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Identifying Challenges, Defining Strategies & Impacting the Pipeline

Friday, October 12, 2018
8:00 a.m. – 6:30 p.m.
Dirksen Federal Building

Hosted by Chief Judge Ruben Castillo of the U.S. District Court for the Northern District of Illinois



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The State of Latinos in the Law Symposium AGENDA

8:00 – 9:00 a.m.	<i>Registration, Continental Breakfast, & Networking</i> 25 th Floor Hallway
9:00 – 9:30 a.m.	<i>Welcome & Problem Statement</i> Ceremonial Courtroom
9:30 – 10:30 a.m.	<i>Plenary Session: The State of Latinos in the Law—The Numbers</i> Ceremonial Courtroom
10:30 – 10:45 a.m.	<i>Morning Break</i>
10:45 a.m. – 12:00 p.m.	<i>Breakout Sessions</i> TRACK I: EARLY EDUCATION – EXTENDING THE PIPELINE Breakout Courtroom TRACK II: LAW SCHOOL ADMISSIONS – ENTERING THE PIPELINE Ceremonial Courtroom
12:00 – 1:00 p.m.	<i>Lunch & Keynote Speaker: THE HONORABLE GUSTAVO A. GELPI</i> Chief Judge, United States District Court for the District of Puerto Rico Ceremonial Courtroom
1:00 – 1:15 p.m.	<i>After Lunch Break</i>
1:15 – 2:30 p.m.	<i>Breakout Sessions</i> TRACK III: LAW SCHOOL EDUCATION – GETTING THROUGH THE PIPELINE Breakout Courtroom TRACK IV: PUBLIC SECTOR – ADVANCING THROUGH THE PUBLIC PIPELINE Ceremonial Courtroom
2:30-3:45 p.m.	<i>Breakout Sessions</i> TRACK V: PRIVATE SECTOR – ADVANCING THROUGH THE PRIVATE PIPELINE Breakout Courtroom TRACK VI: JUDICIAL SECTOR – ADVANCING THROUGH THE JUDICIARY PIPELINE Ceremonial Courtroom
3:45 – 4:00 p.m.	<i>Afternoon Break</i>
4:00 – 5:00 p.m.	<i>Closing Plenary Session & Call to Action</i> Ceremonial Courtroom
5:30 – 7:30 p.m.	<i>HLAI Latina Lawyers Commission Reception</i> Chicago Bar Association, 321 South Plymouth Court

THE STATE OF LATINOS IN THE LAW—THE NUMBERS

Latinos are the fastest growing ethnic group in the United States, yet Latinos make up a small percentage of lawyers. Without a significant increase in Latino lawyers, there will be a growing gap between Latinos in society and in the legal profession.

This Session will discuss the current State of Latinos in the Law and raise questions for further research. It will present general demographic data on Latinos in the United States, discuss the pipeline for Latino students from college to law school to law practice, and conclude with a review of the American Bar Foundation’s national study of lawyer careers with a special focus on the Latino lawyer. A White Paper on this presentation will be available for download from the HLAI website after the Symposium.

SPEAKERS



ROBERT L. NELSON, American Bar Foundation

Robert L. Nelson is Professor of Sociology and Law at Northwestern University and the MacCrate Research Chair in the Legal Profession at the American Bar Foundation (where he was Director 2004-2015). He holds a J.D. and Ph.D. in sociology, both from Northwestern, and has held several positions of academic leadership throughout his career. He is a leading scholar in the fields of the legal profession and discrimination law. He has authored or edited 9 books and numerous articles, including *Legalizing Gender Inequality*, Cambridge University Press 1999, which won the prize for best book in sociology in 2001, and *Urban Lawyers: The New Social Structure of the Bar*, University of Chicago Press 2005, and *Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality*, University of Chicago Press 2017. His current research includes *After the JD*, a national study of the careers of lawyers, which is tracking the entering bar class of 2000 for the first 12 years of their careers.



MEGHAN DAWE, American Bar Foundation

Meghan Dawe is a Research Social Scientist at the American Bar Foundation, where she is the Project Manager for the After the JD (AJD) study. She has a PhD in Sociology from the University of Toronto, where she studied inequality and stratification in the legal profession. Her present research examines lawyers' careers using data from AJD, which is a longitudinal study of a cohort of lawyers who joined the bar in the early 2000s. She is particularly interested in investigating the mechanisms that reproduce inequality and stratification in the legal profession.



MONICA LLORENTE, Faculty Member, Northwestern Pritzker School of Law

Monica Llorente teaches law and undergraduate students at Northwestern University and is an advocate for children's rights and education. In January 2018, Monica was appointed by United States Senators Richard J. Durbin and Tammy Duckworth to the Screening Committee for the Northern District of Illinois, which evaluates and recommends federal judicial appointees. In her practice, Monica has represented young people in various judicial and administrative proceedings. She has held many positions in the law school, including Director of the Children's Law Pro Bono Project, Faculty Advisor for the Latino Law Students Association, Acting Director of Diversity Education and Outreach, and Acting Director of Career Services. She has served in other organizations, including as Board Member of the Hispanic Lawyers Association of Illinois and as Education Co-Chair of the ABA Children’s Rights Litigation Committee. Prior to joining Northwestern, she practiced law at Baker & McKenzie in Chicago, and was a teacher before going to law school. She received her A.B. from Duke University and her J.D. from the Northwestern Pritzker School of Law.

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**THE STATE OF LATINOS IN THE LAW—THE NUMBERS
SPEAKERS, CONT.**

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STEVEN HERNANDEZ, Senior Counsel, BP (Retired)

Steve is a seasoned attorney whose career has taken him from representing family and small businesses on West 26th Street in Chicago's Little Village neighborhood to representing one of the world's largest energy companies, BP plc. He is the Chairman of the University of Wisconsin Law School's Board of Visitors; a Trustee of the University of St. Francis (Joliet, IL); and a Trustee of the Hispanic Lawyers Scholarship Fund.

Steve started his in-house career after spending 15 years in private practice. His private practice focused on advising family and small businesses, handling residential and commercial real estate transactions, and counseling construction contractors. During that time, Steve performed hundreds of hours of pro bono or reduced fee legal services for the residents of the Little Village and Pilsen neighborhoods. In 1996, his performance in real estate law came to the attention of the Amoco Oil Company, and he was hired to help develop its 650 acre Cantera Office Development in Warrenville, Illinois. When Amoco merged with BP plc, Steve moved from BP's Real Estate Department to its Law Department.

Until his retirement in 2017, Steve was US Counsel for BP's US Fuels Value Chain Procurement Group. In that capacity, he advised BP's 3 US refineries on national procurement contracts and business issues. He also served as Primary Senior Counsel for Air BP, Castrol Industrial North America Inc. (a BP subsidiary) and BP's US Asphalt Group. Prior to that Steve was the Primary Senior Counsel for BP's \$4 billion Whiting Refinery Modernization Project. In addition, he served as Primary Senior Counsel for BP's Whiting and Toledo Refineries and Arco Aluminum Inc. In 2016, Steve helped spearhead BP's entry into the Mexican Retail Fuel Market allowing it to be the first international oil company to do so in over 70 years.



RAMON OCASIO, III, Municipal Judge, Circuit Court of Cook County, 4th Municipal District

Judge Ramon Ocasio graduated from Roberto Clemente High School in the Humboldt Park community. He received his bachelor's degree from the University of Illinois at Urbana-Champaign and obtained his Juris Doctor from Northeastern University School of Law in Boston, Massachusetts. Upon graduation from law school, he worked as a public defender representing indigent clients in criminal cases. He left his job as a public defender to run the Illinois Attorney General's Northwest Regional consumer fraud office in Chicago. Eight years later he would return to the public defender's office as an Attorney Supervisor. Before being elected judge, Ramon Ocasio served as president of the Puerto Rican Bar Association of Illinois. He was elected and served as a community representative on the Local School Council at InterAmerican Magnet, a Chicago Public School. He also served 10 years as a Trustee for the Catholic Campaign for Human Development.

First elected in 2006, his election victory is a story about what happens when ordinary people confront the Chicago Machine. Ramon wanted to be a Judge but the Cook County Democratic Party had slated the son of a patron. Ramon had a choice; play by the rules, offer his services to a powerful politician, and wait in line or follow his own instincts. The 6th Judicial Subcircuit is located in Chicago's near northwest side, his home base. He submitted his credentials to the people and was elected and was retained by the voters in 2012. Judge Ramon Ocasio III is currently assigned to a felony courtroom in the 4th Municipal District. His previous assignments include Cook County's Bond Court at the George Leighton Criminal Court Building, where he presided over preliminary hearings, extradition matters, misdemeanor trials, and bond court. He then moved to the 4th Municipal District where he presided over misdemeanors, preliminary hearings, and Drug Treatment Court.

Judge Ramon Ocasio was awarded the 2016 Vanguard Award which recognizes individuals who have made the law and legal profession more accessible to and reflective of the community at large. He is a member and the current President of the Illinois Latino Judges Association. Judge Ramon Ocasio's name will appear on the November 6, 2018 ballot.

