

**Page: Applicant Details**

**Chapter Name**

ACC Southern California

**Page: Proposal Process & Contents**

**Proposed Grant Program Title:**

Introduction to Golf Program

**Proposed Activity Date:**

March 2023 - August 2023

**Activity Purpose:**

I. Background and Purpose

The ACC Southern California is requesting a grant of \$6,000 to launch an Introduction to Golf Program (the "Program").

The Program is designed to support the mental, social and physical pillars of wellbeing as it will provide a structured outdoor physical activity that aims to foster a feeling of inclusion and belonging by introducing attorneys completely unfamiliar with golf to the sport. This will communicate to our ACC members that ACC golf events (national and regional) are not designed to exclude those unfamiliar with the sport but that the association seeks to bring newcomers to golf.

Another goal of the Program will be its work to dismantle the institutional barriers that have aggressively excluded women and attorneys of color from golf, which also excluded them from opportunities to network, foster meaningful business relationships and simply gain face time with corporate decision makers - opportunities that arise during conversations on the golf course and in the clubhouse. This will assist member attorneys to have a Seat At The Table.

The aim is not to communicate that to be a successful corporate attorney one MUST golf, but that the sport is open and welcoming to all individuals, at all levels of proficiency or simply those with an interest. As far as we are aware, this will be the first program of its kind.

Kindly refer to attached/uploaded document that includes supporting links, resources and data.

**Implementation Plan:**

## II. Programming Components, Marketing and Outreach

## 1. Golf Clinic, Driving Range Meet-ups, &amp; ACC SoCal Golf Tournament/ACC Corporate Classic

- 1 to 4 series of sessions of a beginner Golf Clinic with a golf coach for groups of 4-5 attorneys (goal is to hold 4 series serving a minimum of 20 participants).
- Local driving range meet-ups to be scheduled and encourage golf clinic participants to meet-up with each other or bring others.
- Goal is to have a minimum of 8 first-time golf participants join us in the ACC Annual Golf tournament.

## 2. Golf Course Rounds hosted by ACC SoCal with Sponsor Law Firm Support

- Coordinate with Law Firm sponsors to host participating attorneys for a round of golf in either Orange County or Los Angeles county public or private courses.

## 3. Attorney and Law Firm Outreach &amp; Marketing

- ACC SoCal Newsletter Announcement and Invitation for first-time golfers
- Partner to have local affinity bar associations advertise the Program
- LinkedIn and other ACC SoCal social media platforms announcement of Program
- Word of mouth through Well-Being, Diversity and ACC SoCal Golf Committees

## IV. Timeline for Program &amp; Participant Selection

## 1. Timeline

- January-February 2023 - Finalize Golf Clinic Schedule for April, May, June and July 2023. (Participants to sign up on a rolling basis for sessions)
- March 2023 – Advertise Program and open sign-ups for April clinic
- April 2023 – Open sign-ups for May and June clinics
- May 2023 – Open sign-ups for July clinic
- August 2023 ACC SoCal Golf Tournament
- October 2023 ACC Corporate Counsel Classic
- Driving range meet-ups from April – August 2023

## 2. Selection of Participants - Participation will be on a first come first-serve basis with the only criteria being that the attorney have no experience golfing.

**Justification for Funding:**

III. The Chapter is requesting the \$6000 grant given that we have limited 2023 law firm sponsors in order to ensure that all sponsors are provided a positive experience and contact with the membership. The Chapter also wants to ensure that all sponsor events are well-attended and limit competing events.

The grant would allow us to accommodate the majority of the members interested. We would also like to advertise this offering as an added benefit to ACC SoCal membership. The reduced cost of \$50 for a 4-session small-group coaching lesson that is valued at \$250 would result in the member recouping almost the entire cost of their membership. This may capture new potential members whose membership cost is not reimbursed by their company, those who obtain CLE credit from other sources or those who have lost interest in virtual events and are looking for avenues to connect with other members in-person.

**Grant Request Amount:**

6000

**Budget:**

## VII. Funding Required

- Clinic - ACC SoCal to subsidize a portion of the golf clinic cost per participant –
- Estimated cost of a 4 session beginner clinic per participant is \$250
- Each ACC SoCal member registered would be responsible for \$50 total for attendance at four (4) sessions; ACC SoCal will cover the remaining clinic fee of \$200 per participant.
- ACC SoCal cost for a minimum of 15 participants is \$3000
- Driving Range - ACC SoCal to invite clinic (and non-clinic) participants to monthly driving range meet-ups beginning in March through August leading up to the ACC SoCal Golf Tournament. Cost per golfer (small bag of range balls \$16) estimating 5 - 7 participants per meet-up= \$672
- Two rounds of golf – ACC SoCal to subsidize a round of golf to those participants who complete a clinic (8 participants estimated at \$125 per round of golf) = \$1000

Additional funds will allow the Chapter to accommodate as many interested members as possible.

