



Deconstructing Systemic Racial Bias in the Legal Profession

Tuesday, January 12, 2021 - Noon – 2:30 PM CT

AGENDA

Introduction

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

Opening Remarks

Bruce R. Byrd, *Chair*, Institute for Inclusion in the Legal Profession and *Senior Vice President & Assistant General Counsel*, AT&T

Understanding, Then Deconstructing Systemic Racial Bias in the Legal Profession

Sharon E. Jones, *CEO*, Jones Diversity

How are Leaders in Corporate Law Departments and Law Firms Disrupting the Myth of Meritocracy?

Elisa D. Garcia C., *Chief Legal Officer and Secretary*, Macy's Inc.

Ernest LaMont Greer, *Co-President*, Greenberg Traurig

Gregg F. LoCascio, *Partner and Firm Executive Committee Member*, Kirkland & Ellis LLP

Jason M. Ryan, *Senior Vice President, Regulatory Services & Government Affairs*, CenterPoint Energy

Marc Shelley, *Global Director of Litigation*, Anheuser-Busch InBev

Paul W. Theiss, *Chairman*, Mayer Brown

Beatrice James-Moore, (Moderator) *Assistant Vice-President - Senior Legal Counsel*, AT&T Services, Inc.

What Strategies are Proving Most Effective at Leveling the Playing Field?

Tina Bigalke, *Global Chief Diversity and Engagement Officer*, PepsiCo

Christa Brown-Sanford, *Partner and D&I Committee Co-Chair*, Baker Botts LLP

Tom Chen, *Partner and D&I Committee Co-Chair*, Haynes and Boone LLP

Sandra Phillips Rogers, *Group Vice President, Chief Legal Officer, General Counsel and Corporate Secretary*, Toyota Motor North America

Joel Stern, *Chief Executive Officer*, NAMWOLF

Altresha Q. Burchett-Williams, (Moderator) *Assistant Vice-President – Senior Legal Counsel*, AT&T Services, Inc.

Thank you!

AT&T for hosting the program

Haynes and Boone LLP for arranging CLE accreditation

Speaker Biographies



Tina Bigalke

Global Chief Diversity and Engagement Officer

PepsiCo

Tina Bigalke is PepsiCo's Global Chief Diversity and Engagement Officer. PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$67 billion in net revenue in 2019, driven by a complementary food and beverage portfolio that includes Frito-Lay, Gatorade, Pepsi-Cola, Quaker and Tropicana. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including 23 brands that generate more than \$1 billion each in estimated annual retail sales.

Tina is responsible for the continued advancement of the company's aspirations to be Faster, Stronger, and Better, with a focus on increasing diverse representation, empowering courageous conversations and investing strategically in communities. As part of this focus, Tina leads the development of programs and partnerships that drive diversity, inclusion and engagement as part of the business strategy, as well as internally and externally. This includes PepsiCo's commitment to racial equality and gender parity. She assumed the role in June 2020.

Tina is a 20-year PepsiCo veteran. Prior to her current role, Tina was Senior Vice President, Commercial Human Resources for PepsiCo Foods North America division, where she shaped strategy for customer sales, marketing and transformation. In this role, Tina and her team supported transformational initiatives, including developing and implementing future go-to-market systems and organizational models, new ways of working, and technologies. She was instrumental in accelerating PepsiCo Foods North America's commercial talent agenda, while also advancing a pipeline of diverse talent.

Tina has previously served PepsiCo in a range of human resource capacities in field, headquarter and corporate global assignments, where she has developed broad and varied human capital management expertise in business transformation, innovation, change leadership, and organizational design.

Tina holds a Master of Science in Industrial and Labor Relations degree and a Bachelor of Business Administration in International Studies/Spanish degree from West Virginia University (WVU), and participates in the WVU Practicum series in addition to serving as an alumni mentor.

Tina is a previous board member of Court Appointed Special Advocates (CASA) of Collin County, Texas. Currently, Tina sits on the Dean's Advisory Board of WVU's College of Business & Economics and was recently appointed to the Board of Directors of the WVU Foundation.