TRACK I: EARLY EDUCATION – EXTENDING THE PIPELINE

An early education is essential in ensuring that youth access the road to success. Many youth, however, do not have access to such early education programs, and this lack of access creates barriers to the critical building blocks needed to foster an environment of learning. Our high schools are not equipped to support the number of challenges many of our youth face – social pressures, economic instability, and crime. In order to increase the number of Latinos in the legal profession we must extend the pipeline and begin looking at the risk factors and challenges that begin early in a child’s education.

Some of the questions we will strive to answer include: What is keeping high school students from going to college and law school? What ways can high school students be supported academically, and, on a more personal level, what are the tools needed to support our youth both mentally and emotionally? What opportunities can high school students be exposed to in order to increase their confidence in entering the legal pipeline? What role do parents and the community play in our children’s success?

SPEAKERS



PRESTON KENDALL, President, Cristo Rey St. Martin College Prep

Preston Kendall was part of the leadership team that founded the original Cristo Rey Jesuit High School in Chicago in 1996. The purpose of Cristo Rey was to find a way to provide quality, college preparatory education to low income students. He served as Vice President, filling the responsibilities of CFO and Director of the innovative Corporate Work Study Program until 2004. The Corporate Work Study program allows students to earn their education while gaining valuable work experience at law firms, banks, financial institutions, engineering firms, hospitals, and other professional offices.

Kendall was also part of the team that established the Cristo Rey Network to help replicate this unique model for education, becoming its first full-time employee in 2004. The Cristo Rey Network was formed after generous grants from the Bill & Melinda Gates Foundation and the Cassin Educational Initiative Foundation. After having helped open the first 19 schools around the United States, Kendall left his role at the Network to be part of the founding team of Christ the King Jesuit High School on the west side of Chicago (Cristo Rey’s 20th school) where he served as the Vice President for Corporate Internships from 2007 to 2011, running a single program serving both the original Cristo Rey Jesuit High School and the new Christ the King High School that totaled over 900 students in Chicago alone.

In September 2011, Kendall was tapped to lead a turnaround effort at St. Martin de Porres High School, in Waukegan, IL as its President. Now named Cristo Rey St. Martin College Prep, the school is making significant progress with its work-study jobs and finances while leading the Network in several important indicators of academic success. Cristo Rey St. Martin families have an average annual income of \$37,700 with an average household of 4.7 individuals. 93% of CRSM seniors were accepted to bachelor degree programs last year.

Kendall has a BA in English and Writing from Northwestern University and a Masters of Management from Kellogg Graduate School of Management at Northwestern. He is also a proud alumnus of Loyola Academy (Class of ’80). Before Cristo Rey, Kendall held several management positions at Washington National Insurance Company, most recently serving as Vice President for Washington National Financial Services, Inc. until 1996.

Kendall serves on the boards of the Cristo Rey Network, Arrupe College of Loyola University Chicago, and Cristo Rey Jesuit High School in Milwaukee. Kendall is married to the Hon. Virginia M. Kendall and together they share an honorary doctoral degree from Dominican University for their combined service to the community. They have three living children and five grandchildren.

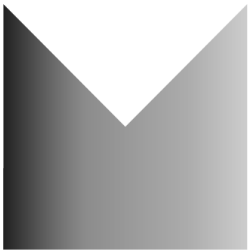


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| SULEMA MEDRANO | HOMERO TRISTAN |

**TRACK I: EARLY EDUCATION – EXTENDING THE PIPELINE
SPEAKERS, CONT.**



LAURA BLACKBURN, Pre-Law Teacher, Jones College Prep

Laura Blackburn is a Pre-Law teacher at Jones College Prep High School. Laura teaches Freshman Honors Law I, a course focusing on the American legal system and criminal law, Sophomore Honors Law II focusing on civil law, and Senior Honors Law IV, an internship practicum class. Laura is in her fourth year of teaching and enjoys being part of the Jones College Prep community and sharing her passion for the law. She is especially interested in encouraging students to consider how they interact with our legal system on a daily basis and how the American legal system can better serve our communities.

Prior to beginning her teaching career with Jones, Laura practiced law with a family law firm and several non-profits in the Chicago area. Most recently Ms. Blackburn served as the Program Director with Just The Beginning - A Pipeline Organization, a non-profit organization committed to encouraging young people from diverse backgrounds to consider a career in the legal field through experiential learning opportunities. Laura is a graduate of the University of Wisconsin-Madison and University of Minnesota Law School.



RATHER STANTON, CEO & Co-Founder, Legal Prep Charter Academy

Rather Stanton is a co-founder and Acting CEO of Legal Prep Charter Academy, Chicago's first and only legal-themed charter high school. In this role and as a member of the Board of Directors, Rather oversees the school's operations, directs Legal Prep's strategic and organizational development, runs its fundraising campaigns and external relations, and manages its business and financial matters. Before Legal Prep, Rather co-founded and served as the Executive Director for Griffith Tutoring, a non-profit organization which prepared over 500 at-risk Chicago high school students per year for the ACT. Rather has also worked as the Development Director for Just The Beginning Foundation, a non-profit offering programs to diverse middle and high school students interested in the legal profession. Born and raised in Memphis, Tennessee, Rather earned a BA in Economics and Political Science from Lake Forest College and a JD from The John Marshall Law School.



JESSICA VELEZ, Associate, Johnson & Bell; Associate Board President, Just the Beginning-A Pipeline Organization

Jessica K. Velez is the current President of the Associate Board for Just the Beginning – A Pipeline Organization. She has been a member of the associate board for three years. During law school, Jessica participated in Just the Beginning's Judicial Internship Diversity Project and was placed with Chief Judge Ruben Castillo. Jessica has been working in civil litigation her entire career in the practice areas of construction law, healthcare law, and general negligence. She is also a member of the diversity committee and women's initiative committee at her firm. Jessica earned her bachelor's degree from the University of Illinois, Urbana-Champaign and a Juris Doctorate from Chicago-Kent College of Law.

MODERATOR



MARY BIRD, Director of Public Service Programs, Loyola University of Chicago School of Law

Mary Bird, the Director of the Center for Public Interest at Loyola School of Law, has been involved with law related education for twenty-five years. She coordinates Loyola's Street Law program, which sends law students out to Chicago Public Schools to work with classroom teachers, teaching law and civics. Ms. Bird previously worked in the area of children's rights for many years: at the Office of the Public Guardian, the Children's Rights Project of the Legal Assistance Foundation of Chicago, and the Office of the Inspector General for the Department of Children and Family Services.

TRACK II: LAW SCHOOL ADMISSIONS – ENTERING THE PIPELINE

Once youth overcome the many challenges they face in their developmental years, the next challenge is applying for graduate school. For many of our youth, they will be the first in their families to graduate with a college degree. Thus, the idea of continuing onto graduate school entails not only taking on large amounts of educational debt but also deferring a full-time job with immediate economic rewards. For some of our youth, it might also implicate the uncertain legal consequences of being a DACA recipient.

The questions this panel will address include: What are the primary challenges preventing or discouraging undergraduate students from applying to law school? What are the primary reasons for Latino students that do apply to law school and are denied admission? Are rejection rates higher for top-tier schools? What methods can be employed to encourage undergraduate students to apply to law school? Is mentoring enough?

SPEAKERS



ANN K. PERRY, Associate Dean for Admissions, University of Chicago Law School

Ann Killian Perry has been the Associate Dean for Admissions and Financial Aid at the University of Chicago Law School since August, 2002. She oversees all aspects of the admissions process including scholarship. Prior to joining the University of Chicago Law School community, Ann was the Assistant Dean for Student Affairs and Financial Aid at the University Of Illinois College Of Law. She also spent two years doing alumni and development work at the University of Illinois College of Law. Her volunteer work related to law school admissions includes committee work for the Law School Admissions Council, where she serves as a member its on Services and Programs Committee, subcommittee on Misconduct and Irregularities in the Admissions Process, and the Newcomer’s Planning Committee. She also chaired its Annual Meeting Planning Committee in 2012. Prior to entering law school administration, she was an associate at Stellato & Schwartz in Chicago.




Ann received two degrees from the University of Illinois: an A.B. in Political Science in 1989 and a J.D. 1993.



AUSTEN L. PARRISH, Dean and James H. Rudy Professor of Law, Indiana University Maurer School of Law

Austen Parrish is the Dean and James H. Rudy Professor at the Maurer School of Law at Indiana University – Bloomington. He serves as a member of the Board of Directors of AccessLex Institute, a nonprofit organization dedicated to issues of access and affordability in legal education. He also currently serves as the Chair of the Membership Review Committee of the Association of American Law Schools. Previously, Dean Parrish served as interim Dean (2012-14), Vice Dean (2008-2012), and as the Irwin R. Buchalter Professor of Law at summer law program at the University of British Columbia in Vancouver, Canada. Prior to entering academia, Dean Parrish was an attorney with O'Melveny and Myers in Los Angeles. Dean Parrish’s research and scholarship is focused on transnational justice issues and the role that national courts and domestic institutions play in solving global challenges. He has taught a variety of courses, including Civil Procedure, Constitutional Law, Federal Courts, Transnational Law, and Public International Law.