**Budget:**

No File Uploaded

**Supporting Documentation:**

Download File ([https://chapter-grants.secure-platform.com/file/1470/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDcwLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbnHNlIiwiaWdub3JIT3Blb2023%20ACC%20SoCal%20Chapter%20Grant%20Proposal\\_Introduction%20to%20Golf%20Program%20v2.pdf](https://chapter-grants.secure-platform.com/file/1470/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDcwLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbnHNlIiwiaWdub3JIT3Blb2023%20ACC%20SoCal%20Chapter%20Grant%20Proposal_Introduction%20to%20Golf%20Program%20v2.pdf))

**Page: Interim Progress Report****Activity Date:**

Golf Clinics for 14 members have been held on: April 1st, April 8th, April 15th, April 22nd and April 29th Additional Clinics for 19 members are scheduled for - May 13th, May 20th, June 3rd and June 10th; May 21 , June 4, June 11 and June 18th

**Summary**

Target Number of Participants was 30

Total participants completing clinic as of May 1st - 14; Additional participants registered – 12; Additional clinic open for registration can accommodate 7 more members

Total Members Served by June 18th - 33

ACC SoCal Golf Tournament Registrants – TBD

Member Feedback:

"I am really loving this clinic - thank you so much for planning this!"

"the Intro to Golf Program has been really wonderful so far! "

"I've truly enjoyed my experience so far and am grateful for the opportunity. I am hoping there will be an intermediate clinic for us to advance to. Would be nice to keep it up"

"This is such a great program. I'm so glad your committee initiated it."

**VII. Funding Required**

- Clinic - ACC SoCal to subsidize a portion of the golf clinic cost per participant –
- Estimated cost of a 4 session beginner clinic per participant is \$250
- Each ACC SoCal member registered would be responsible for \$50 total for attendance at four (4) sessions; ACC SoCal will cover the remaining clinic fee of \$200 per participant.

- ACC SoCal cost for a minimum of 15 participants is \$3000

- Driving Range - ACC SoCal to invite clinic (and non-clinic) participants to monthly driving range meet-ups beginning in March through August leading up to the ACC SoCal Golf Tournament. Cost per golfer (small bag of range balls \$16) estimating 5 - 7 participants per meet-up= \$672

- Two rounds of golf – ACC SoCal to subsidize a round of golf to those participants who complete a clinic (8 participants estimated at \$125 per round of golf) = \$1000

Additional funds will allow the Chapter to accommodate as many interested members as possible.

**Budget**

No

**Promotional Materials:**

Download File ([https://chapter-grants.secure-platform.com/file/1747/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDcwLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbnHNlIiwiaWdub3JIT3Blb2023%20ACC%20SoCal%20Chapter%20Grant%20Proposal\\_Introduction%20to%20Golf%20Program%20v2.pdf](https://chapter-grants.secure-platform.com/file/1747/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDcwLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbnHNlIiwiaWdub3JIT3Blb2023%20ACC%20SoCal%20Chapter%20Grant%20Proposal_Introduction%20to%20Golf%20Program%20v2.pdf))

**Media**

[https://www.linkedin.com/posts/acc-so-cal\\_ca-golf-attorney-activity-7050211038566240256-bkh2?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_ca-golf-attorney-activity-7050211038566240256-bkh2?utm_source=share&utm_medium=member_desktop)

([https://www.linkedin.com/posts/acc-so-cal\\_ca-golf-attorney-activity-7050211038566240256-bkh2?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_ca-golf-attorney-activity-7050211038566240256-bkh2?utm_source=share&utm_medium=member_desktop))

Supporting Documentation:



Download File (<https://chapter-grants.secure-platform.com/file/1748/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNzQ4LCJhbGxvd05vdFNpZ25lZFVybCI6IkhHNIiwiaWdub3JIT3BlbnNYgOSOEKXqgSTKOyTrHDWQJCjVWkPWGXOKPG8w?Golf.jpg>)

Program Projection:

Yes

Page: Post Event Reporting

Confirmed Program Title:

Introduction to Golf Clinic for First Time Golfers

Project Overview:

The Program is designed to support the mental, social and physical pillars of wellbeing as it will provide a structured outdoor physical activity that aims to foster a feeling of inclusion and belonging by introducing attorneys completely unfamiliar with golf to the sport. This will communicate to our ACC members that ACC golf events (national and regional) are not designed to exclude those unfamiliar with the sport but that the association seeks to bring newcomers to golf.

