided with the confederacy. Will you now come to aid or stand by silently?

Elected officials represent *all* their contingents. Mr. McDougal's comments demonstrate little regard for his colleagues in leadership at the State Bar of Texas, its individual members, or the prestige of our organization. Refusing to resign, he hides behind the very authority that made his comments so vile. Even worse, to maintain our license, minorities are compelled *by law* to pay considerable dues to McDougal! Such an affront cannot stand. I call upon you, the good men and women of this organization, to call for his resignation and seek his removal. Thank you for your consideration.

Sincerely,



Robert Callahan II,
Attorney at Law

From: [StateBar President](#)
To: [BoardofDirectors](#)
Subject: FW: Everyone needs some common sense.
Date: Thursday, July 16, 2020 9:45:49 AM

From: Robbie Gail Charette JD CPA LLM <[REDACTED]>
Date: Thursday, July 16, 2020 at 8:23 AM
To: StateBar President <StateBar.President@TEXASBAR.COM>
Subject: Everyone needs some common sense.

*** State Bar of Texas External Message *** - Use Caution Before Responding or Opening Links/Attachments

Please do not resign. If I can do anything to help in addition to my prayers, please let me know.

Robbie Gail Charette

On Wed, Jul 1, 2020, 08:24 Larry McDougal <statebarpresident@texasbar.com> wrote:



In This Issue



#SQUADGOALS:
The power of finding
and maintaining your
group.

Plans for a New Bar Year

A new bar year is underway, and the State Bar of Texas is redoubling its efforts to help lawyers and all Texans as we work together to solve challenges and ease burdens brought by the coronavirus pandemic and the economic problems and civil unrest on display across our state.

Our leadership team is firmly committed to addressing the problems that lawyers and the public are facing in a world where so much has changed so rapidly. During my year as president, the State Bar will tackle a variety of issues, including the continued effects of the COVID-19 pandemic and the crisis of lawyer suicides. Among other priorities, we are also taking steps to further improve member benefits, including tools for lawyer succession planning, even as we work toward calling the first election on disciplinary rule changes since 2011.

Continued COVID-19 Response

The State Bar continues to work with the Texas Supreme Court, Office of Court Administration, legal aid groups, local and specialty bars, and other stakeholders to respond to the COVID-19 crisis. This is





Anvil and Hammer: A Richmond attorney finds comfort in the heat of the forge.



Are Zoom court hearings the 'New Normal' in Texas?



Knowledge Center offers members a resource for the latest vendor-sponsored whitepapers, case studies, trial reports, and more.

Get Social



an ongoing effort, so there will be more to report in the coming weeks and months.

Attorney Well-Being/Suicide Prevention

Lawyers are consistently at or near the top of the list of all professionals in suicide rates. Working through the Texas Lawyers' Assistance Program, we will seek to reduce the number of attorney suicides and increase the well-being and fitness of Texas lawyers and law students by educating them about the symptoms of depression and suicide and how to prevent or address these conditions.

Enhanced Member Benefits

The State Bar's 2020-2021 budget focuses on investing in information technology infrastructure and improving services to members. The budget added resources to programs that provide concrete services to Texas lawyers—including member benefits, law practice management, and TLAP—without a dues increase and while maintaining the long-term goal of keeping three months of operating expenditures in reserves. Of course, the State Bar leadership continues to study the financial impact of the COVID-19 pandemic on bar finances and will make adjustments as needed.

Succession Planning Initiative

For client protection and emergency management, the State Bar urges members to evaluate contingency plans and designate in advance a custodian attorney. As a member benefit, the bar recently launched a portal at texasbar.com/succession that makes it easy for Texas lawyers to designate custodians. We will continue to promote the portal and other succession planning resources in the upcoming year.

2021 Rules Vote

In 2017, the Legislature created the Committee on Disciplinary Rules and Referenda to oversee the initial process for proposing a disciplinary rule change while maximizing public feedback. The committee's recommendations go to the State Bar Board of Directors as part of a process that ultimately includes a rules vote by the membership and adoption or rejection by the Texas Supreme Court. The State

Bar board continues to review possible changes to the disciplinary rules in advance of a potential vote by the membership in 2021. You will be hearing much more about this effort soon.