He received his bachelor’s degree in political science and economics from the University of Washington, and his law degree from Columbia University, where he was a Harlan Fiske Stone scholar.

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A CALL TO ACTION

CLOSING REMARKS



THE HONORABLE RUBÉN CASTILLO, Chief Judge, United States District Court for the Northern District Illinois

Chief Judge Rubén Castillo, born in Chicago, Illinois to a Mexican father and a Puerto Rican mother, was the first member of his family to finish college. Chief Judge Castillo earned his undergraduate degree in 1976 from Loyola University Chicago, working nights as a clerk at the Illinois Circuit Court of Cook County to put himself through school. He then earned his law degree from Northwestern University School of Law in 1979.

On July 1, 2013, he was the first Hispanic to assume the position of Chief Judge of the United States District Court for the Northern District of Illinois.

THE STATE OF LATINOS IN THE LAW SYMPOSIUM
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TRACK II: LAW SCHOOL ADMISSIONS – ENTERING THE PIPELINE
SPEAKERS, CONT.



JAMIE THOMAS-WARD, Director of Pre-Law Advising Services, University of Illinois at Urbana-Champaign

Jamie Thomas-Ward is the Director of Pre-Law Services at the University of Illinois at Urbana-Champaign, a position she has held since 2008. She received her Bachelor of Arts degree in English from the University of Illinois at Urbana-Champaign. She earned her Juris Doctor Magna Cum Laude from Northern Illinois University College of Law and was admitted to the Illinois bar in 2002. Jamie’s legal practice specialized in real estate development, corporate law, and municipal issues. After practicing law, she obtained her Master of Science degree in Education from Illinois State University to follow her passion for working in higher education. Jamie is also an Adjunct Professor in the Department of Political Science, teaching law-related courses.

A member of the American Bar Association, Champaign County Bar Association, and East Central Illinois Women Attorneys Association, Jamie has served on the board of the Midwest Association of Pre-Law Advisors (MAPLA) since 2012. As a first generation college student herself, she enjoys now being an I-Promise mentor.

MODERATOR



JENNIFER L. ROSATO PEREA, Dean and Professor of Law, DePaul University College of Law

Jennifer Rosato Perea has served as the dean of DePaul University College of Law since July 2015. A nationally recognized leader in legal education, Dean Rosato Perea brings a wealth of experience to DePaul as an experienced administrator, a longtime advocate of active learning and professionalism, and a respected scholar. She is one of only a small number of Latina law school deans in the nation. Dean Rosato Perea is an accomplished scholar and expert on family law, bioethics, legal ethics, and civil procedure. She has published extensively on diverse legal issues that affect children and families. She has presented nationally and regionally on the future and challenges of legal education before a number of organizations including the Association of American Law Schools and the American Bar Association. Dean Rosato Perea has been recognized and honored for her commitment to diversity and access, which includes presentations on implicit bias for a variety of legal audiences. In 2015, she received the Honorary Fellow Award from the Illinois Bar Foundation. Prior to joining DePaul, she served as dean at Northern Illinois University College of Law for six years.



THE STATE OF LATINOS IN THE LAW SYMPOSIUM
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THE HONORABLE GUSTAVO A. GELPÍ

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF PUERTO RICO

Chief Judge Gelpí will discuss his new book *The Evolution of Puerto Rico and Other U.S. Territories (1898-Present)*, which provides essential background for an informed discussion of the Hurricane Maria relief efforts by the United States.



CHIEF JUDGE GELPÍ was born and raised in the Commonwealth of Puerto Rico, a U.S. territory since 1898. He grew up with the logical notion that the Island was an integrated part of the United States of America, after all, the U.S. flag hung from every government building, as well as in all of his classrooms. At age seventeen he moved to Massachusetts to attend college, and later, law school. Until his twenty-sixth birthday, he was able to participate in national elections and exercise his constitutional rights as a U.S. citizen. He voted in Presidential elections, as well as the Senate and Congressional races from within the state and Massachusetts and his respective district. Armed with a law degree and admission to the Massachusetts bar, Chief Judge Gelpí planned on remaining in Massachusetts throughout his career. He was later selected for a clerkship with the Chief Judge of the U.S. District Court in Puerto Rico. Little did he know, his stay in Puerto Rico would extend up to the present.

During this time in Puerto Rico, he has had the opportunity to develop a fascinating, hands-on legal, as well as academic, understanding and perspective of the intriguing relationship that has evolved between the Island and the United States of America. This 120 year long relationship is the subject of Chief Judge Gelpí’s book, “The Constitutional Evolution of Puerto Rico and Other U.S. Territories: (1898 – Present)”. Over the years, as a lawyer, federal judge, and law professor, Chief Judge Gelpí has written and lectured on the juridical nuances between territory and metropolis and the indisputable fact that the U.S. Constitution does not fully follow the Flag into these territories. Over four million U.S. citizens reside in several of the Nation’s overseas territories: Puerto Rico, U.S. Virgin Islands, Guam, and the Commonwealth of the Northern Mariana Islands. Unlike their brethren in the fifty States, they are treated disparately by the federal government. These citizens, more importantly, lack the right to participate in national elections, and hence, are not represented in the White House, Senate, or House of Representatives, where decisions that greatly impact their everyday lives take place.

Chief Judge Gelpí will share the comparative perspective of the status and evolution of Puerto Rico and other U.S. Flag territories. It is not a book about politics, nor one that explores whether, moving forward, Puerto Rico or other insular areas should remain as territories, become States, or attain any form of sovereign status. Such determination lies in the hands of the U.S. citizens of the several non-state areas and the Congress of the United States. However, for those seeking a political solution, as well as those interested in learning about this most fascinating and controversial subject, this book is a starting point for an intellectually honest discussion.

CLOSING PLENARY SESSION & CALL TO ACTION

MASTER OF CEREMONIES



ANGEL GOMEZ, President, AG Gomez Consulting

Before launching his practice in 2008, Angel served as the Vice President of Human Resources for the Midwest Division of Walmart Stores, Inc. located in Chicago, Illinois. In that capacity, Angel developed strategies, processes, and practices that enabled the \$55B business unit to achieve its business objectives by leveraging its human capital. Angel previously served as the Director of Associate Training and Communications for Walmart, as well as the Director of Internal Diversity Relations for the Office of Diversity, and was responsible for launching diversity training and the company’s affinity group programs.

Angel joined Walmart Stores, Inc. in 2004, after a successful legal career in private practice and the organized bar. Angel was a partner at Seyfarth Shaw, LLC, where he focused his practice on EEO Compliance Training and Diversity Consulting. Before joining Seyfarth Shaw, Angel was a founding partner of Castro Gomez Durbin & DeJesús, LLC, a law firm focused on Commercial and Tort Litigation. From 2001 to 2002, Angel served as National President of the Hispanic National Bar Association, representing the interests of more than 25,000 Hispanic attorneys, judges, law professors, and law students throughout the United States. and Puerto Rico. Before serving as President, Angel was appointed the National Convention Chairman for the HNBA’s 25th Anniversary Convention in Chicago, Illinois.

Angel received his Bachelor of Arts in 1991 and his Juris Doctor in 1994, both from the University of Illinois at Urbana-Champaign. There, he received the College of Law’s 1992 Best Oral Advocate Award and the 1994 Rickert Award for Excellence in Oral Advocacy. As a law student, Angel taught public speaking and coached the undergraduate Mock Trial Team. Later he served as an Adjunct Professor of Appellate Advocacy at Loyola University School of Law in Chicago in 2004. Angel has been recognized by several organizations including the Hispanic Alliance for Career Enhancement with its Maestro Award in 2014, and Hispanic Business Magazine, which in 2002 named him one of the Most Influential Hispanics in the United States.



CLOSING PLENARY SESSION & CALL TO ACTION

SPEAKERS, CONT.



JUAN MORADO, Jr., President, Hispanic Lawyers Association of Illinois

Juan Morado Jr. joined Benesch, Friedlander, Coplan & Aronoff, LLP as Of Counsel in the Health Care Practice Group in 2017. At Benesch, Juan serves as a health care regulatory and policy attorney who provides strategic counsel to private and public corporations, organizations, and individuals. Juan advises hospitals, health systems, physician groups, consulting firms, pharmacies, and other clients, helping them to ensure compliance with regulatory requirements and implement industry best practices. Juan also manages internal investigations, audits, and responses to civil investigative demands for clients.

