I had the extraordinary privilege and honor to serve as the National Chair of the Second National People of Color Legal Scholarship Conference (POCLSC), which was held October 7-10, 2004, at The George Washington University Law School in Washington, D.C. The George Washington University Law School hosted and substantially underwrote the tremendous cost of the conference. Over 400 scholars, jurists, and students met for the largest gathering of law faculty of color in history. The Second National POCLSC included over 100 speakers, panels, workshops, and various events over a four-day period.

This Second National POCLSC was a fulfillment of the promise that law faculty of color made at the First National POCLSC. The First National POCLSC convened in March 1999, at The John Marshall Law School.
School in Chicago, Illinois. The theme of the first national meeting was "Celebrating Our Emerging Voices: People of Color Speak." It was an exceptional and unforgettable event. The six regional POCLSCs gathered to celebrate the extraordinary scholarship of minority law professors and to mark the tenth anniversary of the Midwestern POCLSC. During its three days, legal scholars addressed critical issues facing law faculty of color and celebrated two decades of the people of color (POC) movement from its early beginnings as the Caucus of Black Teachers in 1969, Minority Law Teachers Conference, Critical Race Theory Workshop in 1989, the Midwestern POC meeting in 1989, and the subsequent regional POC annual meetings in the Mid-Atlantic, Northeast, South, Southwest, and West.

The Second National POCLSC was built on the strong foundation of its predecessor. As creative, progressive, and enlightened intellectuals, it was imperative to fulfill the 1999 promise by holding our national conference every five years. Notwithstanding other significant commitments and astounding opposition, in March 2003, law faculty of color from every region, LatCrit, and the Conference of Asian Pacific American Law Faculty (CAPALF) began to organize the Second National Conference. The Second National Conference events focused on critical themes, as well as workshops and meetings. The Second National POCLSC featured panels on the war on terrorism; critical race theory; intellectual property; employment discrimination; Africa, Cuba, and Puerto Rico in transition; federal judicial nominations; health; liberation theology; elections; the International Monetary Fund; politics; corporate social responsibility; feminism; same sex marriages and unions; indigenous people; *Brown v. Board of Education*; as well as the confluence of law, economics and race. The Second National Conference's theme was "America, Race, and Law at the Crossroads." At this conference, legal scholars of color addressed both crucial national and international issues disparately impacting people of color and other subordinated persons.

This issue of the Berkeley Journal of Employment and Labor Law includes the papers presented at the panel on "Upcoming Challenges in Employment Discrimination Law" at the Second National POCLSC. Among the panelists were D. Aaron Lacy, Moderator and Conference Associate Editor (Barry), L. Darnell Weeden, Conference Vice Chair (Texas Southern), Michael Z. Green (Texas Wesleyan), Suzette M. Malveaux (Alabama), Cynthia Nance (Arkansas), and Shawn Vance (Southern).