Additional Priorities

My priorities also include continuing to advocate for grievance reform as well as a statewide courthouse access badge for Texas lawyers. I have also called for moving the State Bar Ethics Helpline out of the Office of Chief Disciplinary Counsel so lawyers can be assured the helpline is independent from the grievance system. I'm pleased to say that Executive Director Trey Apffel and Chief Disciplinary Counsel Seana Willing have indicated they are working to make that change to the helpline.

I look forward to working with you over the next year. I welcome your ideas and comments on how the State Bar can best fulfill its mission.

LARRY McDOUGAL

President, 2020-2021

State Bar of Texas

State Bar of Texas | 1414 Colorado St., Suite 500 | Austin, TX 78701 | [Privacy Policy](#)

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From: [Stephanie Valdez](#)
To: [BoardofDirectors](#)
Subject: Bar Leadership Feedback
Date: Thursday, July 16, 2020 12:00:14 PM

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

State Bar Directors:

Larry McDougal should resign. I've both read his "apology" and seen his YouTube video, promising promotion of diversity within the Bar. My impression is that he posted his commentary regarding BLM on a page where he expected only like minds to see it. Had the post not been shared, this sudden humility and generosity toward lawyers of color would never have been extended. There is no indication to me that he has had a change in perspective from that of the person who posted memes and statements rife with racial and gender bias. I take note that there were at least 3 offensive posts.

Some members of the bar are against calling for his resignation, citing the prevalence of today's "cancel culture." I reject this notion as a red herring and an attempt to silence valid calls for accountability by shrouding complaints with a trendy term.

McDougal represents the State Bar of Texas as our President. His words and actions reflect upon all of us, and give a signal as to what is acceptable behavior for Texas attorneys. Unfortunately, the problem of racial and gender bias lies much deeper than Larry McDougal. Keeping him in as our President would only serve to maintain the status quo, with an acknowledged nod in the direction of diversity.

I would call for a revision of our Code of Ethics, required yearly implicit bias training to be a part of our continuing legal education, and a required course on implicit bias in law school. No one should run the risk of hiring an attorney, unaware of the counselor's belief that the client is inferior and less deserving because of race or gender.

In addition, I would request an investigation of Steve Fischer's behavior and a vote on his ability to serve in any capacity as State Bar leadership. His manic posting of biased and self-promoting propaganda has become frightening.

Please advise us asap as to what the agenda will be for your discussion. What tools are at your disposal? How the current by-laws and regulations affect your ability to see that we are all protected.

Thanks,
Stephanie V. Gonzales
24037628

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From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Support for Larry McDougal
Date: Thursday, July 16, 2020 1:13:05 PM

From: Terry Traveland <[REDACTED]>
Sent: Tuesday, July 14, 2020 12:48 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Support for Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Hello Trey,

I am writing to support Larry McDougal. Larry is an honorable man who is an excellent lawyer. This online canceling of him by a few, very vocal people is outrageous. If the Bar asks for his resignation, it sets a bad precedent for the bar and forever, this angry mob will feel empowered to control the bar. Not only that, but good luck trying to find anyone to run for President of the Bar ever again. Who would want to go through this every time this mob disagrees with anything the person has done ever. It will not be a good election next year already as this mob will be reviewing every post and comment each candidate has ever made in the history of social media.

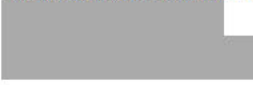
These individuals who are accusing Larry of being racist are the same individuals who also agreed with SMU revoking the law school admission of a first year law student for comments she made when she was 13. Thirteen! Apparently, these individuals have never said or done anything they regret and are perfect. They require that of everyone else.

There are many others who would love to speak up for Larry. However, since this and other emails you receive are subject to open records requests, they are afraid to speak up because they will be "cancelled" and doxxed by this mob. Those who have spoken up for Larry on the Texas Lawyers and Texas Lawyers Lounge pages have been called racists for doing so. They have been told to hush, they have been ridiculed, they have been attacked, they have been told they don't count and their opinions are irrelevant. But worse, their safety and security, as well as their income and professional reputations has been threatened as well. That is scary for all of us. There are individuals who are taking screenshots of older posts by conservatives and sending them to judges in an attempt to keep the judges from appointing those attorneys to cases. This directly affects their income. This should not happen. This quashes freedom of speech.

Larry is an excellent President. He has a wonderful agenda for this year to accomplish a great deal of things and he has been listening to the lawyers to determine what they need and want from the Bar. Please, don't let this angry mob dictate the direction of the Bar. If Larry resigns, that angry mob wins and the Bar will never be the same. I don't want the Bar run by this angry mob that discounts and destroys anyone who has an opinion that is different than theirs.

