

# 2020 DIVERSITY CONFERENCE & AWARDS



**DECEMBER 10, 2020**

2020 has been a roller coaster of a year, from Covid-19 to calls for racial justice, equality, and police reform. The legal industry was not immune. It has witnessed the effects the pandemic has had on business and diversity efforts, and has had to address the racial injustices continuing to plague the United States. Given recent events, this conference comes at a critical time.

The Conference will deepen the awareness and engagement of diversity, equity and inclusion efforts in the legal industry, by exploring how the legal industry can prevent the erosion of such efforts by a sustained economic downturn, and how law firms, in-house legal departments, and other organizations can interrupt and eliminate bias, dismantle toxic cultures, and build inclusive and respectful environments for underrepresented attorneys and other professionals in order to build a true sense of belonging and understanding.

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THE BAR ASSOCIATION OF  
SAN FRANCISCO

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## Belonging in 2020: How Organizations & Law Firms Can Dismantle Toxic Cultures and Build Inclusive Environments

### Speakers



**Mary Ellen Connerty**  
Director of Diversity & Engagement,  
O'Melveny & Myers



**Paul Rivera**  
Google



**Rosevelie Marquez Morales**  
Diversity & Inclusion Director for the  
Americas, Hogan Lovells



**Leon B. Silver**  
Managing Partner,  
Gordon Rees Scully Mansukhani



**Alison Nelson**  
Managing Counsel, Co-Chair,  
Diversity & Inclusion Committee, Ford  
Motor Company



**James Williams**  
Associate General Counsel,  
Snap, Inc.

### Moderator



**Davina Pujari**  
Partner, Hanson Bridgett

Our esteemed panelists, from the Bay Area and beyond, will talk through how organizations and law firms can effectively and thoughtfully discuss race, gender identity and expression, sexual orientation, and disability in the workplace, and why these discussions are essential. Other topics of discussion include methods for identifying toxic work cultures that affect attorneys from underrepresented groups, practical steps leaders can take to build a sense of belonging for attorneys and other professionals in their organizations or law firms, and how effective law firms and in-house diversity committees and upper management are addressing these issues. This discussion will go beyond the typical recommendations for unconscious bias training, and digs to get at the root of the “other” causes that push underrepresented attorneys out of law firms and organizations.

**MCLE : 1.50 Hours in Recognition and Elimination of Bias**

## COVID-19 & The Legal Industry: Diversity, Equity and Inclusion Efforts in a Time of Economic Crisis

### Speakers



**Joan Haratani**  
Partner, Morgan Lewis



**Sandra S. Yamate**  
CEO, The Institute for Inclusion in  
the Legal Profession



**Laura Rees Acosta**  
Managing Director, Diversity,  
Equity + Inclusion, Goodwin Procter



**Seth Krauss**  
Chief Legal Officer, Endeavor



**Akshay Verma**  
Head of Legal Operations, Facebook

### Moderator



**Pat Gillette**  
Speaker, Author and JAMS mediator

This panel will discuss how the pandemic and associated economic crisis will impact the legal industry's diversity and inclusion efforts, and why underrepresented groups are disproportionately affected by the measures organizations and law firms take to withstand a crisis. Other topics of discussion will include unconscious bias in work allocation when workloads decline, how to ensure underrepresented attorneys have work and that there is equitable distribution of "high value" assignments, steps to retain and elevate women attorneys balancing childcare and family needs, what organizations and law firms can do to protect the progress they have made to advance diversity in the profession over the last decade, lessons learned since recovering from the last economic downturn and practical steps organizations and law firms can take to continue to promote diversity in recruiting, promotion and retention so as to avoid the same results, and ways to maintain diversity and inclusion efforts amidst budget constraints.

**MCLE : 1.50 Hours in Recognition and Elimination of Bias**



**3:45-4:15 p.m. | Keynote**

## **Fireside Chat with Coinbase Chief Legal Officer Paul Grewal**



**Paul Grewal**

Chief Legal Officer, Coinbase

Join us for an intimate conversation with Coinbase Chief Legal Officer Paul Grewal on the importance of diversity and inclusion in the legal profession, and how legal leaders can navigate their departments, firms and organizations through the challenges of today including a global pandemic, economic crisis, and the continued fight for racial justice.

## **4:15-6:00 p.m. | 12th Annual Barristers Club Diversity Awards & Reception**

**Kevin Benedicto**  
Morgan Lewis



**Liên Payne**  
California Department of Health  
Care Services

Please join the Barristers Club Board of Directors in honoring Kevin Benedicto and Lien Payne at the 12th Annual Barristers Club Diversity Reception. This award reflects an individual's efforts to increase awareness of diversity issues in the Bay Area Legal Community.

## **2020 Diversity Conference & Awards Sponsors**



### **MINORITY BAR COALITION CO-SPONSORS**

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