Prior to joining Benesch, Juan served as General Counsel and Ethics Officer to the Illinois Health Facilities and Services Review Board (HFSRB). Before re-joining the HFSRB, Juan served in Governor Pat Quinn’s administration from 2013-2015. His last appointment was as a Deputy Chief of Staff where he served as the Governor’s Senior Advisor on Transportation and Infrastructure Policy. Juan also served as an advisor on economic development and employment issues facing the Latino community in Illinois. Governor Quinn appointed him to the Chicago Metropolitan Agency for Planning Board and he was the Governor’s representative on the National Governor’s Association policy academy on public-private partnerships.

Juan’s first appointment in Governor Quinn’s administration was as an Associate General Counsel in the Governor’s Office of the General Counsel where he was responsible for overseeing a portfolio of 10 state agency legal teams. Before joining the Governor’s office, Juan served as an Assistant General Counsel for the HFSRB from 2011-2013. He began his legal career as an Assistant Corporation Counsel for the City of Chicago.

Juan’s current civic engagements include serving as the President of the Hispanic Lawyers Association of Illinois, Commissioner and Vice-President of the Illinois Medical District Commission, Board Director for the Medical Organization of Latino Advancement, Vice-Chair of ASPIRA Inc. of Illinois, Board Director for the We CAN Achieve Foundation, a member of the Teatro Vista Honorary Board and the National Mexican Fine Arts Auxiliary Board. He is also an active member of the American Health Law Attorney Association, Illinois Association of Health Law Attorneys, Chicago Bar Association, and the Hispanic National Bar Association. Juan is also one the organizers of the annual family event, Bike the 30th Ward.

Juan received a Bachelor of Arts in History with a Minor in American Political Systems from DePaul University and a Juris Doctor from Chicago Kent-College of Law. Juan is a life-long Chicago resident and he and his wife Alice, a school teacher, are raising two children, Benjamin (9) and Liliana (4) in the Belmont-Cragin community.

TRACK III: LAW SCHOOL EDUCATION—GETTING THROUGH THE PIPELINE

Success in law school is vital to accessing employment both during and after graduation. Although many students face difficulties with law school workloads, Latino law students are not sufficiently trained to undertake all that law school entails.

Experts on this panel will discuss: What is keeping law students from succeeding academically, especially in comparison to their white peers? What is keeping law students from advancing into certain networks, especially in those outside of immigration and criminal law? In what ways can Latino law students be better supported and taken into consideration by their institutions, outside of student led groups and affinity bar associations?

SPEAKERS



TIFFANY HARPER, Associate Counsel, Grant Thornton LLP; Co-Founder, Diverse Attorney Pipeline Program

Tiffany R. Harper is Associate Counsel at Grant Thornton LLP, a top accounting firm, where she supports the business in a myriad of human resources, bankruptcy, litigation, and corporate matters. Prior to going in-house, Tiffany was a senior associate at Polsinelli PC, where she focused her practice on corporate bankruptcy, restructuring, and loan enforcement. She also was a Judicial Law Clerk for the Honorable Jacqueline Cox of the Northern District of Illinois Bankruptcy Court.

Tiffany has been recognized as a 2015 and 2016 Rising Star by Illinois Super Lawyers; a top attorney in corporate bankruptcy and restructuring by the Top 100 Black Lawyers; one of the National Bar Association’s 40 Under 40 Nation’s Best Advocates in 2015; a 40 Under 40 Illinois Attorneys Under Forty to Watch in 2015 by the Chicago Lawyer and Law Bulletin Publishing Company; and was named to the inaugural “Hot List” by Lawyers of Color, LLC. Tiffany is also heavily committed to her community and serves in a number of leadership roles. From 2013-2014, she served as the Past President of the Black Women Lawyers' Association of Greater Chicago, Inc. (BWL), and laid the foundation for BWLA's highly successful and renowned 2015 National Summit of Black Women Lawyers, where she served as the conference co-chair. Tiffany has been recognized numerous times for her service and commitment to BWLA, and received the President’s Award in 2011, the Rising Star Award in 2012, the Distinguished Service Award in 2013, and the Visionary Award in 2015.

Tiffany is also dedicated to educating and mentoring the next generation of diverse attorneys. She is a co-founder of the Diversity Attorney Pipeline Program (DAPP) aimed at developing and preparing diverse, female 1L law students for placement in large law firms and other prestigious positions. Tiffany’s very first mentee, who she mentored through college and law school, recently graduated from Harvard Law School and works as an associate at an AmLaw 100 firm. Tiffany received her undergraduate degree from Dartmouth College, with honors, and her Juris Doctorate degree from Washington University in St. Louis.

TRACK III: LAW SCHOOL EDUCATION—GETTING THROUGH THE PIPELINE
SPEAKERS, CONT.



JUAN PEREA, Curt and Linda Rodin Professor of Law and Social Justice, Associate Dean for Research and Faculty, Loyola University Chicago School of Law

Juan Perea joined Loyola University Chicago’s full-time law faculty in 2011. Prior to joining Loyola, he was the Cone, Wagner, Nugent, Johnson, Hazouri & Roth Professor of Law at the University of Florida Levin College of Law. He has also served as a visiting professor at Harvard Law School, Boston College Law School, and the University of Colorado School of Law. During the 2012-13 academic year, he was the Lee Distinguished Chair in Constitutional Law at John Marshall Law School. In 2011, he was the Reuschlein Distinguished Visiting Professor at Villanova Law School. Perea has written extensively on racial inequality, the legal history of race relations in the United States, and the civil rights of Latinos. His articles have appeared in Harvard Law Review, California Law Review, New York University Law Review, Michigan Law Review, UCLA Law Review, Minnesota Law Review and William and Mary Law Review, among others. Upon graduation from law school, he clerked for the Hon. Bruce M. Selya, U.S. Court of Appeals, First Circuit. He joined the Boston law firm Ropes & Gray, where he specialized in labor and employment law. In addition to his experience in private practice, he spent a year as an attorney for the National Labor Relations Board (Region One). He has testified as an expert before the U.S. Senate, the U.S. Equal Employment Opportunity Commission, and the U.S. Commission on Civil Rights.



JOSIE GOUGH, Curt and Linda Rodin Clinical Assistant Professor of Law and Social Justice, Director of Experiential Learning, Loyola University Chicago School of Law

Josie M. Gough is the Assistant Dean, Inclusion, Diversity and Equity, Curt and Linda Rodin Assistant Clinical Professor of Social Justice, Director, Experiential Learning and Professional Development at Loyola University Chicago School of Law

Ms. Gough has practiced law in Illinois on behalf of public and private sector clients for over 25 years. On September 27, 2018, Professor Gough was appointed to the position of Assistant Dean for Inclusion, Diversity and Equity for Loyola University Chicago School of Law. In that capacity she will lead the law school’s on-going efforts to further enhance and cultivate a learning environment for all students, faculty and staff that promotes inclusion and advances the diversity goals of the law school.

In her current position as a Curt and Linda Rodin Clinical Assistant Professor of Social Justice and Director of Experiential Learning and Professional Development, she has been able to strengthen the connection between diversity and academic excellence. Ms. Gough represents the law school as a member of the Educating Tomorrow’s Lawyers Consortium and Alliance for Experiential Learning. Ms. Gough is a frequent speaker on topics related to diversity and inclusion in the legal profession, as well as legal education generally.

Ms. Gough has been the recipient of several awards for her service to the legal profession including in Special Recognition from the Constance Morris House Legal Advocacy Program in 1994, Today’s Chicago Women’s Magazine’s inclusion as one of the 100 Women Making a Difference in 1995, the Donald L. Hollowell Distinguished Service Award presented to her by the Loyola University Black Law Students Association in 2010; the National Summit of Black Women Lawyers Exemplary Service Award in 2015; and most recently in 2016 she was one of nine recipients of the United States Supreme Court Justice John Paul Stevens Award presented by the Chicago Bar Foundation and Justice Stevens’ former law clerks.

Ms. Gough is a member of the American Bar Association, Black Women’s Bar Association of Greater Chicago, Chicago Bar Association, Cook County Bar Association and Federal Bar Association. Ms. Gough is also a member of the Loyola University Chicago School of Law Diversity Council, Advisory Board Member to Legal Prep and University of Chicago Women’s Board.

CLOSING PLENARY SESSION & CALL TO ACTION

The Closing Plenary Session will host a discussion on the key insights and actions necessary to address the issues examined in the respective Breakout Sessions. Leaders will host a dialogue on the underlying challenges and root causes of the barriers Latinos face in law as identified throughout the Symposium. They will call on key stakeholders in the academic, legal, and public policy communities to take decisive action to help Latinos overcome the challenges they encounter.

Chief Judge Rubén Castillo, United States District Court, Northern District of Illinois will provide closing remarks and a final call to action.



SPEAKERS

MARTÍN MONTES, Director, Regulatory Affairs, Commonwealth Edison

Martín Montes is a first generation Mexican-American born and raised in the Humboldt Park Community by his two amazing immigrant parents, Rigoberto y Guadalupe, who worked tirelessly as migrant farm workers and factory laborers their entire lives. He is a proud graduate of Roberto Clemente H.S., where he received scholarships to attend the University of Illinois Urbana-Champaign. Martín later received a BS in Finance from the University of Illinois—Chicago and his J.D. from Indiana University School of Law—Bloomington.

