



2019 LACBA
**DIVERSITY
& INCLUSION
CONFERENCE**
Co-Sponsored by: Loyola Law School

FRIDAY, SEPTEMBER 27, 2019

Earn 6.0 Hours of MCLE (Includes 6 Hours in the Recognition and Elimination of Bias in the Legal Profession and Society)

8:30 - 9:30 am **Registration and MCLE Sign-In**
Continental Breakfast

9:30 - 10:15 am **Welcome and Overview - Burns Lounge**
(0.5 Hours of MCLE Credit)



Vernetta
Walker

DMA

Speakers: **Ronald Brot**, President of the Los Angeles County Bar Association
Michael Waterstone, Dean of Loyola Law School
Vernetta Walker, President & CEO Vernetta Walker & Associates Consulting, Inc.
DMA, Director of Walt Disney Television's Creative Talent Development & Inclusion team

10:15 - 10:30 am **Break**

10:30 am - 12:00 pm **Morning Breakout Sessions**

10:30 am - 12:00 pm **Session 1: The Business Case for Diversity (1.5 Hours of MCLE Credit) - Donovan Hall**

The legal profession remains one of the least diverse professions in the United States. Social justice has long been a driving force for increasing diversity and inclusion (“D&I”) in the legal profession, but the bottom line is another important rationale for increasing D&I efforts among law firms and other organizations. Clients are increasingly demanding diversity in their legal teams, recognizing that their lawyers should match the demographics of their customers and clients. What are law firm clients doing to demand D&I? What efforts are law firms making to improve diversity and leverage D&I to facilitate business development, growth, and social justice?

Moderator: **Vernetta Walker**, President & CEO Vernetta Walker & Associates Consulting, Inc.

Speakers: **Susan Chun**, Executive Vice President of Business Affairs and Legal at Paramount Pictures
Marisa Blackshire, Senior General Attorney at BNSF Railway
Joel Richlin, Vice President, Deputy General Counsel, & Chief Litigation Counsel at Prime Healthcare
DMA, Director of Walt Disney Television's Creative Talent Development & Inclusion Team

10:30 am - 12:00 pm **Session 2: The Diversity Pipeline – Success in Improving Diversity in the Legal Profession (1.5 Hours of MCLE Credit) - Merrifield Hall**

This panel will explore efforts to improve diversity in the legal profession, particularly in developing a pipeline for diverse students from high schools to attend community colleges, four-year institutions, law schools, and enter the legal field. Among other topics, we will discuss the California LAW Pathways Program, For People of Color, and the LACBA High School Mentoring Program. In addition, we will discuss the Coelho Fellows program, a pipeline program for college students with disabilities who are interested in a career in the law.

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Moderator: **Leslie Cunningham**, Executive Director, California LAW

Speakers: **Norma Nava Franklin**, Vice President, For People of Color

Juan Hernandez, Associate Paul Hastings LLP, graduate of LACBA's High School Mentoring Program from Garfield High School

Nubia Valenzuela, Graduate of the California LAW Pathways Program and Loyola Marymount University

Alfredo Fraijo, Jr., Partner, Sheppard Mullin LLP and California LAW Pathways

Kenneth V. Chaiprasert, Assistant Professor and Vice Chair of Political Science at East Los Angeles College, and Director of the California Law Pathways Program at ELAC

Katherine Perez, Director of the Coelho Center for Disability Law, Policy, and Innovation, Loyola Law School

10:30 am - 12:00 pm **Session 3: Retention and Promotion of Diverse Lawyers in Law Firm (1.5 Hours of MCLE Credit)**
- Robinson Court Room (The Girardi Advocacy Center)

Diversity is still a big problem in Big Law. Although minorities make up 30% of law students, total minority representation across the top AmLaw 200 law firms has increased from 13.6% in 2011 to 16.9% in 2019. The slowest growth in representation has been among black lawyers, whose representation has essentially flat-lined, at 3.3% in 2019, compared to 3.1% in 2011. The percentage of people of color in the equity partnership of large firms has only marginally improved, with the number of minority equity partners at only 8.6% today, compared to 7.1% in 2014. Women make up only 19% of equity partners in large firms. Why do big firms have such a problem retaining and promoting lawyers of color and women? What efforts are being made to fix this problem? What has succeeded, and what does not work?