Take care,
Terry Traveland

Traveland Law, PLLC



<http://travelandlaw.com/>

Innovative Legal Solutions for Business



**Joint statement of State Bar of Texas and Texas Young Lawyers Association
leaders regarding comments by Larry McDougal**

Online comments made by Larry McDougal regarding #BlackLivesMatter do not reflect the values of the State Bar of Texas and we denounce them in the strongest terms. As leaders of the 105,000-member State Bar of Texas and the 26,000-member Texas Young Lawyers Association, we are united against racism and dedicated to the bar's mission of advancing diversity and inclusion in the administration of justice and the practice of law. Indeed, we applaud any organization whose primary goal seeks to ensure equal justice for all Americans. Recent official statements by State Bar of Texas and TYLA leaders reflect this commitment to equality, including Executive Director Trey Apffel's column in the July 2020 issue of the *Texas Bar Journal* titled "It's Past Time to Reckon with Racial Injustice."

We know that the State Bar of Texas has an obligation to improve the quality of legal services, and this includes improving diversity and inclusion in all aspects of our bar. We know many of our members don't feel included as part of the bar or question the bar's commitment to diversity and inclusion. We pledge to change that. We will work closely with and support the State Bar Office of Minority Affairs and the State Bar sections and committees that are committed to advancing the goals of diversity and inclusion and equal justice under the law. We also support President-elect Sylvia Borunda Firth's plans to create a task force to further advance these issues. We look forward to reporting more about these efforts in the weeks ahead.

The State Bar of Texas and our legal profession are larger than any one person, but we believe each person can be a vehicle of change and we hope for positive change throughout the remainder of this bar year.

Sylvia Borunda Firth, President-elect
Randy Sorrels, Immediate Past President
Charlie Ginn, Chair of the Board
Trey Apffel, Executive Director
Britney Harrison, TYLA President
Victor Flores, TYLA Immediate Past President
Jeanine Rispoli, TYLA President-elect

From: [Trey Apffel](#)
To: [BoardofDirectors](#)
Subject: FW: Demand for Larry McDougal's Resignation
Date: Thursday, July 16, 2020 1:18:21 PM

From: Victoria David [REDACTED] >
Sent: Sunday, July 12, 2020 8:38 PM
To: Trey Apffel <Trey.Apffel@TEXASBAR.COM>
Subject: Demand for Larry McDougal's Resignation

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Executive Director Apffel,

I write this email to urge you to explore options for removing Larry McDougal from his elected post immediately. Pursuant to the State Bar Rules, the president of the State Bar serves as the public representative of the State Bar and, in this role, is mandated to enunciate the policies of the State Bar. He has grossly failed in his duties.


I have watched his recent video apology, and have found it to lack sincerity. Moreover, I find it falls far short of the commitment to racial justice and equity Texans are yearning for - and deserving of - during these unprecedented times. Leadership without trust means nothing. As a Young Lawyer in the Texas State Bar, I do not trust Mr. McDougal's leadership following his recently uncovered comments. As an ally to my Black colleagues, I cannot simply accept a slap on the hand. We as a Bar should not stand accept a slap on the hand.

Mr. McDougal does not represent the character or values requisite of the State Bar's spokesperson and I feel ashamed that he is our leader. He should either be forced to resign or deemed incompetent pursuant to the State Bar Rules. Ms. Borunda-Firth would be the perfect person to fill this role. I have no doubt she is ready and willing to take on the task earlier than she anticipated if it means eradicating racism from the State Bar's leadership team. And that is exactly what Mr. McDougal's comments were - racist. His comment reflects negatively on our Bar as a whole. I worked hard to become a member of this prestigious Bar and am ashamed to be associated with him. I am not alone in feeling this way.

We cannot stand for letting Mr. McDougal get away with his extremely hurtful and racist comments regarding the Black Lives Matter movement. **Texas's Black Lawyers Matter.** Please compel Mr. McDougal's resignation. He can no longer be our president.

Sincerely,

Victoria David
TSBN 24097572

From: 
To: [BoardofDirectors](#)
Subject: Public Statements made by Lowell Brown
Date: Thursday, July 16, 2020 12:12:43 PM

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening Links/Attachments**

Lowell stated that the comments he made on his public facebook post are of his own and not of the State Bars yet he uses the pronoun we in his entire post. If he is not speaking for the State Bar....who exactly is "we"? Entire post is below. Please request that he revise his public statements.