Martín is an active member of the Hispanic Lawyers Association of Illinois (“HLAI”) since the mid-1990’s and served in different leadership and committee roles. He is a twenty-plus year member of the Hispanic National Bar Association (“HNBA”), where he served as an HNBA Regional President and on the HNBA’s Corporate Advisory Board. Through his work and volunteer efforts with the Mexican-American Legal Defense and Educational Fund (“MALDEF”), Martín actively promotes the protection of Latino civil rights and access to education. He served on the MALDEF National Board from 2009 to 2013. Martín also serves as a board member for the Legal Aid Society, Legal Prep Charter Academies, and the Hispanic Lawyers Scholarship Fund. He is an active alum of Indiana University Maurer School of Law, serving as the President of the Latino Alumni Advisory Board and a designated member of the full Maurer School of Law Alumni Board.

Martín is currently Director, Regulatory Affairs for Commonwealth Edison (“ComEd”). He oversees ComEd’s day-to-day strategic outreach and interactions with the Illinois Commerce Commission. Martín leads a team of specialists engaged in the formulation of regulatory strategies and solutions that advocate ComEd’s business interests before the Commission.

Prior to his role at ComEd, Martín worked as Assistant General Counsel for Exelon Corporation’s Legal Department; Associate General Counsel for Wal-Mart Stores, Inc.; an associate at two major national law firms concentrating his practice in labor & employment; and served as a law clerk to the Honorable District Judge Joan B. Gottschall of the Northern District of Illinois.

Martín speaks regularly on the topics of regulatory strategy, legal department management, anti-corruption, and diversity in the legal field. Martín has received several awards throughout his career for his work and dedication to the legal field and community at large.

Martín currently lives in Logan Square and is a proud single full-time father of his “Three Kings”: Marcus (16), Michael (14) and Samuel (12).

TRACK VI: JUDICIAL SECTOR—ADVANCING THROUGH THE JUDICIARY PIPELINE

MODERATOR



THE HONORABLE RUBÉN CASTILLO, Chief Judge, United States District Court for the Northern District of Illinois

Chief Judge Rubén Castillo, born in Chicago, Illinois to a Mexican father and a Puerto Rican mother, was the first member of his family to finish college. Chief Judge Castillo earned his undergraduate degree in 1976 from Loyola University Chicago, working nights as a clerk at the Illinois Circuit Court of Cook County to put himself through school. He then earned his law degree from Northwestern University School of Law in 1979.

Upon graduating from law school, Chief Judge Castillo joined Jenner & Block as an associate, becoming the only minority lawyer at the firm. He worked at Jenner & Block for five years litigating before joining the Special Prosecution Division of the Assistant United States Attorney's Office for the Northern District of Illinois in 1984. As a prosecutor, Chief Judge Castillo received numerous awards including the Department of Justice Special Achievement Award and special commendations for exemplary work from the Federal Bureau of Investigation, the U.S. Drug Enforcement Administration, and the U.S. Customs Service. In 1988, Chief Judge Castillo became the Director and Regional Counsel for the Chicago Office of the Mexican American Legal Defense and Educational Fund ("MALDEF"). As the Director of MALDEF, he served as an advocate for the Mexican American community, initiating actions to end employment discrimination and working to address issues including voting rights, education and immigration. In 1991, he returned to private practice as a partner at the Chicago law firm of Kirkland & Ellis. As a partner there, he litigated several large commercial cases, including complex criminal defense work.

On January 27, 1994, President Clinton nominated Chief Judge Castillo to the United States District Court for the Northern District of Illinois. Following this appointment, President Clinton nominated Chief Judge Castillo as vice-chair of the United States Sentencing Commission; he was the first Hispanic judge to serve on the Commission. During his tenure on the Sentencing Commission, Castillo was an outspoken advocate of reducing the prison sentences of those convicted of the possession, sale, and manufacture of crack cocaine under the tough drug laws passed in the 1980s. Those laws came under criticism from civil libertarians and many judges who claimed that crack cocaine offenders were treated more harshly than users of powder cocaine, which resulted in stiffer penalties for African Americans. Castillo voted his support for eliminating mandatory minimums, claiming that about 85% of the offenders sentenced across all federal judicial districts were African American. On December 11, 2007, the Supreme Court of the United States ruled that judges may deviate from the strict sentencing guidelines developed during the "War on Drugs."

On July 1, 2013, he was the first Hispanic to assume the position of Chief Judge of the United States District Court for the Northern District of Illinois. Chief Judge Castillo heads the Patent Pilot Program for the Northern District of Illinois. He has also served as an adjunct professor of trial advocacy at Northwestern University School of Law for more than twenty years.

TRACK III: LAW SCHOOL EDUCATION—GETTING THROUGH THE PIPELINE

SPEAKERS, CONT.



ARTHUR ACEVEDO, Professor of Law, John Marshall Law School

Arthur Acevedo joined The John Marshall Law School in 2007. He teaches Constitutional Law, Corporations, and Income Tax. Prior to joining The John Marshall Law School, he taught at the University of Baltimore School of Law. He previously taught as an adjunct professor at DePaul University. Prior to joining the legal academy, Professor Acevedo worked for McDonald's Corporation, Marbo Inc., Price Waterhouse, and the Internal Revenue Service.

Professor Acevedo's scholarship focuses on tax law, corporate law, and corporate responsibility. His writings have examined the auditor's role under the Sarbanes-Oxley Act; the failure by the SEC to provide clear accounting standards; the abuse of tax positions by income tax protesters and tax shelter promoters; and the failure of the legal system to promote corporate responsibility. His most recent scholarship analyzes the interaction of corporate law and constitutional law, and asserts that corporate self-interest benefits when management engages in ethical decision-making. His current work-in-progress examines the appropriation of the United States Constitution by corporate interests and its implications on our social, economic, and political institutions. His writings have been cited by numerous writers, including the United States Court of Appeals for the Seventh Circuit.

Professor Acevedo is a three-time graduate from DePaul University, where he received his undergraduate degree with a double major in accounting and finance, his Master of Science in Taxation, and his Juris Doctor degree. Professor Acevedo also successfully passed the CPA exam. He is fluent in Spanish.

Professor Acevedo is a mentor and faculty advisor to the Latino Law Student Association at the John Marshall Law School and the recipient of numerous awards. He also sits on the Board of Directors of the Josephinum Academy, a Catholic, college-prep girls' high school that empowers inner-city young women with a world-class education and a 100 percent college placement record.

MODERATOR



MONICA LLORENTE, Faculty Member, Northwestern Pritzker School of Law

Monica Llorente teaches law and undergraduate students at Northwestern University and is an advocate for children's rights and education. In January 2018, Monica was appointed by United States Senators Richard J. Durbin and Tammy Duckworth to the Screening Committee for the Northern District of Illinois, which evaluates and recommends federal judicial appointees. In her practice, Monica has represented young people in various judicial and administrative proceedings. She has held many positions in the law school, including Director of the Children's Law Pro Bono Project, Faculty Advisor for the Latino Law Students Association, Acting Director of Diversity Education and Outreach, and Acting Director of Career Services. She has served in other organizations, including as Board Member of the Hispanic Lawyers Association of Illinois and as Education Co-Chair of the ABA Children's Rights Litigation Committee.

Prior to joining Northwestern, she practiced law at Baker & McKenzie in Chicago, and was a teacher before going to law school. She received her A.B. from Duke University and her J.D. from the Northwestern Pritzker School of Law.

TRACK IV: PUBLIC SECTOR—ADVANCING THROUGH THE PUBLIC PIPELINE

Having overcome significant barriers in the path to becoming a lawyer, now the decision comes as to which career path to choose – the private or public-sector path? For many Latinos becoming a lawyer is rooted in the idea of seeking justice and helping the Latino community. Should this mean sacrificing a high-paying, private sector job? Entering the public sector can bring several different exciting and fulfilling career opportunities, some of which many law students and young attorneys may not be aware of that provide much distinction and success.

This panel of experts will tackle the following: Do starting salaries (and unpaid internships) play a role in the decisions new Latino lawyers make when seeking public sector jobs? Does large student debt prevent young lawyers from entering the public sector? What types of career opportunities can be achieve in the public sector?

SPEAKERS



SONIA ANTOLEC, Director of Legal Hiring and Recruiting,
Cook County State’s Attorney’s Office

Sonia Antolec is an Assistant State's Attorney and Director of Legal Hiring and Recruiting at the Cook County State's Attorney's Office. She assumed her present position in December of 2016 when Kim Foxx became the State's Attorney of Cook County. Prior to her current role, she served as a Deputy General Counsel and Chief Administrative Law Judge for the Illinois Department of Healthcare and Family Services. She started her legal career as a Cook County Assistant State's Attorney from 2006-2013 before going to HFS. Sonia is a 2007 graduate from Loyola University Chicago School of Law, a 2004 graduate from DePaul University, and 2001 graduate of St. Ignatius College Prep.

