

DIVERSITY SUMMIT

**FROM TOKENISM TO
EMPOWERMENT:
CREATING TRUE EQUITY
IN THE LEGAL PROFESSION**

Friday, October 9, 2020

Presented by the NJSBA Diversity Committee, in cooperation with:

NJSBA LGBT Rights Section

NJSBA Minorities in the Profession Section

Asian Pacific American Lawyers Association of New Jersey

Association of Black Women Lawyers of New Jersey

New Jersey Muslim Lawyers Association

Garden State Bar Association

Hispanic Bar Association of New Jersey

New Jersey Women Lawyers Association

South Asian Bar Association of New Jersey

Rutgers Law School

Seton Hall Law School

The Day's Program

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| <p>8:30 a.m.</p> | <p>Opening Remarks NJSBA President Kimberly A. Yonta</p> |
| <p>8:45 a.m.</p> | <p>Then & Now: The Evolution of Diversity in the Law An overview of how notions of “diversity” have evolved in federal and state law. How have the definitions of “protected classes” changed over time? How has the law – employment law for one, but other areas as well – evolved as statutes and directives have emerged to right historical wrongs? What legal and political arguments have various movements for equity borrowed from and built upon? The discussion will expand the attendees’ knowledge and understanding of various areas of the law, including employment, elder and disability rights and civil rights law. Moderator: James A. Lewis V, Esq. Co-Chair NJSBA Diversity Committee NJSBA Trustee Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus Thomas H. Prol, Esq. Past President, NJSBA Sills Cummis & Gross PC, Newark Charles R.G. Simmons, Esq. Rainone Coughlin Minchello, LLC, Iselin Crystal West Edwards, Esq. Porzio, Bromberg & Newman PC, Morristown Dalya Youssef, Esq. President, New Jersey Muslim Lawyers Association Senior Staff Attorney, Central Jersey Legal Services, Inc</p> |
| <p>9:55 a.m.</p> | <p>From the Inside Looking Out: D & I, an In-House Perspective What impact have corporate initiatives for equity had on diversity and inclusion in the overall legal profession? How successful have these initiatives been in affecting real change, and what potential still is untapped? What do in-house attorneys look for in terms of diversity when looking to hire outside counsel? This program will help to advance the competence of attorneys and expand their understanding of their professional responsibilities. Moderator: Luis Diaz, Esq. Visione & Affiliated Companies</p> |

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| | <p>Miguel Alexander Pozo, Esq. Cozen O'Connor, Newark</p> <p>Jeremy Farrell, Esq. NJSBA Trustee LeFrak</p> <p>Rippi Karda, Esq. Verizon</p> <p>Mikeisha Anderson Jones, Esq. American Express</p> |
| 10:55 a.m. | <p>Creating Sustaining & Managing Safe Law Firm Workplaces</p> <p>Statistics show that law firms have made incremental progress at better reflecting the diversity of the profession, but those changes are not reflected in the ranks of law firm leadership. Hear from law firm managing partners and attorneys about their experiences and efforts to build truly inclusive organizations, and learn more about initiatives to improve diversity, such as the Mansfield Rule. This program will expand the attendee's knowledge of diversity initiatives including cultural change, policy efforts and the current requirements of labor and employment law</p> <p>Moderator:</p> <p>Norberto Garcia, Esq. President, New Jersey State Bar Foundation Blume Forte Fried Zerres & Molinari, Chatham</p> <p>Carolyn O'Connor, Esq. Wilson Elser, Florham Park</p> <p>Eric S. Pennington, Esq. City of Newark</p> <p>Ralph Lamparello, Esq. Past President, NJSBA Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus</p> <p>Edward J. Mullins III, Esq. Edward J. Mullins III, Esq. LLC, Union City</p> |
| 11:55 a.m. | Break |
| 12:00 p.m. | <p>Mel Narol Award Presentation to Lora Fong</p> <p>Presentation of the 2020 Mel Narol Award</p> <p>All are invited to the presentation of the 2020 Mel Narol Award to Lora Fong, currently Assistant Attorney General and Chief Diversity Officer for the Department of Law and Public Safety. The award is named for Mel Narol, a charter member of the New Jersey State Bar Association's Task Force on Diversity who</p> |