Required disclosure: I am an employee of the State Bar of Texas and these are my personal views. I am not attempting to speak on behalf of the bar here. That said:

Larry McDougal's publicly documented comments on race, women, drug addiction, and police brutality are reprehensible and display an alarming lack of judgment. If he were an employee of the bar he could be fired for cause. Surely he is unfit to serve as the bar's top elected leader.

His comments do not represent me or the dedicated professionals I work with.

We believe black lives matter.

We believe women lawyers deserve better than being judged on whether Larry McDougal finds them "hot."

We believe a lawyer struggling with drug dependency deserves better than being called a "meth head."

We reject any notion that police brutality is "justice."

We believe in the State Bar's mission of diversity in the administration of justice and in the practice of law.

We believe in the State Bar's work to advance opportunities for women in the law and to break the stigma surrounding substance use and other mental health issues that prevents too many lawyers from seeking the help they need.

We are proud to work for an organization that represents these values.


Larry McDougal has shown he is not capable of credibly leading us or the lawyers of Texas in pursuing any of these issues. An apology is not enough to repair the harm he has caused the State Bar. He should resign immediately.

--

Xochytl Greer

From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: AALS Call-to-Action
Date: Thursday, July 16, 2020 12:51:29 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

Please visit the State Bar of Texas  coronavirus information page at texasbar.com/coronavirus for timely resources and updates on bar-related events.

From: [REDACTED]
Sent: Thursday, July 16, 2020 12:14 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: AALS Call-to-Action

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments	
Contact	
First Name	Kelly
Last Name	Flanagan
Email	[REDACTED]
Member	Yes
Barcard	24078503

Feedback	
Category	General Comments/Feedback
Subject	AALS Call-to-Action
Department	Executive

Comments
After reading the Call-to-Action by the African-American Lawyers Section (AALS), I looked into the posts made by SBOT President Larry McDougal. I am appalled that he is the person leading SBOT after seeing these racist posts. The actions that AALS calls for Mr. McDougal to take are reasonable and necessary. Now is the time for SBOT and its leadership to take steps to identify and address systematic racism within the legal profession. Thank you for hearing my concerns. Sincerely, Kelly Flanagan

From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: Demand for McDougal's outster
Date: Thursday, July 16, 2020 4:46:20 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

Please visit the [State Bar of Texas coronavirus information page](#)
at texasbar.com/coronavirus for timely resources and updates on bar-related events.

From: [REDACTED]
Sent: Thursday, July 16, 2020 4:24 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: Demand for McDougal's outster

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Contact

First Name	Anna
Last Name	Rotman
Email	[REDACTED]
Member	Yes
Barcard	24046761

Feedback

Category	General Comments/Feedback
Subject	Demand for McDougal's outster
Department	Executive

Comments

Texas State Bar: Larry McDougal must be ousted as President of the State Bar of Texas. His racist comments are unacceptable and I am offended that my annual bar dues force me to be associated with an organization that is led by such an individual. His behavior is shameful and we should all be ashamed by his refusal to acknowledge that the pain his comments have caused can only begin to be remedied by his departure. Now.

From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Resignation of Larry McDougal
Date: Monday, July 20, 2020 7:00:39 PM

Amy Starnes

Public Information Director

State Bar of Texas

[REDACTED]

[REDACTED]

Web: Texasbar.com

**Please visit the State Bar of Texas' coronavirus information page
at texasbar.com/coronavirus for timely resources and updates on bar-related events.**

From: Helen Turner [REDACTED]
Sent: Thursday, July 16, 2020 8:44 PM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: Resignation of Larry McDougal

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening
Links/Attachments**

Dear Board of Directors:

Larry McDougal should resign from his position. I have lost confidence in him to serve not only my interests but the interest of the bar due to his past and present comments. In addition to his statements, his inability to communicate with members of the bar underscores his ineffectiveness as a president. It is time for him to step down and allow Sylvia to assume the role.