In addition to Sonia's legal career in Public Service, she founded the St. Ignatius Mock Trial Invitational, open to public and private schools, in order to create a diverse pipeline into the legal profession. She voluntarily coached Loyola's Hispanic National Bar Association Moot Court team from 2007-2018, is an instructor for Loyola's Intensive Trial Practice, is an adjunct in Advanced Legal Writing for DePaul University School of Law, and is an adjunct professor at DePaul University.



THOR INOUE, Director of Attorney Recruiting and Professional Development,
Illinois Attorney General’s Office

Thor Inouye is the Director of Attorney Recruiting at the Office of the Illinois Attorney General. Prior to this role, Thor was a litigator in the Office and supervised the Prisoner Litigation Unit. He came to the Office from the Michigan Attorney General’s Office and his career has included in-house counsel, private law firms, and the Colorado State Public Defender’s Office.

He received his law degree from University of Colorado at Boulder and has been practicing law since 2000.

TRACK VI: JUDICIAL SECTOR—ADVANCING THROUGH THE JUDICIARY PIPELINE
SPEAKERS, CONT.



THE HONORABLE GUSTAVO A. GELPI, Chief Judge, United States District Court for
the District of Puerto Rico

Judge Gustavo A. Gelpí was born in San Juan, Puerto Rico in 1965. In 1987 he obtained his Bachelor of Arts degree with a concentration in history, from Brandies University and received his law degree in 1991 from Suffolk University in Boston, Massachusetts. He was admitted to the Massachusetts bar that same year. In 1992, he was admitted to the New York and Puerto Rico bars, and in 1993 to the Colorado and U.S. Virgin Islands bars.

Following law school, Judge Gelpí served as a law clerk to Judge Juan M. Pérez-Giménez from 1991-1993. From 1993-1996 he served as an Assistant Federal Public Defender, representing criminal defendants before the United States District Court for the District of Puerto Rico and the United States Court of Appeals for the First Circuit. In 1996, while at the federal defenders office he was detailed to work as Special Counsel at the United States Sentencing Commission, in Washington, D.C.

In 1997 Judge Gelpí returned to Puerto Rico and commenced working at the Puerto Rico Department of Justice, where he served first as an assistant in federal matters to the Attorney General, and then as an Assistant Attorney General in the Department’s Office of Legal Counsel. In 1999, Governor Pedro Rosselló, with the advice and consent of the Commonwealth Senate, appointed Judge Gelpí to be the Solicitor General of Puerto Rico, a position which he occupied until December of 2000. As the Puerto Rico Government’s counsel, Judge Gelpí argued various important constitutional and public policy issues before the United States District Court for the District of Puerto Rico, the United States Courts of Appeals for the First, Second, and District of Columbia Circuits, and the Puerto Rico Supreme Court and Court of Appeals.

In 2001, Judge Gelpí joined the litigation department of the McConnell Valdes law firm. His tenure there was quite short; on June 29, 2001, he was appointed United States Magistrate Judge for the United States District Court for the District of Puerto Rico.

On August 1, 2006, President George W. Bush, with the consent and advice of the Senate, appointed Judge Gelpí to be a United States District Judge. He was sworn-in by Judge Juan M. Pérez-Giménez on August 2, 2006.

Judge Gelpí served as President of the Puerto Rico Chapter of the Federal Bar Association during 2000, and in 2002 became a Fellow of the Foundation of the Federal Bar Association. In 2006, he was awarded an Honorary Doctor of Laws Degree from Suffolk University Law School.

Judge Gelpí is an avid basketball fan, especially of the Santurce Cangrejeros, the Boston Celtics, and Teams USA and Puerto Rico. He is also a comic book collector. His favorite quote comes from the original 1963 Spider-man story, “With great power there must also come great responsibility!”

TRACK VI: JUDICIAL SECTOR—ADVANCING THROUGH THE JUDICIARY PIPELINE
SPEAKERS, CONT.



THE HONORABLE JESSE G. REYES, Presiding Justice of the Illinois Appellate Court, First District, Fifth Division

Jesse G. Reyes is an Illinois Appellate Justice for the First District. Prior to his election to the appellate court, Justice Reyes was assigned to the Chancery Division’s Mortgage Foreclosure/Mechanics Lien Section. His previous judicial assignments have included presiding over various matters in the First Municipal and Sixth Municipal Districts. He has served on a number of Circuit Court committees. Justice Reyes also assisted in the production of the Circuit Court’s educational DUI Video “Que Precio Tiene La Vida.”

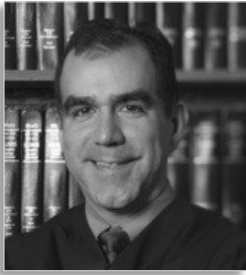
Before his election to the bench, Justice Reyes was employed with the Law Department of the Chicago Board of Education and represented the Board in litigation matters, and was responsible for the development and implementation of policies and procedures pertaining to school reform. Prior to joining the Board of Education, he was a Senior Supervising Attorney with the Corporation Counsel’s Office representing the City of Chicago in complex civil litigation matters.

He has lectured and authored for the Asian American Bar Association, Black Women Lawyers Association of Greater Chicago, Chicago Bar Association, Circuit Court of Cook County, Decalogue Society of Lawyers, Hispanic National Bar Association, Illinois Institute for Continuing Legal Education, Illinois Judicial Conference, Illinois State Bar Association, Women’s Bar Association of Illinois and other community and professional associations in the areas of civil litigation, criminal law & procedure, domestic violence, trial practice, motion practice and mortgage foreclosures.

Justice Reyes is an honorary member of the Asian American Bar Association, DuPage County Bar Association and the Filipino American Bar Association. He is a Master of the Bench of the Chicago Inn of Court. He is the past President of the Illinois Judges Association, John Marshall Law School Alumni Association and the Latin American Bar Association, past Regional President of the Hispanic National Bar Association. He served as Secretary of the Chicago Bar Association and is a former member of the Assembly of the Illinois State Bar Association. Justice Reyes has also served on the boards of Leadership Greater Chicago, Legal Assistance Foundation of Chicago and the Coordinated Advice Referral Program for Legal Services.

Justice Reyes has received various awards and recognitions throughout his legal career. He received the Distinguished Service Award from John Marshall Law School. He was presented with the Judge of the Year Award by the North Suburban Bar Association. He was named Person of the Year by the Latin American Police Association. He was awarded the Mentor of the Year Award from the Hispanic Lawyers Association of Illinois and was inducted into the Thomas Kelly High School Hall of Fame. He received the Advocate for Diversity Award from the Filipino American Bar Association. Justice Reyes was the recipient of the Justice Anthony Scariano Award from the Justinian Society of Lawyers. He was also recognized by the Puerto Rican Bar Association and the Little Village Chamber of Commerce for his service to the community. He was presented with the Recognition Award from the Hispanic Lawyers Association of Illinois for his victory in the 2008 Primary Election establishing him as the first Hispanic to win a county-wide judicial election in Cook County. Additionally, he received the Hispanic Leadership Award from Illinois Secretary of State. Justice Reyes was a 2009 recipient of the Vanguard Award. He received his B.A. from the University of Illinois, Chicago and his J.D. from John Marshall Law School.

TRACK IV: PUBLIC SECTOR—ADVANCING THROUGH THE PUBLIC PIPELINE
SPEAKERS, CONT.



THE HONORABLE DAVID R. NAVARRO, Circuit Judge, Pretrial Division, Circuit Court of Cook County

Judge David Navarro was appointed to be a Circuit Court Judge by the Illinois Supreme Court in May 2017. Following a short assignment in the Traffic Division, he currently sits in the newly created Pre-Trial Justice Division. Prior to his appointment, he served as an Assistant Attorney General for 8 years, and was the Chief of the Public Integrity Bureau for the Illinois Attorney General. He was responsible for the statewide prosecution of cases involving fraud, waste and abuse at the hands of state employees, vendors and other officials. In that position, he prosecuted cases from the Southern tip of Illinois all the way to Rock Island County. Prior to that, he served as an Assistant State’s Attorney with the Cook County State’s Attorney. While there, he was supervisor of the Professional Standards Unit. In that role, he was appointed as a Special Assistant United States Attorney to prosecute a large scale police corruption case.

He is active in the legal community and served as a Board Member for the Hispanic Lawyers Association of Illinois. He has previously served as President of the National Hispanic Prosecutors Association. He is an adjunct professor at The John Marshall Law School and at the Loyola University School of Law where he teaches Trial Practice. In addition, he serves as on the faculty of the Conference Western of Attorneys General to teach trial advocacy to Mexican prosecutors.

He is a graduate of the University of Chicago, where he received his BA in English Literature and Language. Judge Navarro received his JD from the University of Iowa College of Law.