Prior to PepsiCo, Tina held a range of human resources roles with PPG Industries, Inc., and MagneTek, Inc. Tina is the proud parent of two daughters.



Christa Brown-Sanford
Partner and D&I Committee Co-Chair
Baker Botts LLP

Christa Sanford is a Partner and the Deputy Chair of the Intellectual Property Department at Baker Botts LLP. Christa has a full-time patent practice, with the ability to advise on a number of different issues – working together with her clients to be a true counselor. With an electrical engineering background and keen business sense, her ability to communicate with anyone, from clients, opposing counsel, inventors, or patent examiners alike, in a clear and digestible way, underscores her commitment to being a true partner at every stage of the process.

She provides guidance on patent procurement, patent portfolio development, patent litigation, and patent licensing – particularly involving telecommunications, blockchain, electronics, artificial intelligence, semiconductors, software, personal mobility, and other cutting-edge technologies.

Christa also assists companies in developing and managing their patent portfolios and generating revenue from their intellectual property assets through licensing campaigns. While leading licensing efforts for companies, she continues to provide counsel and advice on patent procurement and litigation exposure.

In addition to her role as the IP Deputy Department Chair, Christa serves as the co-chair of the firm's Diversity & Inclusion Initiative. Christa also serves on the boards of Southern Methodist University, SMU Dedman School of Law, and New Friends New Life (an organization focused on eradicating human trafficking in D/FW) and is the President-Elect for the Junior League of Dallas and will serve as President during the League's Centennial Year in 2021-2022. Christa regularly speaks on patent matters and is an adjunct professor at SMU Dedman School of Law.

Christa is recognized by *Chambers USA* and *IAM 1000*. She also has been recognized as a Top 50 Most Powerful Woman in Tech by the National Diversity Council; a Distinguished Alumni – Emerging Leader by SMU Dedman School of Law, 2019; a Texas Trailblazer by Texas Lawyer, 2019; a "Next Generation Lawyer" by The Legal 500 U.S., 2017 - 2020; a "Most Influential Black Lawyer" by Savoy Magazine, 2018; a "Minority Business Leader" by the Dallas Business Journal, 2018; a "Top Woman Lawyer" by the Texas Diversity Council, 2018; "40 Under 40" by the Dallas Business Journal, 2016, and a "Young Leader" by the Dallas Women's Foundation, 2015.

Christa earned her B.S. in Electrical Engineering from Rice University in 2001, and her J.D., *cum laude* and Order of the Coif, from SMU Dedman School of Law in 2004.



Altresha Q. Burchett-Williams
Assistant Vice-President – Senior Legal Counsel
AT&T Services, Inc.

Ms. Burchett-Williams is an attorney supporting AT&T's Voice and Collaboration portfolio for AT&T Business. She advises clients on product solutions designed to transform and connect small and enterprise businesses internally and with their customers. She previously supported the Chief Compliance Office and Global Trade organization, where she supported clients in developing a framework to operate in a lawful and ethical manner. Specifically, she assisted Compliance Programs relating to

Antitrust, Data Protection, Third-Party Oversight, Government Programs, Sales Practices, Billing, and Merger Conditions. In addition, she supported the CCO teams who helped develop compliance programs and provide oversight to Xandr and WarnerMedia.

She was previously in the Privacy practice group, where she advised on incidents involving improper access to, and disclosure of, AT&T customer and employee information. In that role, she also supported Asset Protection in data privacy incidents and breach investigations. Ms. Burchett-Williams started at AT&T in 2012 as a trial attorney and represented AT&T in legal disputes, involving customers, employees, contractors, vendors, and others, litigating in the States of Texas and Oklahoma.

In addition to being a thought-leader and strategic partner with her AT&T clients, Ms. Burchett-Williams is a Co-Chair of the Legal Department's Diversity and Inclusion Committee, which focuses on programs, scholarships, and initiatives designed to develop young people's education, skills, knowledge, and support circle necessary to achieve their goals in the legal profession and other careers. She's also a leader in several local and regional community organizations dedicated to the development and elevation of women and minorities.