Moderator: **Ivy Kagan Bierman**, Partner, Loeb & Loeb

Speakers: **Sylvia James**, Director of Diversity & Inclusion, Winston Strawn LLP

Wesley T.L. Burrell, Co-Leader of Munger Tolles & Olson's Minority Initiative

Mary Ellen Connerty, Leader, Diversity and Engagement, O'Melveny

Jay Srinivasan, Partner, Gibson Dunn & Crutcher

12:15 - 1:20 pm

Luncheon (Burns Lounge) (0.75 Hour of MCLE Credit) - Burns Lounge



Hon. Carlos
Moreno



Nerrissa Coyle
McGinn

Keynote Speakers: **The Honorable Carlos Moreno**, former Justice of the California Supreme Court and former United States Ambassador to Belize

Nerrissa Coyle McGinn, Chief Diversity Partner, Loeb & Loeb LLP

1:20 - 1:30 pm

Break - Burns Lounge

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1:30 - 3:00 pm Afternoon Breakout Sessions

1:30 - 3:00 pm Session 1: Compensation and Diversity: Why Lawyers of Color and Women Continue to Make Less in Law Firms, and What Can Be Done About It? (1.5 Hours MCLE Credit) - Donovan Hall

This session will focus on the impact of unconscious bias on compensation practices and the systemic challenges to achieving diversity in law firms. Topics will include the direct and indirect implications of unconscious bias on compensation practices and salary negotiations and current salary statistics. The panelists will also share best practices based on their experiences.

Moderator: **Steven Velkei**, Partner, Baute Crochetiere Hartley & Velkei LLP

Speakers: **Swethaa Ballakrishnen**, Assistant Professor of Law at UC Irvine School of Law

Margo Jackson-Bermudez, Major Lindsey & Africa

Maria Rodriguez, Partner, McDermott, Will & Emery

Felicia Gilbert, San Francisco Managing Attorney, Sanford Heisler & Sharp LLP

1:30 - 3:00 pm Session 2: Summit of Managing Partners and Diversity Partners: What Works and What Doesn't? (1.5 Hours MCLE Credit) - Hall of the 70's

Even with a growing number of Diversity and Inclusion ("D&I") initiatives being adopted by law firms across the nation, many law firms are still exploring which are the most impactful strategies for achieving maximum results. This diverse panel of partners and D&I leaders of various law firms will candidly discuss some of the more successful programs that have helped their law firms achieve demonstrated measures of success, including: D&I policies and initiatives, goals, accountability, certification options and the use of the business case argument. The panel will also explore D&I initiatives based on the best intentions but that do not necessarily achieve the best results and will candidly discuss some of the more complex, systemic challenges that continue to be encountered. This panel will explore what works and what doesn't in a conversational setting to share ideas and enhance the D&I dialogue in the legal profession.

Moderator: **Channing D. Johnson**, Partner and Co-Chair of Diversity Committee, Loeb & Loeb LLP

Speakers: **John S. Gibson**, Management Board Member and Co-Chair of the Diversity Council Steering Committee – Crowell & Moring LLP

Keith Ameele, Managing Partner, Foley & Mansfield PLLP

Emily Burkhardt Vicente, Partner, Hunton Andrews Kurth LLP

Nick Pujji, Partner, Dentons LLP

Michael Nunez, Senior Partner and Diversity & Inclusion Committee Chair, Murchison & Cumming LLP

Kim McKelvey, Director of Strategic Focus & Director of Inclusiveness & Diversity, Kutak Rock LLP

Amy Quartarolo, Of Counsel, Latham & Watkins, LLP

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1:30 - 3:00 pm

Session 3: Diversity on the Bench (1.5 Hours MCLE Credit) - Merrifield Hall

Because public confidence in the courts is a vital link in the chain of American democracy, the bench must reflect the diverse communities it serves. What is the status of diversity and inclusion in the state and federal courts? What progress has been made, and what still needs to be done? How can we maximize diversity in those who apply for the bench, and how do applicants maximize their changes? Can we improve diversity in clerkships and other jobs associated with the Courts? How do judges address the diversity of the parties that appear before them?

Moderator: **Honorable Rupa Goswami**, Los Angeles Superior Court

Speakers: **Honorable Kevin Brazile**, Presiding Judge, Los Angeles Superior Court

Honorable André Birotte, Jr., United States District Court, Central District of California

Honorable Carlos Moreno, Former Justice of the California Supreme Court, United States District Court Judge, Presiding Judge, Los Angeles Superior Court, and United States Ambassador to Belize

Honorable Marguerite Downing, Los Angeles Superior Court

Honorable Dean Hansell, Los Angeles Superior Court

Honorable Yolanda Orozco, Los Angeles Superior Court

3:00 - 3:15 pm

Break with Coffee, Fruit and Cookies

3:15 pm – 4:30 pm

Roundtable Summary: Getting Real on Diversity: Solutions and Next Steps (Burns Lounge)
(1.25 Hour of MCLE Credit) - Burns Lounge

This session will allow all of the speakers, moderators, and participants of the D&I Conference to come together, summarize what was learned, and discuss next steps. Representatives from each of the panels will summarize the most important points learned from each of the breakout sessions. The audience and panelists will collaborate on plans to improve diversity, inclusion, equality, opportunity and justice in education, the legal profession, the judiciary, the business of law, and in society as a whole.

Moderators: Conference Organizers **Ann I. Park, Sandra Wootton, Sophia Chang**

4:30 - 5:30 pm

Reception with Keynote Speaker (0.50 Hour of MCLE Credit) - The Girardi Advocacy Center Patio

L. Song Richardson, Dean and Chancellor's Professor of Law, University of California Irvine School of Law



L. Song
Richardson