

2021 DIVERSITY CONFERENCE & AWARDS



DECEMBER 9, 2021

The 2021 Diversity Conference aims to deepen awareness and engagement around equity and inclusion efforts, both in the legal industry and society. Panel discussions will explore allyship, and how to actively utilize privilege to create a culture of inclusion within law firms and organizations including how to move beyond performative diversity. We will also focus on today's most pressing social justice topics. This year's full day conference will include multiple thought-provoking panels on these topics, a fireside chat with prominent guest speakers and a reception to follow.

PLANNING COMMITTEE

Co-Chairs

Sydney Allen, Long & Levit
Cristina Piechocki, Littler Mendelson

Committee Members

Samantha Adhikari, Contra Costa County District Attorney's Office
Donovan Bonner, Withers Bergman
Ernest Hammond III, Meta
Sarah Hoffman, Venable
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Miguel Gradilla, Conrad, Metlizky, Kane
Kelly Matayoshi, Farella, Braun + Martel
Lindsey Mignano, Smith Shapourian Mignano
Jessica Ryland, Uber Technologies
Jacqueline Simonovich, Weintraub Tobin



Moving Beyond Performative Diversity- Effecting Organizational Change

Speakers



Michael Coston
Coston Consulting



Rachel Wilson Patterson
Manager, MTN Programming &
Diverse Talent, Orrick, Herrington &
Sutcliffe



Colin Vandell
Venable



Rosa Walker
Counsel, Netflix

Moderator



Lindsey Mignano
Smith Shapourian Mignano

This roundtable panel will feature leaders in law firms and companies that have demonstrated an authentic commitment to diversity, and have made significant efforts to promote diversity and inclusion in their organizations. The panel will discuss how to move beyond “performative” diversity to achieve meaningful organizational change.

Topics

- What is performative diversity and how it can serve to conceal systemic and institutional racism and other barriers to real and substantive change within companies, law firms and the legal industry as a whole
- Common problem areas within the legal industry and methods for identifying them in your firm/ company’s culture
- Real examples of DEI strategies that have worked (and not worked) within law firms/organizations
- Substantive and tangible strategies/steps to take to advance long-term organizational change, including recruitment, retention, promotion strategies and policies
- Best practices to continue the fight for diversity, equity, and inclusion, while also acknowledging there may be ‘diversity fatigue’

Defund the Police? Police Reform?- Where We Are and Where We Are Going

Speakers



Brian Cox

Head of Integrity Unit, San Francisco
Public Defender's Office



Prof. Nikki Jones

UC Berkeley



Lateef Gray

Managing Attorney of Independent
Investigations Bureau, San Francisco
District Attorney's Office



Prof. David Alan Sklansky

Stanley Morrison, Stanford Law
School

Moderator



Yoel Haile

Criminal Justice Program Director,
ACLU of Northern California

A panel of experts on criminal justice and policing will discuss the state of police reform in California more than one year after the tragic murder of George Floyd and the Black Lives Matter protests of last summer. The panel will focus on recent legislative and community-based efforts to address problems in policing and public safety, including what steps have been taken to date, obstacles to reform, and potential paths forward that the legal system can take.

Topics

- Update on legislative efforts to reform police/public safety at the local and state level in California
- Update on community-based efforts to reform police/public safety in California
- Latest research/theories/academic perspective on what police/public safety reforms should be undertaken in California
- Latest research/theories/academic perspective on what the problems are in police/public safety in California
- How these issues are playing out in practice from the perspective of both local DAs and PDs

Fireside Chat with Keith Wattley



Keith Wattley

Founder & Executive Director,
UnCommon Law



Emile DeWeaver

Senior Strategist in Advocacy,
Prison Policy Initiative

Keith Wattley, Founder and Executive Director of UnCommon Law, has been advocating for the rights of people in prison and on parole for more than 20 years. In 2018, Keith was selected as one of Obama Foundation's inaugural Fellows for UnCommon Law's unique legal model, and in 2020, he received the James Irvine Foundation's Leadership Award. Keith will be joined by Emile DeWeaver, a former UnCommon Law Client, who was serving a life sentence in California and now works as a Senior Strategist at Prison Policy Initiative.