Prior to AT&T, Ms. Burchett-Williams was an associate at a large international law firm based in Dallas, Texas. There, she worked in the litigation practice group and handled general commercial and franchise and distribution disputes. She obtained her Bachelor of Arts degree from Tennessee State University (Nashville, TN) and earned her Juris Doctor degree from Thurgood Marshall School of Law (Houston, TX).

Ms. Burchett-Williams loves time with her family. She enjoys dinner with her husband, basketball games with her son, her daughter's cheer competitions and soccer games, and shopping with her mom. She is also actively involved in her church and community and enjoys traveling.



Bruce Byrd
Senior Vice President & Assistant General Counsel
AT&T

Bruce Byrd is responsible for legal affairs, including compliance and privacy matters, for AT&T Communications, AT&T's largest operating company generating over \$145 billion in annual revenue. He was appointed in August 2017.

Before taking his current position, Bruce was the Senior Vice President and Assistant General Counsel responsible for legal affairs for AT&T Technology and Operations and Corporate Strategy, as well as, at various times, the Global Marketing Organization, AT&T Mexico, and the Home Solutions business unit.

From July 2010 until December 2013, he was Vice President and Associate General Counsel for AT&T Mobility in Atlanta, Georgia, where he provided legal support for AT&T's marketing and advertising organizations.

Prior to moving to Atlanta, Bruce was Vice President and General Counsel – Washington for six years, where he was responsible for legislative and other affairs pending before Congress; matters before the Department of Justice and the Federal Trade Commission; and the company's dealings with state attorneys general.

Earlier, Bruce supported the company's network and broadband operations in San Antonio, Texas, and his first position was as senior attorney handling regulatory and legislative affairs in Michigan.

Before joining AT&T in 2000, Bruce was a partner at Dickinson Wright PLLC, where he specialized in complex commercial litigation and class action defense matters.

Bruce obtained a degree in economics, with distinction, from the University of Michigan and is a cum laude graduate of the University of Michigan Law School.



Tom Chen
Partner
Haynes and Boone LLP

Tom Chen is an experienced patent attorney who prides himself in being trusted and valued by his clients. Tom is dedicated to going above and beyond the standard attorney-client relationship by providing quality patent counsel and by taking the time to learn about the true business goals, strategies, and ambitions of his clients. Clients value Tom for his technical understanding and strategy with regard to their specific patent issues.

Under Tom's lead, the firm handles patent matters for start-ups to Fortune 100 companies. Tom plays a major role in not just expanding his client's patent portfolio, but more importantly maximizing its value to his clients. He provides his opinion and analysis, at least weekly, on patent related matters for his clients and regularly works with a large number of inventors, as well as various in-house counsel.

Tom's experience is founded on multiple advanced degrees in electrical engineering and significant engineering work at Hughes Aircraft, covers a variety of technologies, including e-commerce, mobile payments, electrical circuits, semiconductor memories/processing, semiconductor equipment, fiber optic and wireless communications, televisions, mechanical devices, Internet-related applications, microprocessors and other computer architecture. Tom's experience extends to patent litigation as well, including matters before the International Trade Commission and district courts. He has been involved in all phases of litigation, including discovery, depositions, expert reports and briefs.

Tom has presented alongside key decision makers from his clients' companies, which has helped Tom strengthen his deep understanding of his clients' core values. Additionally, he has written on various intellectual property issues and risk management, Supreme Court patent decisions and issues before the United States Patent and Trademark Office.

Aside from Tom being a skilled and insightful intellectual property attorney and member of the firm's Executive Committee and Board of Directors, he is co-chair of Haynes and Boone's Attorney Diversity Equity and Inclusion Committee, which focuses on advancing the hiring, retention and promotion of diverse lawyers within the firm. Tom advocates the importance and necessity of a diverse law firm and truly strives to make Haynes and Boone a leader in law firm diversity. Tom is also a member of the National Asian Pacific American Bar Association (NAPABA) and the NAPABA sub-committee Senior Leadership of Large Law Firms.

