



# 2023 DIVERSITY & INCLUSION CONFERENCE

FRIDAY, APRIL 21, 2023

CO-SPONSORED BY: LOYOLA LAW SCHOOL



The Los Angeles County Bar Association

## 2023 Diversity and Inclusion Conference

Co-Sponsored by Loyola Law School

Friday, April 21, 2023

Earn 6.0 Hours of MCLE (Includes 6 Hours in the Recognition and Elimination of Bias in the Legal Profession and Society, 1.25 Hours on Implicit Bias, and 1.25 Hours in Legal Ethics)

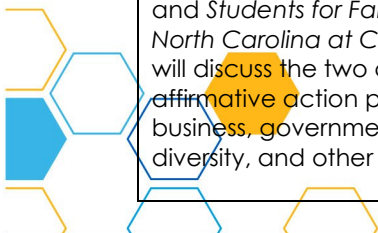
8:30-9:30 am	Registration and MCLE Sign-In/ Continental Breakfast
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9:30-10:30 a.m.	<p><b>Welcome and Overview (0.75 Hours of MCLE Credit)</b></p> <p>Speakers: <b>Ann I. Park</b>, LACBA President <b>Michael Waterstone</b>, Dean of Loyola Law School</p> <p><i>Confirmed Speaker:</i> UCLA Distinguished Professor of Law and Asian American Studies, <b>Jerry Kang</b></p> <p>"Navigating Tight Spaces: Diversity and Inclusion Under Constraint"</p> <p><b>Abstract:</b> In this talk, Prof. Kang will discuss what it means to do Diversity and Inclusion work in the face of multiple constraints, which include denial, politicization, bureaucracy, and the limits of received doctrine. His comments will explore how new discoveries from the mind sciences can help us pivot from old equilibria to new legal and institutional possibilities. The analysis will be informed not only by academic research but his real-world experience as the Founding Vice Chancellor for Equity, Diversity, and Inclusion at UCLA (2015-20).</p>
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10:30-10:45 am	Break
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**10:45 a.m. - 12:00 p.m.**  
**Morning Breakout Sessions**  
**(1.25 Hours of MCLE Credit)**

<p><b>Session 1:</b></p> <p><u>Is Affirmative Action Dead?</u></p> <p>Attorneys involved in briefing and arguing <i>Students for Fair Admissions vs. Harvard University</i> and <i>Students for Fair Admissions vs. University of North Carolina at Chapel Hill</i>, and other experts will discuss the two cases and implications for affirmative action policies in higher education, business, government contracting, law firm diversity, and other realms.</p>	<p><b>Session 2:</b></p> <p><u>Law Firm Diversity</u></p> <p>This panel will discuss continuing efforts to increase diversity in law firms of varying sizes, including the DEI policies implemented – what has worked and what has not, lessons learned, and best practices. The panel will also focus on diversity efforts and policies and how they impact/include law firm staff.</p> <p><b>Confirmed Speakers:</b></p>
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### Confirmed Speakers:

**Keith Ellison, Attorney General of the State of Minnesota**  
**Mona Tawatao, Equal Justice Society**  
**David Hinojosa, Lawyers Committee for Civil Rights**  
**Michelle Turnage Young, NAACP Legal Defense and Educational Fund**

**Moderator: Chris Goodman**

(Organized by Prof. Chris Goodman)

**Michael Nunez – Murchison & Cumming LLP**  
**Sharlene Lee – Nevers Palazzo Packard**  
**Edith Gondwe, McDermott**

**Moderator: Stacie Neroni**

(Organized by Stacie Neroni)

12:00-1:15 pm

**Luncheon (Burns Lounge)**  
**1.0 Hour of MCLE Credit**

### Confirmed Keynote Speakers:

**California Attorney General Rob Bonta**  
**Minnesota Attorney General Keith Ellison**

Addressing the challenges of being a State Attorney General protecting the values of diversity, equity, and inclusion in a difficult political environment.

1:15-1:30 pm

**Break**

1:30 p.m. -2:45 p.m.

### Afternoon Breakout -- Session 1 (1.25 Hours of MCLE Credit)

#### Session 1:

The Impact of the COVID-19 Pandemic on Diversity in Law Firms and Other Legal Organizations

This panel will discuss how the Pandemic has reshaped the practice of law, and how flexible work policies have affected the recruitment, retention, and advancement of diverse attorneys, and reduced opportunities for collaboration and mentorship, and policies and solutions to counteract those effects.

#### Confirmed Speakers:

**John Gibson, DLA Piper**  
**Daniel Prince, Paul Hastings and President of John M. Langston Bar Association**  
**Daphne Anneet, Burke Williams & SorensenLLP**  
**Brian Moskal, Greenberg Glusker LLP**  
**Katherine Forster, Munger Tolles & Olson**

#### Session 2:

Legal Ethics and Diversity

Panelists will discuss the legal ethics of diversity, including the significance of ABA Rule 8.4(g) and the prohibition of discriminatory behavior in the practice of law, and the management of legal practices and interactions among legal professionals and with clients. The panel will discuss why discrimination is inconsistent with the code of ethics to which attorneys are bound. This panel will focus on the ethics of inclusivity, including policies that support LGBTQ+ persons in legal organizations.

#### Confirmed Speakers:

**Merri Baldwin, Rogers Joseph O'Donnell APC**  
**Dian Jackson McLean, Goldfarb & Lipman LLP**  
**Elizabeth Bradley, Rosen Saba, LLP**

**Moderator: Elizabeth Bradley**



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**Moderator:** Ann Park

Organizers: Ann Park and Eric Chan

Organizers: Elizabeth Bradley and Michael Brophy

2:45-3:00 pm

Break with Coffee and Cookies

3:00 p.m. 4:15 p.m.  
**Afternoon Breakout -- Session 1**  
(1.25 Hours of MCLE Credit)

**Session 1:**

Diversity in the Judiciary

Panelists will discuss efforts to improve diversity on the bench, including the Los Angeles Superior Court's Judicial Diversity Mentor Program.

**Confirmed Speakers:**

CA Judicial Appointments Secretary Luis Cespedes  
USDC Judge Andre Birotte  
Presiding Judge Samantha Jessner  
Assistant Presiding Judge Sergio C. Tapia II  
CA Court of Appeal Justice Audra Mori

(Organized by Elizabeth Bradley and Karina Sterman)

**Session 2:**

Implicit Bias

This panel will discuss how and why implicit bias remains a pernicious and persistent force in the legal profession and in the provision of legal services, and how to recognize and combat implicit bias.

**Confirmed Speakers:**

Angela Reddock-Wright, Mediator  
Bob Brown, Dean UWLA School of Law  
Loyola Law School Professor Kathleen Kim  
Los Angeles Superior Court Judge Bryant Yang

(Organized by Karina Sterman)

4:30 p.m.

**Outdoor Networking Cocktail Reception with Keynote Speaker**  
(0.50 Hour of MCLE Credit)

**Confirmed Keynote:**

Governor Gavin Newsom's Judicial Appointments Secretary Luis Cespedes