Topics

- The Mission and work of UnCommon Law
- Racial disparities in sentencing length
- Significance of trauma as a factor in violent crimes
- Opportunities for Barristers members to become involved with UnCommon Law

MCLE: N/A

2:05 p.m – 3:20 p.m. | Panel IV

Disrupting Societal Microaggressions Interactive Workshop



Steven Huang

Founder, Millennial HR Design

Microaggressions remain one of the top reported challenges experienced by marginalized and underrepresented talent in the workplace. While often neutral or well-intentioned, it's an important skill to identify what a microaggression is, break down their hidden messages of bias, and offer up a basic framework for how to address them when you see or experience them. This interactive workshop starts by contextualizing how stereotypes are created and reinforced over time to illustrate which stereotypes they reinforce and the message they send to recipients. In helping participants understand how they are perpetuated, we provide the antidote: micro-inclusions. Understanding how to employ micro-inclusions to crowd out microaggressions gives us a framework to break the cycle of "death by a thousand papercuts."

Millennial HR Design is a DEI consultancy that seeks to inspire a generation of leaders to interrogate systems of oppression, learn inclusive management practices, and wield privilege to create positive change.

MCLE: N/A

Prosecuting Hate Crimes- Mens Rea and the Burden of Proof

Speakers



Shilpi Agarwal

Legal-Policy Co-Director,
ACLU of Northern California



Prof. Brian Levin

Director, Center for the Study of
Hate & Extremism/ Professor of
Criminal Justice, California State
University, San Bernardino



Prof. Jeannine Bell

Richard S. Melvin Professor of Law,
Indiana University, Maurer School of
Law



Kenneth Wine

Chair, Mental Health Committee
National Association of Criminal
Defense Lawyers



Chesa Boudin

San Francisco District Attorney



Prof. Shirin Sinnar

Stanford Law School

Moderator



Josh Patashnik

Deputy Solicitor General,
California Department of Justice

Our esteemed panelists from local government to nonprofit and academia will discuss the ins and outs of prosecuting hate crimes in the modern criminal justice system. With speakers representing a variety of perspectives from legal practice and academia, this panel promises an engaging and lively discussion.

Topics

- Challenges prosecutors face in prosecuting hate crimes
- Types of evidence used to prove mens rea
- Common strategies used by defense counsel at trial
- Relationship to broader social trends on race

5:30-6:15 p.m. | 13th Annual Barristers Club Diversity Awards & Reception

Chambord Benton-Hayes
Benton Employment Law Group



Terrance Evans
Duane Morris

Please join the Barristers Club Board of Directors in honoring Chambord Benton-Hayes and Terrance Evans at the 13th Annual Barristers Club Diversity Reception. This award reflects an individual's efforts to increase awareness of diversity issues in the Bay Area Legal Community.

2021 Diversity Conference & Awards Sponsors



Minority Bar Coalition Co-Sponsors: Black Women Lawyers Association of Northern California; American Constitution Society-Bay Area Lawyer Chapter; Jewish Bar Association of San Francisco; San Francisco La Raza Lawyers Association; Alameda-Contra Costa Trial Lawyers' Association; Bay Area Lawyers for Individual Freedom; Alameda County Bar Association; East Bay La Raza Lawyers Association; Asian Pacific American Bar Association of Silicon Valley; The Asian American Bar Association of the Greater Bay Area, Charles Houston Bar Association

Date: Thursday December 9, 2021

MCLE Programs: 9:00-5:30 p.m.

Reception: 5:30 - 6:15 p.m.

Location: Online Only

MCLE: Up to 3.50 Hours (Including 1 Hour of Recognition and Elimination of Bias)

To receive MCLE credit, you must sign in during the designated MCLE registration period. This activity is approved for Minimum Continuing Legal Education credit by the State Bar of California. BASF is a certified provider. Provider #103

Cost

FREE for all to attend

Event Code B210212

Special Requests:

People with disabilities should contact BASF regarding reasonable accommodations.

Refund requests will be given up to 48 hours in advance, less a \$10 handling fee. Email cle@sfbay.org to cancel.



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