

# EMPOWERING ESQUIRESS

**Women's Impact Network**  
**No Glass Ceiling 2.0**  
presents

## DATE

Thursday, October 26 2023

## SCHEDULE

Doors Opens: 11:30 a.m.  
MCLE Registration: 11:30 a.m. -  
12:30 p.m.  
In-Person Conference: 12:30 -  
6:20 p.m.  
Reception to follow.

## MCLE

2 Hours of which 1 Hour is in  
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

## LOCATION

BASF Offices  
201 Mission Street, Suite 400  
San Francisco, CA

## COST

\$40 for BASF Members  
\$100 for Non-Members

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## SECTION CHAIR

Alice Wang, Littler Mendelson P.C.

**EVENT CODE:** G231628

## OPENING REMARKS | TIME: 12:30 p.m.

Alice Wang, Littler

TIME: 12:35 – 1:55 p.m. | MCLE: 1 Hour in Elimination of Bias

### **PANEL I: Embracing Diversity, Equity, and Inclusion in the Legal Profession Present Circumstances, Past Pitfalls, and Future Projections**

Despite professional legal ethics rules prohibiting discrimination in the practice of law and various policies to prevent discrimination, the legal field has bleak diversity statistics and reports of widespread bias against women lawyers, especially those identifying with multiple intersectional identities. Current lawsuits on affirmative action practices in employment settings may have a significant impact on the legal industry, particularly during a time when criticism of DEI programs and "reverse discrimination" lawsuits already are on the rise. Join us for this informative CLE in which panelists discuss the current state of diversity in the legal industry, thwarted attempts to rectify explicit and implicit bias, how to draft policies, and possible solutions that meet diversity goals without risking a reverse discrimination claim.

#### **Topics**

- Statistics regarding women in the legal profession (including for women with intersectional identities)
- Factors or conditions that predicting discrimination
- How the legal profession has dealt with DEI in the practice law with clients
- Why the implementation of Rule 8.4.1 and written DEI and anti-discrimination policies traditionally have fallen short to eliminate discrimination in the legal profession and what can be done
- Implications for the future related to ongoing litigation against law firms for allegedly discriminating against white candidates in paid fellowships designed in part to help support the recruitment of people of color

**Speakers:** Lindsay Mignano, SSM; Joanna L. Storey, Klinedinst Law;  
Kelly Matayoshi, Farella Braun + Martel

**Moderator:** Jennifer Yeh, Big Little Insights

TIME: 2:00 – 3:00 p.m. | No MCLE

### **PANEL II: Options Other Than Big Firms, and the Road to Solo Practice**

How to branch out into solo practice. Strategies for branding, networking, and structuring your practice.

#### **Topics**

- Financially Prepared
- Structuring your practice
- Networking & collaborating with others
- Branding

**Speakers:** Karen Matcke Crosby, Karen Matcke Crosby Law Firm; Christina Lopez, Christina Lopez Law; Tiffany Myers, VP & Financial Planner, Fidelity Investments

**Moderator:** Anna Liu, Partner, Steven Adair MacDonald & Partners, P.C.

TIME: 3:00 – 3:10 p.m.

## **BREAK**

TIME: 3:10 – 4:10 p.m. | MCLE: 1 Hour

### **PANEL III: Legal Developments Impacting Women and Others: What You Should Know to Advocate for Yourself and Your Clients**

This panel will cover developments in California law impacting women and other underrepresented groups, related to pay equity, harassment and discrimination, and workplace leave laws. The panelists will provide a substantive overview of important new laws and discuss how those laws play out in practice. Attendees will gain practical tips and takeaways for use with clients and in life.

#### **Topics**

- Pay equity
- Leave laws
- Harassment

# EMPOWERING ESQUIRESSES

**Speakers:** Jamie Touchstone, Futterman Dupree Dodd Croley Maier; Jessica Stender, Equal Rights Advocates

**Moderator:** Summer Harrison, Senior Counsel, California State Teachers' Retirement System

TIME: 4:15 – 5:15 p.m. | No MCLE

## **PANEL IV: Authentic Mentorship - Challenges and Rewards**

Challenges and Reward of Mentorship - Learn about different types of mentors, how to pose questions, the matching process, authentic mentor-mentee relationships, having a panel of mentors or board of advisors, and reverse mentoring.

### **Topics**

- Formal mentorship program
- Informal mentoring - organic building
- Bias in mentorship
- Failed mentorship

**Speakers:** Aimee G. Hamoy, Kaufman Dolowich & Voluck, LLP; Komal Chokshi, Diversity Director, SF City Attorney's Office and Rebecca Bers, Attorney at Law

**Moderator:** Katina Ancar, Kanopy Law

TIME: 5:20 – 6:20 p.m. | No MCLE

## **PANEL V: AI in the Legal Profession**

### **Topics**

- Impact of Chat GPT
- AI in the Legal Profession
- Effects of AI in DEI Bias Algorithms

**Speakers:** Cristina Piechocki, Littler; Yulia Buyanin, TOME; Courtney Chew, SSM

**CLOSING REMARKS | NETWORKING & RECEPTION TO FOLLOW**