Tom was selected by the *Daily Journal*, Daily Journal Corporation, as one of the 2016 Top 100 Lawyers in California. Tom was also listed in *Intellectual Asset Management (IAM) Patent 1000: The World's Leading Patent Practitioners*, Globe White Page Ltd, 2018-2020. Tom was recognized in *Managing Intellectual Property Magazine*, Euromoney Institutional Investor PLC, as an IP Star in 2019 and 2020. He

was also named in the Lawyers of Color's inaugural "Nation's Best" list which recognizes 100 firm partners and senior-level corporate counsel for noteworthy accomplishments and their commitment to diversity and inclusion in the legal profession.



Elisa D. Garcia C.
Chief Legal Officer and Secretary
Macy's Inc.

Elisa D. Garcia C. is an accomplished corporate executive and attorney with over 30 years of experience advising management and boards of directors on legal, business and government relations matters. Through her broad-based experience in international business and corporate law, Ms. Garcia has guided her clients through a myriad of business and legal issues, government investigations, international acquisitions and investments, debt refinancings, domestic and international labor issues and legislative and regulatory attacks. She is recognized for her well-grounded yet creative approach to problem solving.

Ms. Garcia has held general counsel and senior executive positions with Macy's, Office Depot and Domino's Pizza. She also has worked as counsel for Philip Morris International and GAF Corp., a chemical and roofing manufacturer, and began her legal career with the law firm Willkie Farr & Gallagher in New York City. Ms. Garcia has particular expertise in international business transactions, corporate governance, securities laws and compliance. Prior to her career as an attorney, Ms. Garcia was an Energy Analyst working in-country with developing country governments and the U.S. Agency for International Development.

Since 2016, Ms. Garcia has served as the Chief Legal Officer of Macy's, Inc. and as a member of Macy's Enterprise Committee, which sets the overall strategic direction for the company. Macy's is a premier omni-channel retailer with sales of over \$25 billion. From 2007 to 2016, Ms. Garcia served as a trusted advisor to the Board and senior management of Office Depot, Inc., a \$17 billion multinational retail, B-to-B and E-Commerce company. Ms. Garcia served as Executive Vice President, Chief Legal Officer and Secretary, and had global responsibility for legal, compliance and government relations matters. She also had responsibility for leading Internal Audit and Investor Relations for several years. Ms. Garcia led the negotiation and legal strategy for the merger of Office Depot with OfficeMax, a combination with significant antitrust implications, and served on the Steering Committee for the integration of the \$17 billion combined business.

Ms. Garcia serves on the Board of Directors and Nominating and Governance Committee of Dollarama, Inc. (TSX:DOL), the leading operator of dollar stores in Canada with sales of over \$3 billion and over 1,200 stores in Canada and another 180 stores in South and Central America through its joint venture with Dollar City. Ms. Garcia also serves on the Board of the Institute for Inclusion in the Legal Profession, a non-profit organization supporting research and scholarship to improve the entrance and retention of minorities, women and LGBT in the legal profession and DirectWomen, which prepares women lawyers to serve on corporate boards. Ms. Garcia also serves on the Advisory Boards of Corporate Pro Bono. ALPFA named Ms. Garcia one of the "50 Most Powerful Latinas in Business" in 2017 and 2019, and she was named one of "America's 50 Outstanding General Counsel" by the National Law Journal in 2014. In October 2015, the legal team she led was awarded the honor of "Best Legal Department" from Corporate Counsel Magazine.

Ms. Garcia is a graduate of St. John's University School of Law in New York, where she was an Editor of the Law Review. She also received a joint BA/MS in Political Science and Management and Policy Sciences from W. Averell Harriman College, State University of New York at Stony Brook. Ms. Garcia is a member of the New York and Michigan Bars.