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| | <p>worked tirelessly to make diversity efforts within the association a permanent order of business. The award celebrates his work, his collegiality and his unwavering kindness.</p> |
| 12:35 p.m. | <p>Break/Friday Prayers</p> |
| 1:30 p.m. | <p>Unpacking Privilege and a Conversation on Intersectionality Privilege and intersectionality are two somewhat academic terms that are becoming more and more mainstream. What do these words mean, and how do they affect the work of lawyers? How do these concepts relate to the notion of equal protection under the law considering that different groups of people experience the law differently? This program will advance professional competence by expanding on attendees’ knowledge of the law in both theoretical and practical applications Moderator: Maria Vallejo, Esq. Co-Chair, NJSBA Diversity Committee Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus Lisa R. Burke Diversity, Inclusion, and Community Engagement Program Coordinator Administrative Office of the Courts Celeste Fiore, Esq. Argentino Fiore Law & Advocacy, Montclair Christopher Keating, Esq. NJSBA Trustee The Keefe Law Firm Cheyne R. Scott, Esq. Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus</p> |
| 2:30 p.m. | <p>How to Be an Anti-Racist _____ What does it mean to be anti-racist? As a lawyer? As a leader? As a person? We’ll take a closer look the law’s power when it comes to advancing anti-racist principles by looking at some reforms going on in public and private spheres; we will also consider the ethical dimensions of embracing anti-racism under the rules of professional conduct. This program will expand an appreciation and understanding of the ethical and professional responsibilities of lawyers. Moderator: Raymond M. Brown, Esq. Pashman Stein Walder Hayden, Hackensack</p> |

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| | <p>Paulette Brown, Esq. Past President, American Bar Association Locke Lord LLP, Princeton</p> <p>Kimberly Mutcherson, Esq. Co-Dean, Rutgers University School of Law</p> <p>Wade Henderson, Esq. Former president, Leadership Conference on Human and Civil Rights</p> |
| 3:30 p.m. | Bring your own Cocktail Happy Hour and Networking |

Opening Remarks

Kimberly Yonta President, New Jersey State Bar Association

Kimberly A. Yonta was sworn in May 14 to serve as president of the New Jersey State Bar Association (NJSBA) at its 2020 Virtual Annual Meeting. The NJSBA is the state's largest association of judges, lawyers and legal professionals.

Yonta, a former Association trustee, is a New Brunswick practitioner who concentrates in criminal trial advocacy and municipal criminal matters. In her speech, she acknowledged the challenging pandemic and economic crisis. "You are not alone. The New Jersey State Bar Association is the guiding force that advocates for and unites the legal community during this turbulent time. You can look to the Association as a beacon that will help us navigate these rocky waters and see us safely to shore," she said.

Yonta said she would focus the Association's efforts on promoting access to the justice system, which includes matching attorneys with members of the public who qualify for reduced-fee legal services through Legal Edge, the NJSBA's new platform under development, and by protecting the public by advocating against non-lawyers providing legal services. Yonta said she would also place a renewed focus on the Young Lawyers Division, creating ways to connect them with mentors and firms and by developing a new series, with county bar associations, to teach them trial skills; and bring attention to the well-being needs of all attorneys.

Yonta has extensive experience in the Association. She is a past chair of the Criminal Law and Women in the Profession sections, has previously chaired the Lawyers in Transition and Finance and Operations committees, and is a former chair of the Young Lawyers Division. Yonta is a member of several other Association groups, including the *Amicus*, Finance and Operations, Government and Public Sector Lawyers, and Meetings Arrangements and Program committees; and has served as the Association's representative to the New Jersey Supreme Court Committees on Model Criminal Jury Charges and Jury Selection. She is a recipient of the Solo Small-Firm Lawyer of the Year Award for her work related to lawyers in transition, and received a 2018 Legislative Service Award for efforts on the veterans diversion program.

Yonta is also a trustee with the Middlesex County Bar Association.

She is married to former NJSBA Trustee Craig M. Aronow. They live in East Brunswick with their two daughters, Abigail and Madeline.

Then & Now: The Evolution of Diversity in the Law

Links and Materials

New Jersey Statewide Network for Cultural Competence

Field of Practice Resources: Key Cultural Competency Resources by Field

We have assembled on these pages a selection of resources on cultural competency in specific fields of practice. These resources are intended to provide a broad overview and introduction to the topic. Whenever possible, we direct the reader to other websites with supplemental resources. Click on the topic area to access resources.

- [Child Welfare](#)
- [Disability](#)
- [Education](#)
- [Emergency Services](#)
- [Health Care](#)
- [Law Enforcement](#)
- [Mental Health](#)

<https://www.nj.gov/njsncc/resources/field-resources/>

Chopp, Debra. "Addressing Cultural Bias in the Legal Profession." *NYU Rev. of L. and Soc. Change* 41, no. 3 (2017): 367-406.