MARIBEL FERNANDEZ-HARVATH, Director – Investigations, Global Compliance & Risk Management, Shire PLC

Maribel Fernandez-Harvath works for Shire Pharmaceuticals, a global biotechnology company. Maribel manages Shire’s internal investigations program where she conducts investigations in and outside the United States. Prior to joining Shire, Maribel worked as an Assistant United States Attorney in Chicago. Maribel worked in the Criminal Division where she investigated and prosecuted a wide range of federal crimes, from fraud to narcotics trafficking. As a federal prosecutor, Maribel directed multiple, large-scale investigations of U.S. and international criminal organizations. Prior to joining the U.S. Attorney’s Office, Maribel worked as an Assistant State’s Attorney in Cook County.

TRACK IV: PUBLIC SECTOR—ADVANCING THROUGH THE PUBLIC PIPELINE

MODERATOR



SERGIO ACOSTA, Co-Chair, White Collar Crime and Government Investigations Practice, Akerman LLP

Sergio E. Acosta is Co-Chair of Akerman LLP’s White Collar Crime & Government Investigations Practice, he is a Fellow of the prestigious American College of Trial Lawyers.

An accomplished trial lawyer, with over 70 jury trials to his credit, he also has extensive experience conducting internal investigations, defending companies and individuals in criminal and regulatory proceedings, and counseling clients on compliance programs and related issues. Sergio represents companies and individuals in regulatory, civil, and criminal proceedings initiated by government agencies for alleged wrongdoing, and proactively counsels clients on enforcement and other litigation matters. Prior to joining Akerman, Sergio served as a Practice Group Leader at another national law firm in Chicago.

Sergio also served as an Assistant U.S. Attorney for approximately eighteen years, including seven years as Chief of the General Crimes Section for the U.S. Attorney’s Office for the Northern District of Illinois. During his tenure as an Assistant U.S. Attorney, Sergio supervised and personally handled hundreds of investigations and prosecutions of complex federal criminal cases involving bank fraud, healthcare fraud, tax fraud, racketeering, violent crime, embezzlement, weapons violations, political corruption, money laundering, obstruction of justice and terrorism. He also served as that Office’s Criminal Civil Rights Coordinator, leading the team of prosecutors and FBI agents that indicted notorious former Chicago Police Commander Jon Burge. In addition, from 1999-2001, Sergio served as Administrator of the Illinois Gaming Board, the agency responsible for regulating all aspects of the Illinois casino gambling industry. Sergio started his career as an Assistant State Attorney in Miami – Dade County, Florida, where he held several supervisory positions under then-State’s Attorney Janet Reno.

THE STATE OF LATINOS IN THE LAW SYMPOSIUM
Identifying Challenges, Defining Strategies & Impacting the Pipeline

TRACK VI: JUDICIAL SECTOR—ADVANCING THROUGH THE JUDICIARY PIPELINE

SPEAKERS, CONT.



THE HONORABLE DORA L. IRIZARRY, Chief Judge, United States District Court for the Eastern District of New York

Appointed by President George W. Bush in 2004, Dora L. Irizarry is the first Hispanic District Judge to serve in the Eastern District of New York. On April 23, 2016, she became the first Hispanic Chief Judge of the Eastern District of New York, and the first female Hispanic Chief Judge within the Second Circuit. Born in Puerto Rico, and raised in the South Bronx, where she attended public schools, she graduated cum laude with honors and distinction in the major of Political Sociology from Yale University in 1976. In 1979, she graduated from Columbia Law School, where she was a Charles Evans Hughes Fellow, and joined the Bronx District Attorney’s Office Appeals Bureau. Assigned to the New York City Special Narcotics Prosecutor’s Office, she investigated and prosecuted some of the City’s largest complex narcotics cases. She also served in the New York County District Attorney’s Office, the New York State Attorney General’s Organized Crime Task Force, and as a special prosecutor in the U. S. Attorney’s Office for the Southern District of New York. Her exemplary accomplishments and innovative leadership in the field of complex narcotics investigations garnered her numerous awards.

In 1995, she was appointed a New York City Criminal Court Judge. In 1997, Chief Judge Irizarry became the first Hispanic woman appointed to the New York State Court of Claims and the first Hispanic woman to sit in Kings County Supreme Court. Thereafter, she sat in New York County Supreme Court. In 2002, she left the bench to run for New York State Attorney General, becoming the first Hispanic woman ever to run for statewide office. She then became Of Counsel to the firm of Hoguet Newman & Regal, LLP, specializing in commercial and employment litigation.

A dedicated mentor to students and attorneys alike, Chief Judge Irizarry is an active member of many bar and judicial associations. She has participated in many Continuing Legal Education programs as well as programs to foster diversity within the legal profession at all levels, particularly in the federal courts. She is a Fellow of the New York State Bar Foundation, and was President of what is now the Latino Judges Association (1997-2002). Included among the awards and recognitions received for her contributions to the administration of justice and enhancement of the legal profession are an honorary degree from Brooklyn Law School awarded in 2018, the 2017 Hon. William C. Conner Inn of Court Excellence Award, the 2016 Federal Bar Association’s Pass the Torch Award, the 2016 Leadership Award from the Cervantes Society of the New York State Courts, the 2014 Columbia Latin American Law Students Distinguished Alumna Award, the U.S. Equal Opportunity Commission’s N.Y. District Office Award in 2011, the Federal Bar Council’s Award for Dedicated and Outstanding Service to the U.S. Courts in the Second Circuit in 2006 and 2009, the congressionally recognized Ellis Island Medal of Honor in 2008, and the 2008 Brooklyn Bar Association Award for Outstanding Achievement in the Science of Jurisprudence and Public Service. On October 30, 2018, she will be honored by the Latino Judges Association with the Hon. Carmen Beauchamp Ciparick Lifetime Achievement Award, and on November 7, 2018, she will be presented with the prestigious Hon. Edward Weinfeld Award from the New York County Lawyers Association.

United States Supreme Court Chief Justice John G. Roberts, Jr. re-appointed Chief Judge Irizarry to the Federal-State Jurisdiction Committee of the Judicial Conference for a second three-year term. She also serves on the Second Circuit’s State-Federal Judicial Council. She previously served on the Eastern District’s Criminal Justice Act Panel Committee, where she spearheaded the implementation of a Mentoring Program to increase the diversity of qualified applicants to the Criminal Justice Act Panel. Since 2005, Chief Judge Irizarry has presided over a drug re-entry court providing intensive post-conviction supervision to persons whose crimes were motivated by addiction to make them productive members of society and reduce recidivism.

TRACK VI: JUDICIAL SECTOR—ADVANCING THROUGH THE JUDICIARY PIPELINE

The prestige of becoming a judge is often seen as an unattainable goal for most attorneys, especially within the Latino legal community. Becoming a judge can be veiled in mystery depending on what is needed for a judicial appointment, judicial election, or application for an open position in the judiciary. At times, it can mean not having the right preparation or experience, or it can simply mean not having access to the right information on deciding whether to make a move to the bench.

Our esteemed panel will share their thoughts on: What young lawyers should consider *now* to prepare for a judicial career? How important is fundraising when running for an elected judgeship? Would you encourage more senior attorneys to make the switch to the bench and what methodology should they employ?

SPEAKERS

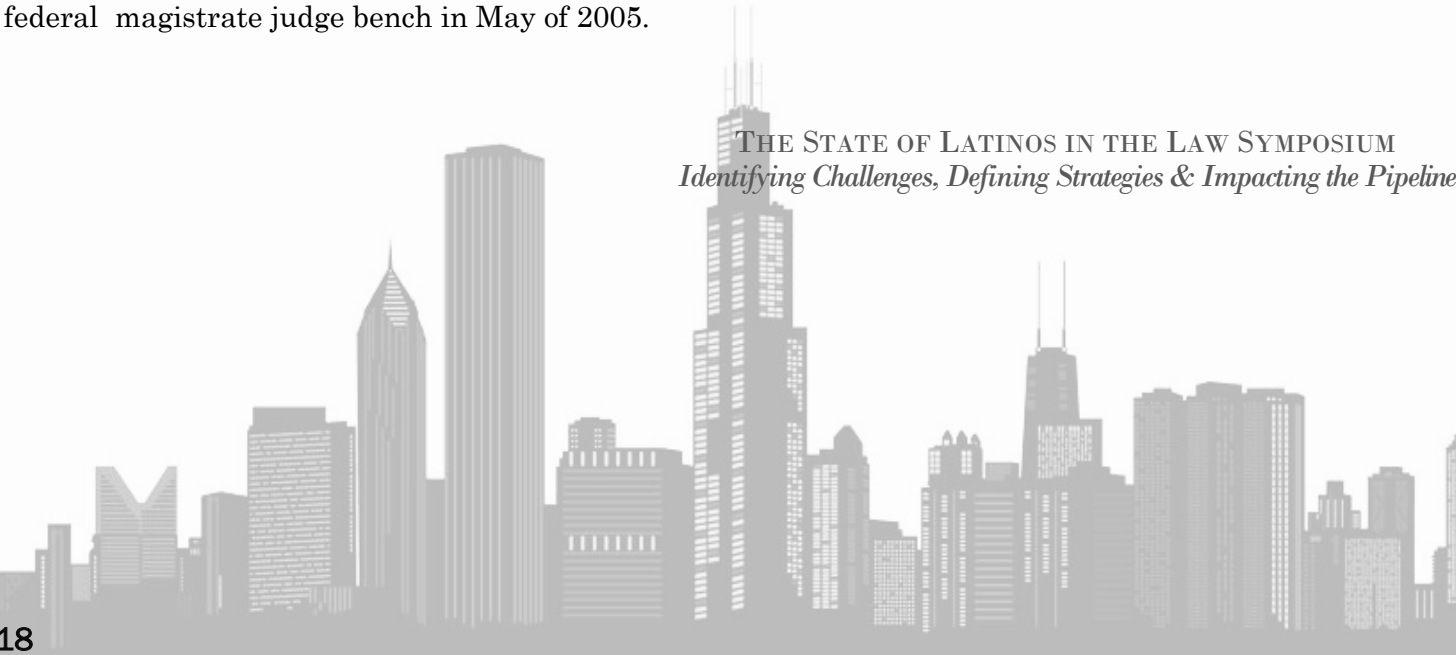


THE HONORABLE MARIA VALDEZ, Presiding Magistrate Judge, United States District Court for the Northern District of Illinois