Ms. Garcia has been an active proponent of diversity and inclusion and has served as a mentor for minority law students since the 1990s and has maintained a mentoring/sponsor relationship with her first protégé. In 2015 began asking law firms to report on the diversity of the lawyers working on matters for Office Depot. Ms. Garcia eventually had her billing system modified to enable the direct reporting of the time spent by diverse counsel and support staff on legal matters and she has continued that at Macy's. Macy's lawyers have participated in the Leadership Council on Legal Diversity, of which Macy's is a founding member. Ms. Garcia advises LatinX lawyers through work with PODER 25 and ASCENT. Ms. Garcia also served on a panel on Racial Justice and Intersectionality: Perspectives from Black and Latina women in Corporate America (November 2020) which was part of the Pro Bono Institute's Fighting for Justice Series.



Ernest LaMont Greer
Co-President
Greenberg Traurig

Ernest Greer is Co-President of Greenberg Traurig, an international law firm of over 2,200 attorneys in 40 locations. Ernest plays a key role in the strategic direction of the firm and firmwide day-to-day operations. Ernest is dedicated to continuing to shape the firm's brand as a collaborative law firm providing high-quality legal work and excellent service to our clients and the communities we serve. Previously, Ernest served as Vice President of the firm, Co-Chair of the U.S. Strategic Committee, and Atlanta Managing Shareholder. During his tenure as Managing Shareholder, Ernest was instrumental in the growth and advancement of the Atlanta office.

His leadership, accomplishments, and legal practice have been recognized by many industry publications and organizations, including the *National Law Journal* (Equality Trailblazer), *Atlanta* magazine (Atlanta 500 – The Most Powerful Business Leaders in Atlanta; Top 100 Attorneys in Georgia), *The Atlantian* (Philanthropist of the Year), *Atlanta Business Chronicle* (Most Admired CEO; Corporate Diversity Champion), the *Daily Report* (Distinguished Leader), National Bar Association (Sankofa Award), *Best Lawyers in America*, Chambers & Partners USA, *Georgia Super Lawyers* (Top 100 Lawyers in Georgia), and *Georgia Trend's* "Legal Elite." In 2018, Ernest was inducted into the Gate City Foundation's Hall of Fame.

Ernest is not just a highly-accomplished business attorney, but he is an outstanding leader and champion for his community. He uses his global position to reflect the firm's commitment to dedicating time and talents through active involvement in communities in which they live and work. In doing so, Ernest served as the Chairman of the Georgia Chamber of Commerce in 2014, where he was the first lawyer to serve in this capacity in the Chamber's more than 100-year history. At present, he serves on the boards for Children's Healthcare of Atlanta, the Atlanta History Center, Achieve Atlanta, Big Brothers Big Sisters of America, the Atlanta Police Foundation, the Lawyer's Committee for Civil Rights Under Law, and Equal Justice Works. Ernest also currently serves as the Director of Buckhead Coalition, and is a member of the Rotary Club of Atlanta, and the Atlanta Chapter of the National Association of Guardsman, Inc. Past board memberships include the Center for Civil & Human Rights, 100 Black Men of Atlanta, The Boys

and Girls Clubs of Metro Atlanta, and The Carter Center's Board of Councilors, which he joined at former President Carter's request.



Beatrice James-Moore
Assistant Vice-President - Senior Legal Counsel
AT&T Services, Inc.

Beatrice L. James-Moore is Assistant Vice-President-Senior Legal Counsel with AT&T Services, Inc., where she provides legal counsel to members of AT&T's Network Sourcing Group, which provides AT&T products and services to some of AT&T's largest network integrator customers worldwide. Prior to joining this group, Beatrice worked with the government, education and medical sector clients where she provided counsel to sales members responsible for state and local government customers as well as large healthcare customers located in Illinois, Indiana, Kentucky, Ohio and Tennessee. Beatrice was a founding member of the AT&T Legal Department Diversity Committee and is currently Co-Chair. She also participates in AT&T-sponsored Pro Bono activities. Beatrice joined AT&T, then Ameritech Corporation, in 1992. During her tenure with AT&T, Beatrice has held a variety of positions within the AT&T Legal Department. Prior to joining AT&T, she worked for Winston & Strawn in Chicago, IL and Simpson, Thacher & Bartlett in New York City.