Another goal of the Program will be its work to dismantle the institutional barriers that have aggressively excluded women and attorneys of color from golf, which also excluded them from opportunities to network, foster meaningful business relationships and simply gain face time with corporate decision makers - opportunities that arise during conversations on the golf course and in the clubhouse. This will assist member attorneys to have a Seat At The Table.

The aim is not to communicate that to be a successful corporate attorney one MUST golf, but that the sport is open and welcoming to all individuals, at all levels of proficiency or simply those with an interest. As far as we are aware, this will be the first program of its kind.

Budget:

- a. Clinic 1 (April1-April 29th, 9:00am-10:00am; Don Knabe) 7 participants
  - b. Clinic 2 – (April 1 – April 29th, 10am-11am; Don Knabe)) 7 participants
  - c. Clinic 3 – (May 13th - June 10th, 8am-9am; Pico Rivera) 12 participants
  - d. Clinic 4 – (May 21 – June 18th, 10:am-11:00am; Altadena) 7 participants
  - e. Clinic 5 – (June 3rd – June 24th, 9:00am – 10:00am; Strawberry Farms) 7 participants
  - f. Montage Beach; 4 first time participants attended clinic prior to golf tournament
- ACC Cost – Some amounts subsidized by law firm sponsors or members.  
Don Knabe = \$1087  
Pico - \$711  
Altadena - \$840  
Strawberry - \$1024  
Monarch - \$600.

More clinics planned for fall as well as a social event for all clinic participants, Estimated budget: \$1200

Goals Achieved:

- a. Provide networking opportunity for members to build strong meaningful connections
- b. Attract new members to ACC
- c. Higher participating of first time participants in ACC Golf So Cal Tournament.

Promotional Materials:

Download File (<https://chapter-grants.secure-platform.com/file/2372/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMzczLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbHNIIiwiaWdub3JIT3BlbiLinked%20In%20Posts.docx>)

Online Engagement

[https://www.linkedin.com/posts/acc-so-cal\\_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm_source=share&utm_medium=member_desktop)  
([https://www.linkedin.com/posts/acc-so-cal\\_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm_source=share&utm_medium=member_desktop))

Final Report



Download File (<https://chapter-grants.secure-platform.com/file/2373/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMzczLCJhbGxvd05vdFNpZ25lZFVybCI6IkZhbHNIIiwiaWdub3JIT3Blbi3PZ2xwKfer8Hg?Picture1.jpg>)

## **2023 ACC Chapter Grant Proposal ACC Southern California – Introduction to Golf Program**

### **I. Introduction**

The ACC Southern California Chapter is requesting a grant of \$6,000 to launch an Introduction to Golf Program (the “Program”).

The Program is designed to support the mental, social and physical pillars of wellbeing as it will provide a structured outdoor physical activity that aims to foster a feeling of inclusion and belonging by introducing attorneys completely unfamiliar with golf to the sport. This will communicate to our ACC members that ACC golf events (national and regional) are not designed to exclude those unfamiliar with the sport but that the association seeks to bring newcomers to golf.

A secondary benefit of the Program will be its work to dismantle the institutional barriers that have aggressively excluded women and attorneys of color from golf, which also excluded them from opportunities to network, foster meaningful business relationships and simply gain face time with corporate decision makers - opportunities that arise during conversations on the golf course and in the clubhouse.

The aim is not to communicate that to be a successful corporate attorney one **MUST** golf, but that the sport is open and welcoming to all individuals, at all levels of proficiency or simply those with an interest.

### **II. Program Description & Purpose**

The Program will, among other components, include a series of introductory golf clinics held outdoors that will supplement the programming already offered by the Committee. In addition to educational events around topics of self-care, substance abuse and mental health, the Committee has successfully hosted events that revolve around physical activities including hiking, nature walks, runs and other outdoor meet-ups. Outdoor, in-person group events that are focused on physical activity have received very positive feedback. Golf, in particular, is shown to reduce stress and improve mental health<sup>1</sup> as one of the main sports that has you step into “green space” i.e. nature.

