



12th Annual Conclave on Diversity in the Legal Profession

Friday, March 8, 2019

Sheraton New Orleans Hotel, 500 Canal St., New Orleans, LA 70130

Program Agenda

5.00 CLE Credit Hours (including Ethics and Professionalism)

Time:	Details:
8:00 a.m.	Registration opens <i>Lagniappe, 2nd Floor</i>
8:00 a.m. – 8:45 a.m.	Excellence in Diversity Reception , honoring Signatories to Statement of Diversity Principles, Sponsors and Co-hosts <i>Rhythms, 2nd Floor</i> <i>Open to all seminar registrants, sponsors, speakers and co-hosts</i>
8:45 a.m. – 9:05 a.m.	Acknowledgements Sponsor and Co-host Recognition/Sponsor and Co-host Representative Photos <ul style="list-style-type: none"> • Denia S. Aiyegbusi, Deutsch Kerrigan LLP, New Orleans, LA • Deidre D. Robert, Southern University System, Baton Rouge, LA • John A. Womble, Frederick A. Miller & Associates, Metairie, LA Co-chairs, LSBA Diversity Committee Chair and Co-chairs, Conclave Subcommittee
9:05 a.m. - 9:15 a.m.	Welcoming Remarks <ul style="list-style-type: none"> • Deidre D. Robert, Southern University System, Baton Rouge, LA Chair, Conclave Subcommittee
9:15 a.m. - 9:20 a.m.	Introduction of Workshop Speaker <ul style="list-style-type: none"> • Deidre D. Robert, Southern University System, Baton Rouge, LA Chair, Conclave Subcommittee
9:20 a.m. - 10:20 a.m.	Interactive Workshop (Professionalism) 1.00 CLE credit hours <i>Rhythms Ballroom, 2nd Floor</i> Leadership on Purpose: Harnessing our Collective Strength Toward Inclusive Excellence

If we are serious about future proofing all sectors (especially the legal profession) at every level, intentional efforts toward equity and diversity in the comprehensive talent strategy should be of highest priority.

Across the nation and especially in my beloved state of Louisiana, there are far too many bridges yet to cross such that women, ethnic minorities, those with disabilities, LGBTQ, and other diverse citizens have full access to employment opportunities and career advancement.

There is one thing that I know for sure, and that is when diverse top talent is left on the sidelines, we are unable to accelerate innovation and race ahead. Therefore, with blazingly articulated courage and bold leadership, the legal profession must model the gold standard of purposeful and intentional inclusive excellence leadership, as nothing is more powerful than every Louisianan reaching their highest potential.

This keynote address will offer Conclave participants the “*power of possibilities*” in several distinctive ways. It will challenge the Conclave participants to IGNITE leadership on purpose, to be future forward, and to bend the arch toward success by focusing on how to accelerate their unyielding commitment to equity and diversity. Nothing would be more powerful than every Louisiana State Bar Association member heeding this call-to-action and becoming a champion for inclusive excellence.

- Dr. Katrice Albert, Executive VP of Inclusion and Human Resources, NCAA, Indianapolis, IN

10:20 a.m. - 10:30 a.m. Transition Break

10:30 a.m. – 11:30 a.m. Breakout Sessions (PLEASE SELECT ONE) 1.00 CLE credit hour each

Breakout Session One – Immigration (Ethics) *Rodrigue Gallery Ballroom, 1st Floor*

From Child Migration to Detaining Asylum-Seekers: Emerging Crisis in Immigration Law

Locally and nationally, immigration issues have taken center stage with large-scale shifts in law and policies which stem from the current government’s priorities. This panel will look at the legal landscape of recent changes in immigration law, specifically focusing on DACA, changes in state laws, challenges for immigrant children, asylum-seekers, as well as Louisiana-specific immigration issues.

