20th ANNUAL
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PREFACE

The State Bar of Texas Office of Minority Affairs sponsored a conference entitled the "20th Annual Texas Minority Counsel Program" in Houston, Texas on October 3-5, 2012. These materials were prepared for that program.

The Office of Minority Affairs would like to express its sincere appreciation to the 2012 Steering Committee and especially to the Committee Chairs, Fred Gaona and Aparna Dave.

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The authors who prepared the articles for these materials were carefully selected for their knowledge and experience in the subject area under review. They prepared their articles a short time prior to the program, and their manuscripts were, upon arrival at the State Bar, sent to production without being edited for content. The intent of this process is to provide readers with the most up-to-date information available.

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