Beatrice has actively participated in her community throughout her life. In addition to her current position as Vice Chair of the Just The Beginning Board, she is also an active member of Old St. Patrick's Church and a former member of its Board of Trustees where she chaired the Diversity Committee. Beatrice also served as a member of the Board of Trustees for the Latin School of Chicago and the Board of Directors of the Ronald McDonald House near the University of Chicago. She and her husband, David Moore, were mentors in the LINK Unlimited Program for 16 years, an educational enrichment program for underprivileged students identified in elementary or junior high school as potential high achievers. During their involvement with LINK, they sponsored four students by assisting with student tuition for private high school and staying actively involved in a mentoring capacity throughout the student's high school years. Beatrice is also actively involved with the many service projects sponsored by AT&T, including the AT&T Believe Chicago Project. Beatrice is an active member of the Chicago Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

Beatrice's mission is to help individuals realize their true potential. With more than 25 years in corporate America, she has mentored numerous individuals in the corporate ranks and assisted and encouraged others to pursue both corporate and entrepreneurial goals.

Beatrice is married to David Moore, a Chicago businessman/entrepreneur. They have two children, Tayla Claire (24 years old) and David Reese (22 years old).

Beatrice earned a BS in Elementary Education from Louisiana State University, a Master of Business Administration from the University of Wisconsin, Madison and a Juris Doctorate from the University of Chicago.



Sharon E. Jones

CEO

Jones Diversity

Sharon is the President/CEO of Jones Diversity, Inc., a diversity and inclusion strategy consulting firm. Her firm's services include the hiring, development, and retention of diverse employees into leadership roles. A lawyer by training, clients appreciate her strategic thinking, candor, diversity and inclusion expertise and the depth and breadth of her executive experience which she brings to problem-solving roles. She is a thought leader whose decision-making is based on best practices, research and data. She has built high performing leadership teams and inspired cultural change initiatives in both for profit and

not for profit organizations. She is a frequent speaker and educator on diversity, equity and inclusion topics and creating inclusive workplaces.

Sharon has practiced law and been a community leader over a 25-year career, including positions as a federal prosecutor, with major law firms and with Fortune 500 Corporations. She has been highly successful as a litigator, a counselor, an educator and a problem-solver regarding extremely complex and sensitive matters. She has served as the Chief Operating Officer for the Chicago Urban League, managing a \$10 million budget with over 70 employees.

Previously, she served as an Assistant United States Attorney for the Northern District of Illinois, based in Chicago, where she conducted federal grand jury investigations and trials in high profile white-collar criminal cases.

In private law practice, she was a partner at Bird, Marella, Boxer, Wolpert & Matz in Los Angeles. In addition to her litigation practice, she was responsible for all in-house continuing legal education, as well as being an adviser to clients on a variety of employment and workplace harassment issues. She was Of Counsel at Orrick Herrington & Sutcliffe in Los Angeles, where she created and implemented its litigation training as well as firm-wide orientation training and evaluation programs.

In the corporate sector, Sharon managed litigation matters worldwide for Abbott Laboratories, as well as advising senior management in matters of crisis management and in fashioning creative solutions to highly complex business issues. More recently, she was Senior Counsel at SBC Communications (now AT&T).

Sharon has served in leadership roles on numerous not for profit boards as well as a past President of the Harvard Law School Alumni Association (2010-2012) and was responsible for the launch of the HLSA Global Women's Alliance. She serves on the Board of Directors for the Institute for Inclusion in the Legal Profession, among others. Sharon has received numerous awards including the Chicago Bar Association's Breaking Barriers, Building Bridges Award) and the Black Women Lawyer's Visionary Award for Women Making History for Making a Difference. She is the author of "Mastering the Game: Career Strategies for Success" which provides the unwritten rules for career success for women and diverse professionals.