The Program is unique in that it will be a structured recreational sport so that members are provided the opportunity to 1) Be challenged and pick up a new skill that they may not otherwise have considered resulting in increased confidence and self-esteem; 2) Prompt participants to make time for themselves to enjoy a scheduled physical activity, 3) Interact with other members in a setting designed to allow for natural connection and create a true sense of bonding.

Given the prevalence of substance abuse issues among attorneys, the Committee has also focused on no- or low-alcohol networking events. Statistics show that when individuals are nervous and

---

<sup>1</sup> <https://www.golfandhealth.org/news/golf-reduces-stress-and-improves-mental-health-says-leading-expert/>

concerned with the social status component of golf<sup>2</sup> and/or are younger and new to golf they tend to consume more alcohol on the golf course.<sup>3</sup> The Program will aim at building up participants' self-esteem and introduce them to technical aspects of the game so that they can focus on building skills and enjoying the outdoors rather than feel the need to consume alcohol to fit in.

Despite its reputation as a sport that correlates with high alcohol consumption, according to National Golf Foundation nearly 67 percent of people do not drink while they play golf and 22 percent of people enjoy a modest 1-2 drinks while playing golf. The same survey reports that a majority of golfers are the happiest on the course when they feel that they're hitting well, despite whether they're scoring well or not. It's about the love of the game, not the score, and how good they feel when they're playing. What golfers enjoy the most is being outdoors and connecting with friends and colleagues. <sup>4</sup>

**The purpose of the Program includes:**

1. Addressing three of the four pillars of Wellbeing – Mental, Physical and Social (as described above);
2. Re-engage existing members and attract new members by providing a new and innovative program not offered by other professional associations;
3. Continuing to support ACC's work to improve, not only diversity in the profession, but also inclusion and belonging by communicating that the organization welcomes diverse participants to the various golf events, primarily the SoCal Chapter regional tournament and the Corporate Counsel Classic;
4. Encourage and support individual attorneys to develop a new skill that will lead to networking opportunities in their industries and within their organizations and that is a sport that can be enjoyed later in life.

The Program will encourage participation by attorneys that have been historically underrepresented in the sport. The reasons for the underrepresentation in the sport are well-documented and not summarized in this proposal but some references are included in the References section of this proposal. As an illustrative example, New Jersey's Pine Valley Golf Club, only started admitting women in 2021 as a result of the filing of a Division on Civil Rights complaint by the acting attorney general alleging a pattern of gender-based discrimination..<sup>5</sup>

We hope that the Program will also encourage and support attorneys that are interested in participating in local bar association tournaments, tournaments held by industry associations but have been intimidated by the sport. We wish to empower them to have the option to participate in corporate events hosted by their companies that provide them access to their internal business clients and senior executives.

---

<sup>2</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8229716/>

<sup>3</sup> <https://www.ngf.org/non-traditional-golf-events-woo-millennials/>

<sup>4</sup> (<https://riversedgegolfbend.com/bend-oregon-golf-blog/demographics-of-golf/>)

<sup>5</sup> <https://www.njoag.gov/acting-ag-platkin-announces-filing-of-civil-rights-complaint-against-pine-valley-golf-club/>

### **III. Programming Components, Marketing and Outreach**

#### **1. Golf Clinic, Driving Range Meet-ups, & ACC SoCal Golf Tournament**

- 1 to 4 series of sessions of a beginner Golf Clinic with a golf coach for groups of 4-5 attorneys (goal is to hold 4 series serving a minimum of 20 participants).
- Local driving range meet-ups to be scheduled and encourage golf clinic participants to meet-up with each other or bring others.
- Goal is to have a minimum of 8 first-time golf participants join us in the ACC Annual Golf tournament.

#### **2. Golf Course Rounds hosted by ACC SoCal with Sponsor Law Firm Support**

- Coordinate with Law Firm sponsors to host participating attorneys for a round of golf in either Orange County or Los Angeles county public or private courses.