Respectfully,

Helen Turner

From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Written Comments for Special Meeting of SBOT BOD
Date: Monday, July 20, 2020 7:00:28 PM
Attachments: [image001.png](#)
[image004.png](#)

Amy Starnes


Public Information Director

State Bar of Texas



Web: Texasbar.com

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From: Courtney Perez 
Sent: Thursday, July 16, 2020 8:16 PM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: Written Comments for Special Meeting of SBOT BOD

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

I am writing to you in my capacity as President-Elect of the NEW Roundtable, Inc., an organization of over 80 Black women outside counsel and in-house counsel in Dallas. Our membership includes general counsel and decision-makers at major corporations and health systems as well as partners at Am Law 200 and minority-owned law firms. As you may know, The NEW Roundtable was recently featured in the Texas Law Book, highlighting both the diversity of the Bar and the contributions Black lawyers have made and are making to the Bar. Our lives matter.

To say that NEW Roundtable members were troubled by Larry McDougal's statements and stance on the Black Lives Matter movement is a gross understatement. The NEW Roundtable has issued the following official statement in response:

The NEW Roundtable stands in solidarity with the African American Lawyers Section of the State Bar of Texas and its demands of State Bar of Texas

President Larry McDougal. Larry McDougal's statements concerning the Black Lives Matter movement ignores the responsibility he owes to represent all Texas lawyers and undermines his credibility to achieve the State Bar's stated purpose of promoting diversity in the administration of justice and the practice of law. The NEW Roundtable supports all efforts of the State Bar of Texas and the Texas Young Lawyers Association to promote diversity, inclusion and anti-racism within the profession and unequivocally condemns any actions by anyone in leadership that

undermine those efforts. Mr. McDougal's apology was insufficient and came only after his comments were circulated among the public at large. We hope that Mr. McDougal will rise to the call of the hour and address the African American Lawyers Section's call to action. Should he refuse to do so, we insist that he resign.

CARTER
ARNETT

Courtney Barksdale Perez | Partner



BOARD CERTIFIED IN LABOR & EMPLOYMENT LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

8150 N. Central Expressway, Suite 500, Dallas, Texas 75206



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From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Larry McDougal
Date: Monday, July 20, 2020 6:59:28 PM

Amy Starnes
Public Information Director
State Bar of Texas



Web: Texasbar.com

Please visit the State Bar of Texas' coronavirus information page at texasbar.com/coronavirus for timely resources and updates on bar-related events.

-----Original Message-----

From: Morris-Easley, Brittany Noel Delaney [REDACTED]
Sent: Thursday, July 16, 2020 3:28 PM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: Larry McDougal

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To Whom It May Concern,

As an inactive member of the State Bar of Texas my first encounter with Larry McDougal, was him commenting on the "hotness" and then "methheadness" of a lawyer clearly in the throws of an addiction issue. I was horrified. We know that attorneys have an increased odds of substance abuse issues. And to talk about the "hotness" of a colleague was entirely unprofessional. This was after someone tagged him for a comment as the Ethics Chair.

His recent statements on Black Lives Matter, his prior post making light of police brutality, were all things that have been known to women of the Bar for some time. This latest incident is another embarrassment to our profession.

His resignation at this time or his removal is the only satisfactory resolution to the matter.

Brittany Morris-Easley
Bar Number 24083526

From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Action Needed
Date: Monday, July 20, 2020 6:59:00 PM

Amy Starnes

Public Information Director

State Bar of Texas

[REDACTED]

[REDACTED]

Web: Texasbar.com

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at texasbar.com/coronavirus for timely resources and updates on bar-related events.**

From: Trey Apffel
Sent: Thursday, July 16, 2020 3:22 PM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: FW: Action Needed

Trey Apffel

Executive Director

STATE BAR of TEXAS

512.427.1500 **direct** | 800.204.2222, ext. 1500

trey.apffel@texasbar.com

**Please visit the State Bar of Texas' coronavirus information page
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From: Frels, Kelly [REDACTED]
Sent: Monday, July 13, 2020 10:08 AM
To: [larry.](#) [REDACTED]
Cc: Mr. Randall Owen Sorrels [REDACTED]; Trey Apffel
<Trey.Apffel@TEXASBAR.COM>
Subject: Action Needed

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

Larry,

I do not believe this situation can be resolved with an apology. It seems that the responsible action is for you to resign now. Should you not do so, I think you and the State Bar of Texas will be in for a protracted period of turmoil that will damage the State Bar as an organization as well as our profession. Your resignation now can allow the State Bar to take the steps necessary to move forward.