Sharon is a graduate of Harvard Law School and Harvard College.



Gregg F. LoCascio
Partner and Firm Executive Committee Member
Kirkland & Ellis LLP

Gregg LoCascio is a leader of the Firm’s intellectual property practice and a member of the Firm’s Executive Committee. Gregg serves as lead trial counsel for clients on major intellectual property and commercial litigation matters.

Chambers USA has described him as a “magnificent trial lawyer,” “easy to work with and talented,” and possessing “a good talent for talking to our management and taking on board their concerns.” It has also noted that “he is a “terrific advocate who assimilates information very quickly, is creative and has a great ability to think on his feet.” *The Legal 500 U.S.* has reported that he is “highly regarded for his trial expertise in front of a jury” and *Intellectual Asset Management* branded him “the perfect marriage of technical aptitude and trial skill.” Gregg received the Washington D.C. “Intellectual Property Litigator of the Year” award by *Managing Intellectual Property*, and, in 2018, Gregg was selected by the *National Law Journal* for inclusion in its “Winning Litigators: Masters of the Courtroom” edition.

Whether in patent, advertising, trade secret, or other disputes, the foundation of Gregg’s success is built upon his ability to distill complex issues and convey them in a straightforward and persuasive manner. *The National Law Journal* recognized his skill in this area, noting that “all [of his] courtroom experience has helped LoCascio, a trained engineer, hone his ability to explain complex technology to judges and juries.”

Gregg has successfully tried cases for Abbott, BASF, Boeing, Dyson, Honeywell, Schlumberger, and Siemens, among other clients.

Gregg also provides legal counseling and has handled trials for underserved individuals and non-profit organizations on a pro bono basis.



Sandra Phillips Rogers
Group Vice President, Chief Legal Officer, General Counsel and
Corporate Secretary
Toyota Motor North America

Sandra Phillips Rogers is chief legal officer, chief diversity officer, board director, advisor and ally. Her legal career and community leadership spans nearly 30 years; with extensive expertise in the private, oil and gas, pharmaceutical and automotive sectors. Importantly, Phillips Rogers has been at the center of large-scale global transactions, complex litigation management and strategy including issues/crisis management. Today, she oversees the vast legal services function for Toyota’s North American operations, compliance & audit office, sustainability & regulatory affairs and social innovation.

A graduate of The University of Texas at Austin, she is passionate and devoted to the success of women in the legal field and was a founding member of her alma matter’s Center for Women in Law. In 2018, she received The University of Texas School of Law Outstanding Alumna Award. Phillips Rogers has been recognized by foundations, universities and media organizations for her many contributions. Awards

include: Automotive News' *100 Leading Women* and *All Stars* in 2020, D-CEO's *General Counsel Impact Player of the Year*, D-CEO's *Dallas 500* and Black Enterprise's *Most Powerful Women in Business*.

As a change agent, and Toyota's top D&I champion, Phillips Rogers is committed to drive unity, equity and respect for *all* people through education, engagement and action. Thanks in part to her vision and leadership, Toyota was recognized in DiversityInc's Top 10 list in 2020.

- Public Boards: MSA Safety Incorporated (Law Committee Chair; Audit, Nominating and Governance Committee Member) [NYSE: MSA]
- Non-Profit Boards: United Way of Metropolitan Dallas; UnidosUS; University of Texas Law School Foundation; Texas A&M Transportation Institute; Executive Leadership Council



Jason M. Ryan

**Senior Vice President, Regulatory Services & Government Affairs
CenterPoint Energy**

Jason was named Senior Vice President, Regulatory Services & Government Affairs at CenterPoint Energy in July 2020 following service as the company's general counsel and in other legal leadership positions. In his current role, Jason leads colleagues on the rates and regulatory policy team; the regulatory legal team; and the local, state, and federal government affairs team.