#### **3. Attorney and Law Firm Outreach & Marketing**

- ACC SoCal Newsletter Announcement and Invitation for first-time golfers
- Partner to have local affinity bar associations advertise the Program
- LinkedIn and other ACC SoCal social media platforms announcement of Program
- Word of mouth through Well-Being, Diversity and ACC SoCal Golf Committees

### **IV. Timeline for Program & Participant Selection**

#### **1. Timeline**

- January-February 2023 - Finalize Golf Clinic Schedule for April, May, June and July 2023. (Participants to sign up on a rolling basis for sessions)
- March 2023 – Advertise Program and open sign-ups for April clinic
- April 2023 – Open sign-ups for May and June clinics
- May 2023 – Open sign-ups for July clinic
- August 2023 ACC SoCal Golf Tournament
- October 2023 ACC Corporate Counsel Classic
- Driving range meet-ups from April – August 2023

**2. Selection of Participants** - Participation will be on a first come first-serve basis with the only criteria being that the attorney have no experience golfing.

### **V. FAQs**



**What does ACC SoCal provide to golf clinic participants?** An introduction to the sport in a low-stress, energizing and welcoming environment. This includes subsidized golf clinic, meet-ups at the driving range and a round of golf as available.

**What is required of members participating in the Program?** Participants must pay their portion of the clinic fee and commit to attend all 4 sessions in a clinic series.

**Why Golf?** Golf is a sport with a number of mental health and physical benefits and it is one of the few sports that can continue to be played into old age. Additionally, the professional development components outlined herein highlight the importance of providing members an avenue to gain exposure to the game.

## **VI. Anticipated Results/Metrics of Success –**

- Increased Chapter exposure to members that have not been active in chapter events and attraction of new members.
- Increased enthusiasm for ACC sponsored golf events, particularly among attorneys that have not previously considered participation – measured by the number of Program participants who are first time registrants to either the local chapter tournament or any other corporate golfing event. Goal of **5 new tournament participants** (event is already oversubscribed by experienced golfers).
- Fostering connection among each of the clinic session participants.
- Participant survey results.
- **10 Program graduates** who decide to take up the sport.

## **VII. Funding Required**

- **Clinic** - ACC SoCal to subsidize a portion of the golf clinic cost per participant –
  - Estimated cost of a 4 session beginner clinic per participant is \$250
  - Each ACC SoCal member registered would be responsible for \$50 total for attendance at four (4) sessions; ACC SoCal will cover the remaining clinic fee of \$200 per participant.
  - **ACC SoCal cost for a minimum of 15 participants is \$3000**
- **Driving Range** - ACC SoCal to invite clinic (and non-clinic) participants to monthly driving range meet-ups beginning in March through August leading up to the ACC SoCal Golf Tournament. Cost per golfer (small bag of range balls \$16) estimating 5 - 7 participants per meet-up= **\$672**
- **Two rounds of golf** – ACC SoCal to subsidize a round of golf to those participants who complete a clinic (8 participants estimated at \$125 per round of golf) = **\$1000**

The Chapter is requesting the \$6000 grant given that we have limited 2023 law firm sponsors in order to ensure that all sponsors are provided a positive experience and contact with the membership. The Chapter also wants to ensure that all sponsor events are well-attended and limit competing events.

The grant would allow us to accommodate the majority of the members interested. We would also like to advertise this offering as an added benefit to ACC SoCal membership. The reduced cost of \$50 for a 4-session small-group coaching lesson that is valued at \$250 would result in the member recouping almost the entire cost of their membership. This may capture members whose membership cost is not reimbursed by their company, those who obtain CLE credit from other sources or those who have lost interest in virtual events and are looking for avenues to connect with other members in-person.

### **VIII. Program Contacts**

Well-Being Chair/Communications Co-Chair: Conchita Valenzuela, Deputy General Counsel, Confie ([Conchita.valenzuela@gmail.com](mailto:Conchita.valenzuela@gmail.com); (619) 206-5797)

## References

### Physical and Mental Health Benefits of Golf

- <https://www.webmd.com/fitness-exercise/health-benefits-of-golf>
- <https://www.forbes.com/health/healthy-aging/mental-health-benefits-of-golf-as-you-age/>

### Importance of Golf for Attorney Professional Development

- Garth, Bryant and Sterling, Joyce S., Diversity, Hierarchy, and Fit in Legal Careers: Insights from Fifteen Years of Qualitative Interviews (October 2, 2017). Georgetown Journal of Legal Ethics, Forthcoming, U Denver Legal Studies Research Paper No. 17-35, UC Irvine School of Law Research Paper No. 2017-43, Available at SSRN: <https://ssrn.com/abstract=3046851>

### Institutional Barriers to Golf for Women and BIPOC

- <https://www.theringer.com/2021/4/7/22370057/golf-diversity-issues-history-pga-lpga-the-masters>