- Dalia Castillo-Granados, Director of Children’s Immigration Law Academy, American Bar Association, Houston, TX
- Laila L. Hlass, Director of Experiential Learning, Tulane University Law School, New Orleans, LA
- Thomas A. Saenz, President and General Counsel, Mexican American Legal Defense and Educational Fund, Los Angeles, CA, **Moderator**

Breakout Session Two – Best Practices (Professionalism) *Waterbury Ballroom, 2nd Floor*

Drivers of Initiative: The Role of In-house Counsel in Growing the D&I Pipeline

Building a talented and diverse team internally as well as externally (outside counsel) is a collaborative effort. Without true leadership within corporate law departments of in-house counsel and outside counsel law firms, meaningful improvements in the areas of diversity and inclusion will remain elusive. Despite the increased attention to diversity, there has been little or no change in the racial or gender composition of firms. The lawyers at the top – those that have the power to drive Diversity and Inclusion (D&I)—have an obligation to identify the best or most-renowned diverse subject-

matter experts in the legal profession for future opportunities. Talent development is the role of not only in-house counsel but also outside counsel. This panel will explore key components of creating an internal environment for D&I, and how leaders of legal departments can only improve the pipeline if they are involved in the effort of identifying and hiring diverse candidates.

- Sharon Bridges, Corporate Counsel, Baptist Memorial Health Care Corporation
- Dominique R. Bright-Wheeler, Managing Counsel, Toyota Financial Services, Plano, TX
- LaTanya Langley, Vice President and General Counsel, BIC International Corporation, Shelton, CT, **Moderator**

11:30 a.m. - 11:45 a.m. Transition Break

11:45 a.m. – 12:10 p.m. Luncheon, Presentations, Committee on Diversity in the Legal Profession Award
Armstrong Ballroom, 8th Floor

Introduction of recipient of Committee on Diversity in the Legal Profession Award (Wayne J. Lee, Stone Pigman Walther Wittmann, LLC)

- Kim M. Boyle, Phelps Dunbar, LLP, New Orleans, LA

Introduction of Keynote Speaker

- Deidre D. Robert, Southern University System, Baton Rouge, LA
Chair, Conclave Subcommittee

12:10 p.m. – 1:10 p.m. Keynote Speaker (Professionalism) 1.00 CLE credit hour *Armstrong Ballroom, 8th Floor*

Diversity and Inclusion: Worth More Than Gold

There is compelling research that diversity increases the competitive advantage of companies, enhances creativity, and elevates employee engagement. Despite this, there is still resistance to workplace diversity.

Through engaging personal narratives, Ms. Ghawi shares the many different types of diversity beyond race and gender, and covers its proven benefits. She provides the audience with tools to enable them to increase diversity in their teams and focus on attracting, engaging, and retaining diverse talent. The audience gains new understanding of managing resistance, tracking progress, and creating a climate that celebrates diversity in their company.

- Dima Ghawi, Dima Ghawi LLC, Baton Rouge, LA

1:10 p.m. – 1:20 p.m. Networking Break

1:20 p.m. - 2:20 p.m. **Plenary Session 1 – Labor and Employment (Professionalism)** 1.00 CLE credit hour *Rhythms Ballroom, 2nd Floor*

#MeToo and Beyond: What have we learned and where will we go?

The #MeToo movement continues to propel a national dialogue on the importance of recognizing and combatting harassment in the workplace. What are some of the lessons that employers have learned about the need for changes in workplace culture? How are in-house and outside counsel advising their clients on best practices and approaches to confronting risks and realities? How is the legal community addressing its own issues around harassment in the workplace? This session will delve into each of these dimensions of the movement and explore the kinds of new thinking and approaches needed to end harassment and foster safe and respectful workplaces for all people.

- Jack Chen, Microsoft Corporation, Redmond, WA
- Andrea L. Gilliam, CEO, Unwanted LLC, Washington, D.C.
- Jenny R. Yang, Working IDEAL, Washington, D.C.

2:20 p.m. – 2:30 p.m. **Networking Break**

2:30 p.m. – 3:30 p.m. **Plenary Session 2 – Trending Legal Issues (Ethics)** 1.00 CLE credit hour *Rhythms Ballroom, 2nd Floor*

Social Justice: Ethical Considerations for Change Agents

Lawyers play a vital role in advancing social justice issues. We constantly ask ourselves “how can we help” or are asked by others “can we help?” As advocates, we want to represent underserved communities and champion causes that seem impossible. Sustainability seems challenging when there is so much work to be done. This panel will explore what our legal and moral obligations are as lawyers and as members of society to protect disenfranchised groups.

- J. Tyler Clemons, Southern Poverty Law Center, New Orleans, LA
 - Hon. Royce I. Duplessis, Duplessis Law Firm, LLC, State Representative, District 93, New Orleans, LA, **Moderator**
 - Alysson L. Mills, Fishman Haygood, LLP, New Orleans, LA
-