Maria Valdez is the Presiding Magistrate Judge for the Northern District of Illinois. Prior to becoming a federal magistrate judge she was the Chicago Regional Counsel of the Mexican American Legal Defense and Educational Fund (MALDEF), concentrating her trial and appellate practice in the areas of constitutional law and the federal Voting Rights Act. She began her legal career in 1988 as a federal public

defender in Los Angeles, California representing indigent criminal defendants. Judge Valdez also worked as a senior associate at the law firm of Hughes, Socol, Piers, Resnick & Dym in Chicago where she specialized in federal civil rights litigation. Judge Valdez has participated on countless panels discussing federal civil procedure and practice.

She received her undergraduate degree from the University of California at Los Angeles and her law degree from the University of California, Hastings College of the Law. Judge Valdez was appointed to the federal magistrate judge bench in May of 2005.



TRACK V: PRIVATE SECTOR—ADVANCING THROUGH THE PRIVATE PIPELINE

For many law students, working in the private sector may seem like the “golden prize,” however, for many Latinos this is a path that can seem out of reach. Whether the reason is self-doubt, a lack of understanding as to what the law firm or in-house counsel hiring process may entail, not having the academic credentials often sought by law firms, or all of the above, Latinos still make up a small percentage of the attorneys in law firms and an even smaller percentage of the attorneys in corporate legal departments.

Our panel of experts will discuss: How does a low, or non-existent, exposure to private sector attorneys play a role in Latino lawyers entering, and staying in, private sector jobs? How do we help prepare our youth with the tools needed to achieve the high academic success often sought by law firms? What role can law firms play in diversifying their ranks and supporting attorneys of color? Do hiring practices and firm/corporate culture play a role in the hiring and retention rates of Latino lawyers? What affirmative steps can corporations take to increase their pipeline of Latino lawyers?

SPEAKERS



MICHAEL E. MARTÍNEZ, Managing Partner, Chicago Office, K&L Gates LLP

Michael E. Martínez concentrates his practice on multi-district class actions and arbitrations involving a wide spectrum of antitrust and complex commercial litigation issues. He has represented numerous global and domestic corporations in a wide variety of federal and state court cases involving antitrust claims under Sections 1 and 2 of the Sherman Act and the Robinson-Patman Act as well as unfair competition and deceptive trade practice claims under numerous state statutes. He regularly counsels clients on competition, distribution, franchising, and sales and marketing practices.

Mr. Martínez has substantial experience seeking and defending emergency injunction matters involving false advertising, trade secrets, covenants not to compete and unfair competition. He has successfully argued before the Seventh Circuit Court of Appeals and obtained immediate injunctive relief for clients in antitrust, franchising and intellectual property cases.

Mr. Martínez has successfully represented numerous national and international franchisors and manufacturers in a myriad of franchising and distribution issues. He has substantial experience counseling both domestic and international clients regarding distribution and licensing arrangements.



DENNIS GARCIA, Assistant General Counsel, Microsoft

Dennis Garcia is an Assistant General Counsel for Microsoft Corporation based in Chicago. He practices at the intersection of law, technology, and business and leads the legal support function for Microsoft’s U.S. Enterprise Commercial sales team. Prior to joining Microsoft, Dennis worked as an in-house counsel for Accenture and IBM.

Dennis received his B.A. in Political Science from Binghamton University and his J.D. from Columbia Law School. He is admitted to practice in New York, Connecticut and Illinois (House Counsel). Dennis is a Fellow of Information Privacy, a Certified Information Privacy Professional/ United States, and a Certified Information Privacy Technologist with the International Association of Privacy Professionals. He serves on the Board of Directors of Illinois Legal Aid Online, the Minority In-House Counsel Association, the Association of Corporate Counsel – Chicago Chapter, the Illinois State Bar Association Standing Committee on the Future of Legal Services and as Vice-Chair of the Chicago Bar Association Financial and Emerging Technology Committee. Dennis is also a Fellow-Elect to the 2018 Class of the College of Law Practice Management.

TRACK V: PRIVATE SECTOR—ADVANCING THROUGH THE PRIVATE PIPELINE
SPEAKERS, CONT.



JESSE RUIZ, Partner, Drinker Biddle & Reath LLP

Jesse H. Ruiz is a partner in the Corporate and Securities Group of Drinker Biddle & Reath where, for almost 22 years, he has focused his practice on business transactions, including mergers and acquisitions, venture capital and private equity investments, equity and debt offerings, financings and a variety of commercial transactions. Drawing on his experience in business, management consulting and his work in the public sector, Jesse also counsels public and privately-held companies and entrepreneurs on strategic initiatives and transactions.

Additionally, he serves as the relationship partner and manages all aspects of the firm’s legal services for several major firm clients, including class action litigation, contract, corporate, compliance, customs and trade, environmental, labor and employment, intellectual property, land use and zoning, litigation, real estate and regulatory matters. Jesse is also a Lecturer in Law at the University of Chicago Law School, where he teaches a seminar on negotiations.

Throughout his career, Jesse has also dedicated time to public service. He currently serves as the President of the Chicago Park District Board of Commissioners and as a Commissioner on the Public Building Commission. He has also served as Vice President of the Chicago Board of Education, Interim CEO of Chicago Public Schools, Chairman of the Illinois State Board of Education, Commissioner on the U.S. Department of Education Equity and Excellence Commission, Commissioner on the Illinois Supreme Court Character and Fitness Committee, and Commissioner on the Chicago Public Schools Desegregation Monitoring Commission.

Jesse is the 1st Vice President of the Chicago Bar Association and is also a past president of the Hispanic Lawyers Association of Illinois, a past Chairman of the Hispanic Lawyers Scholarship Fund of Illinois, and a past Chairman of the Chicago Committee on Minorities in Large Law Firms.

Jesse received his J.D. from The University of Chicago Law School, where he served as an editor of the University of Chicago Law School Roundtable. He received his Bachelor of Arts in economics from the University of Illinois at Urbana-Champaign.



GLORIA SANTONA, Of Counsel, Baker McKenzie

Gloria served as Executive Vice President, General Counsel and Secretary of McDonald's Corporation for nearly 40 years. Since 1977, she held positions of increasing responsibility in McDonald's legal department, serving as U.S. General Counsel from December 1999 to June 2001 and corporate General Counsel from June 2001 until 2017. As a member of the company's executive leadership, she was actively involved in the company's growth strategy. She led the company's worldwide legal, risk, compliance and regulatory function.

Widely respected in the legal profession, Gloria was named an Outstanding General Counsel by the National Law Journal and has been recognized as one of America’s Top General Counsel by Corporate Board Member magazine. Under Gloria's leadership, McDonald’s legal department won numerous awards for its commitment to diversity and pro bono.

Gloria works closely with the Firm's practitioners in delivering high-value legal services focused on our clients' business needs. She supports the Firm's diversity and inclusion efforts and contributes to its industry-focused client initiatives, particularly in the Food & Beverage and Consumer Goods and Retail sectors.

TRACK V: PRIVATE SECTOR—ADVANCING THROUGH THE PRIVATE PIPELINE
MODERATOR



SULEMA MEDRANO, Partner, Smith Amundsen LLC

Sulema is a partner at the law firm SmithAmundsen LLC. She defends clients in various litigation matters, including premise liability, products liability, personal injury claims at large construction sites, bad faith and extra contractual claims related to insurance coverage, legal malpractice, breach of contract and breach of fiduciary duty.

Prior to joining the firm, Sulema worked at the Cook County State’s Attorney’s Office where she divided her time as an assistant state’s attorney between the domestic violence division and the criminal appeals division.

She regularly volunteers with the Trial Advocacy program as an assistant trial team coach. She is also a volunteer and event host for the Chicago Metropolitan Battered Women’s Network.