*Golf means something in the American psyche; it is greater than a pastime, greater than an industry. It's no coincidence that golf courses are staples of country clubs from the steaming bogs of South Florida to the Pacific coast. There is a reason the PGA Tour was the last major American sports organization to desegregate, and a reason the LPGA Tour has yet to see the total number of Black participants in its history touch double digits. Out of the roughly 360 years that golf has existed on American soil, the sport has worshipped at the altar of racial segregation for all but a sixth of them.*

- Jolly-Ryan, Jennifer, Teed Off About Private Club Discrimination on the Taxpayers' Dime: Tax Exemptions and Other Government Privileges to Discriminatory Private Clubs (March 20, 2006). Available at SSRN: <https://ssrn.com/abstract=894335> or <http://dx.doi.org/10.2139/ssrn.894335>
- Garth, Bryant and Sterling, Joyce S., Diversity, Hierarchy, and Fit in Legal Careers: Insights from Fifteen Years of Qualitative Interviews (October 2, 2017). Georgetown Journal of Legal Ethics, Forthcoming, U Denver Legal Studies Research Paper No. 17-35, UC Irvine School of Law Research Paper No. 2017-43, Available at SSRN: <https://ssrn.com/abstract=3046851>

*“Golf is in part a symbol of what is required and a factor that comes into play in real careers... The legal profession is relatively open in the United States. It remains a path of upward mobility for individuals who do not have the*

*characteristics of the traditional legal elite—including women and minorities. But outsiders are brought into the profession, and especially the elite careers, through a process that, like the law itself, changes very slowly. The process also tends to enhance the legitimacy of law and the hierarchies associated with law and the legal profession. The references to golf and its enduring presence in law firm culture both symbolize and illustrate this process.”*

- <https://legalpro.jotwell.com/diversity-golf-and-the-rules-of-the-legal-career-game/>

*They explain: “Fit is a way for embedded histories and power relationships to make it more difficult for people who do not possess the cultural capital represented by golf . . . to succeed in particular settings . . . .” (P. 127.) The reference to golf relates to an image they include in the article, showing four men on a beautiful golf course, mountains in the background, posing with their golf clubs and wearing golf gear. Garth and Sterling note that the men in the photo are “diverse” — they include two who “are white, one of whom appears to be Asian, and another who appears to be black — dressed the same and posing on the golf course. It is a perfect illustration of the fact that, at the elite level, the ‘fit’ required of minorities entails much more than doing quality legal work. Golf is in part a symbol of what is required and a factor that comes into play in real careers.” (P. 125.)*

*Golf — playing golf, wanting to play golf, and understanding why golf matters — is a factor, both real and metaphorical, of what Garth and Sterling dub an “On-Broadway” career path, one that includes “the elite track of large law firms, . . . [and] the advantages that come from possession of the most highly valued credentials in the legal profession.”*

## **Golf and Alcohol Consumption**

- Alcohol Use as a Function of Physical Activity and Golfing Motives in a National Sample of United States Golfers, Jimikaye Courtney,<sup>1,\*</sup> Eric Handley,<sup>1</sup> Sherry Pagoto,<sup>2</sup> Michael Russell,<sup>1</sup> and David E. Conroy  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8229716/>

*We assessed four underlying motives for golfing, including social status, health, enjoyment, and skills. Of these four motives, golfing for social status motives increased the odds of consuming alcohol by 60%. The other three motives were not associated with alcohol use. Golfing for social status represents a more extrinsic form of motivation, and previous work has shown that more extrinsic forms of motivation for alcohol use are more strongly associated with drinking than autonomous motivation*



**For the best experience, open this PDF portfolio in  
Acrobat X or Adobe Reader X, or later.**

[Get Adobe Reader Now!](#)

- i. [https://www.linkedin.com/posts/acc-so-cal\\_new-clinic-in-orange-county-just-announced-activity-7064391115386322944-KppQ?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_new-clinic-in-orange-county-just-announced-activity-7064391115386322944-KppQ?utm_source=share&utm_medium=member_desktop)
- ii. [https://www.linkedin.com/posts/acc-so-cal\\_new-sunday-clinic-announced-calling-all-activity-7060010498473275392-N\\_ib?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_new-sunday-clinic-announced-calling-all-activity-7060010498473275392-N_ib?utm_source=share&utm_medium=member_desktop)
- iii. [https://www.linkedin.com/posts/acc-so-cal\\_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/acc-so-cal_calling-all-first-time-golfers-activity-7044417582858203136-wpXz?utm_source=share&utm_medium=member_desktop)