Respectfully,
Kelly

KELLY FRELS

Of Counsel



BRACEWELL LLP

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From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Larry McDougal - Resignation
Date: Monday, July 20, 2020 6:56:37 PM

Amy Starnes

Public Information Director

State Bar of Texas



Web: Texasbar.com

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From: Katie Elliott Rastegar [REDACTED]
Sent: Thursday, July 16, 2020 9:54 AM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: Larry McDougal - Resignation

*** *State Bar of Texas* External Message * - Use Caution Before Responding or Opening
Links/Attachments**

Dear Board of Directors:

For the sake of our black colleagues and the reputation of the State Bar of Texas, Larry McDougal should resign immediately.

Mr. McDougal is, at best, out of touch with the problems faced by African Americans and other people of color. At worst, he is a racist who has not shown an interest in learning or growing as a person after his hurtful comments were brought to light. I am especially concerned about the rumor circulating (by Steve Fischer) that the written statement and video apology put forth by Mr. McDougal were prepared by someone else (Executive Director Trey Apffel). If the Board of Directors can't trust the SBOT President to issue his own apology, then how can Texas attorneys and members of the African American community trust Mr. McDougal to lead us through these challenging times?

Larry McDougal needs to go NOW.

Sincerely,
Kathryn (Katie) Elliott Rastegar
TX Bar # 24066746

From: [BoardofDirectors](#)
To: [Don Jones](#)
Subject: FW: Larry McDougal
Date: Monday, July 20, 2020 6:55:51 PM

Amy Starnes

Public Information Director

State Bar of Texas



Web: Texasbar.com

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at texasbar.com/coronavirus for timely resources and updates on bar-related events.**

From: Dewey Leggett [REDACTED]
Sent: Thursday, July 16, 2020 8:38 AM
To: BoardofDirectors <BoardofDirectors@TEXASBAR.COM>
Subject: Larry McDougal

*** State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments**

I'll keep it short – Larry was expressing his own views, whether right, wrong, insensitive, or whatever one might want to call them, but nothing in his official capacity. Another officer or employee of the SBOT might (and I'm sure has on many occasions) say something that is not agreeable to everyone, wrong, or insensitive.

I may or may not agree with his statements and positions, but that does not mean he should step down or be removed.

#12171360



**LEGGETT CLEMONS
CRANDALL, PLLC**

Leggett Clemons Crandall, PLLC

*Dewey B. Leggett
Granite Park Two*



Plano, TX 75024

www.lcclawfirm.com

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From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: Demand for McDougal's outster
Date: Thursday, July 16, 2020 4:46:20 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

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From: [REDACTED]
Sent: Thursday, July 16, 2020 4:24 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: Demand for McDougal's outster

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments	
Contact	
First Name	Anna
Last Name	Rotman
Email	[REDACTED]
Member	Yes
Barcard	24046761

Feedback	
Category	General Comments/Feedback
Subject	Demand for McDougal's outster
Department	Executive

Comments
Texas State Bar: Larry McDougal must be ousted as President of the State Bar of Texas. His racist comments are unacceptable and I am offended that my annual bar dues force me to be associated with an organization that is led by such an individual. His behavior is shameful and we should all be ashamed by his refusal to acknowledge that the pain his comments have caused can only begin to be remedied by his departure. Now.

From: [Webmaster](#)
To: [Lowell Brown](#)
Cc: [Amy Starnes](#)
Subject: FW: Public Comment: AALS Call-to-Action
Date: Thursday, July 16, 2020 12:51:29 PM

Joanna Herzik
State Bar of Texas
TexasBar.com

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From: [REDACTED]
Sent: Thursday, July 16, 2020 12:14 PM
To: Webmaster <Webmaster@Texasbar.com>
Subject: Public Comment: AALS Call-to-Action

* State Bar of Texas External Message * - Use Caution Before Responding or Opening Links/Attachments	
Contact	
First Name	Kelly
Last Name	Flanagan
Email	[REDACTED]
Member	Yes
Barcard	24078503

Feedback	
Category	General Comments/Feedback
Subject	AALS Call-to-Action
Department	Executive

Comments
After reading the Call-to-Action by the African-American Lawyers Section (AALS), I looked into the posts made by SBOT President Larry McDougal. I am appalled that he is the person leading SBOT after seeing these racist posts. The actions that AALS calls for Mr. McDougal to take are reasonable and necessary. Now is the time for SBOT and its leadership to take steps to identify and address systematic racism within the legal profession. Thank you for hearing my concerns. Sincerely, Kelly Flanagan