Ryan joined CenterPoint Energy in 2009, after representing the company as outside regulatory counsel for nearly a decade. Before that, Jason was a managing partner at energy law firm RyanGlover LLP and a global projects attorney at Baker Botts LLP.

Ryan earned a bachelor's degree in Business Administration with honors from the University of Texas at Austin. He received his law degree with honors from the University of Texas School of Law. Ryan served as an Information Dominance Warfare Officer in the United States Navy from 2005 to 2015. He was appointed by Governor Rick Perry to the Texas Diabetes Council in 2013 for a six-year term ending in 2019; he was reappointed by Governor Greg Abbott in 2019 for a term ending in 2025.

Jason currently serves on the boards of the Houston Bar Foundation and the Texas Gulf Coast Chapter of the Leukemia & Lymphoma Society. He is also a board member of the Association of Electric Companies of Texas and a member of the executive committee of the legal committee of the American Gas Association.

CenterPoint Energy, Inc. (NYSE: CNP) is an energy delivery company with electric transmission and distribution, power generation and natural gas distribution operations that serve more than 7 million metered customers in Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas. As of June 30, 2020, the company owned approximately \$32 billion in assets and also owned 53.7 percent of the common units representing limited partner interests in Enable Midstream Partners, LP, a publicly traded master limited partnership that owns, operates and develops strategically located natural gas and crude oil infrastructure assets. With approximately 9,600 employees, CenterPoint Energy and its predecessor companies have been in business for more than 150 years.



Marc Shelley
Global Director of Litigation
Anheuser-Busch InBev

Marc Shelley is the global director of litigation and risk management at Anheuser-Busch InBev. He joined the in-house legal team in 2017 and heads up dispute resolution, employment, intellectual property and crisis management. Previously, Marc was a partner with the law firm Shook, Hardy & Bacon. He has a law degree from the University of Texas.



Paul W. Theiss
Chairman
Mayer Brown

Paul has been the global Chairman of Mayer Brown LLP since mid-2012. Mayer Brown is among the world's largest and most successful law firms.

Among Paul's responsibilities is joining with others in driving the firm's diversity, equity and inclusion initiatives. Paul is active in a number of organizations supporting diversity, equity and inclusion in the legal profession including the Leadership Council on Legal Diversity, which named Mayer Brown one of its 2020 Top Performers. Paul focuses his practice on mergers and acquisitions work.



Joel Stern
Chief Executive Officer
NAMWOLF

Since March 2014, Joel Stern has been the Chief Executive Officer of the National Association of Minority and Women Owned Law Firms, Inc. (NAMWOLF). NAMWOLF, founded in 2001, is a nonprofit trade association comprised of over 195 minority and women owned law firms in 42 states. NAMWOLF'S mission is to provide corporations the premier place to go to locate and hire minority and women owned law firms of the very highest caliber. Joel has been actively associated with NAMWOLF since 2004 and has served as a board member and also as chair of the In-House Advisory Council.

Joel spent more than 25 years as an in-house counsel for major companies. At Accenture, where he served as Deputy General Counsel from 1996-2010, he acted as chief operating officer for the consulting company's global law department. He also managed all of Accenture's outside counsel relationships as well as managing North and South America legal matters. While in this role, he was tasked with leading a team of attorneys to create a "best in class" diversity and inclusion legal program, which he remains very proud of. Joel was a member of Accenture's US Leadership Team and its global Operations Council, and also part of the firm's CEO Advisory Counsel. During his tenure, the Minority Corporate Counsel Association gave Accenture its "Employer of Choice" award.

In July of 2020, Joel was honored with the National Association of Women Lawyers (NAWL) "Lead by

Example Award” in recognition of a leading male attorney who supports the advancement of women within his organization. In addition, in September of 2020, he received a Lifetime Achievement Award from Chambers and Partners for his long time diversity and inclusion work in the legal profession.

Joel resides in the Chicago area with his wife, Donna, and his now three grown up daughters who all live within twenty minutes of Joel’s home, Brittany, Amanda and Taylor. He is a first time grandfather to two year old Aidan Joel.



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