Abstract

Over the past two decades, there has been an outpouring of scholarship that explores the problem of implicit bias. Through this work, commentators have taken pains to define the phenomenon and to describe the ways in which it contributes to misunderstanding, discrimination, inequality, and more. This article addresses the role of implicit cultural bias in the delivery of legal services. Lawyers routinely represent clients with backgrounds and experiences that are vastly different from their own, and the fact of these differences can impede understanding, communication, and, ultimately, effective representation. While other professions, such as medicine and social work, have adopted measures that are designed to mitigate the effects of cultural bias on service delivery, the legal profession lags far behind. In contrast to professionals in these other disciplines, lawyers have seen little by way of change-to either educational models or to the Rules of Professional Conduct-with an eye toward addressing the problem of cultural bias. This article seeks to highlight the failure of the legal profession to take such steps and suggests avenues for reform.

Download article here:

<https://repository.law.umich.edu/cgi/viewcontent.cgi?article=2874&context=articles>

Please see additional materials on NJSBA Website:

<https://tcms.njsba.com/personifyebusiness/Diversity/2020DiversitySummitMaterials.aspx>

Moderator: James A. Lewis, V
NJSBA Trustee; Co-Chair NJSBA Diversity Committee
Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus

James Alexander Lewis, V concentrates his practice in the areas of complex civil litigation and employment matters, including representing public entities, corporations, non-profits, and individuals. His practice includes, but is not limited to, prosecuting and defending claims involving discrimination, harassment, contract disputes and allegations of civil rights violations. In addition to his extensive experience litigating matters before the state and federal courts of New York and New Jersey, James also counsels employers by way of conducting workplace investigations, and drafting handbooks and policies related to maintaining a safe workplace.

Before entering private practice, James served as a law clerk in Ocean County Superior Court, Superior Court of New Jersey. Subsequently, James served as the inaugural law clerk for the Hon. Michael A. Shipp, U.S.D.J. upon his elevation to the United States District Court, District of New Jersey.

Prior to his clerkships, James served as a summer associate in the legal department of a Fortune 100 company. James also served as a summer associate for the United States Attorney's Office for the District of New Jersey.

James attended Rutgers University on an academic scholarship and graduated with honors, before obtaining his juris doctorate in New York. While in law school, James served on the Student Bar Association and as President of the Black Law Student Association. Due to his academic performance and service, James was recognized with several scholarships and awards, including a NYC Bar Diversity Fellowship, and he was the recipient of the Dedicated Service to the Law School Award at graduation.

James is an alumnus of the Seton Hall University School of Law, Pre-Legal Program, where he was awarded the Best Legal Writing Award. In 2012, James returned to the program as a Professor of Legal Writing and Oral Advocacy.

James is a recognized leader in the legal community. Among his recent accomplishments, James is the 2019 recipient of the Professional Lawyer of the Year Award. Additionally, in 2019, he was named a Diversity Fellow by the American Bar Association. Currently, James serves on the Board of Trustees for the New Jersey State Bar Association ("NJSBA") and is an active member in several sections and committees of the organization. He is the co-chair of the Diversity Committee, and chair-elect of the Minorities in the Profession Section ("MIPS"). James was recently appointed as a founding member of the Commission on Racial Equity in the Law. In addition, James is currently serving as the Treasurer for the Garden State Bar Association. James has been appointed by the Supreme Court of New Jersey to serve on the Ethics Committee and the Committee on Jury Selection in Civil and Criminal Trials.

James currently serves on the Board of Directors for Kismet of Kings, a non-profit organization dedicated to uplifting young men ages 11-17 in his hometown of Jersey City, New Jersey. James is a member, and past General Counsel of a New York chapter, of Alpha Phi Alpha Fraternity, Inc. James has also served as a mentor for the New Jersey Law and Education Empowerment Program (NJLEEP) and a "Big Brother" for the Big Brothers Big Sisters Program.

Thomas H. Prol
Former President, NJSBA
Sills Cummis & Gross PC, Newark

Thomas H. Prol, a Member of Sills Cummis & Gross, concentrates his practice on environmental, land use, and related litigation and administrative law matters. He is admitted to practice law in New Jersey and New York and before numerous federal courts.

Mr. Prol is a Past President of the New Jersey State Bar Association (2016-2017) and was the first openly gay leader in the Association's history. He is a member of the American Bar Association House of Delegates, and is a Fellow of the American Bar Foundation, an honor bestowed on less than one percent of the attorneys in each jurisdiction.

Throughout his legal career, Mr. Prol has been a vocal advocate on issues of equality and access to justice. He worked to advance marriage equality and LGBT rights in New Jersey, and was an advocate for, and successfully argued the defense of both the New Jersey Criminal Justice Reform Act and the New Jersey Anti-Bullying Act. Mr. Prol is also a founding member and serves in the executive leadership of Garden State Equality, the leading New Jersey LGBT civil rights organization. He previously served as vice chair of the National Lesbian and Gay Law Association (now known as the National LGBT Bar Association) and on the board of the LGBT Bar Association of Greater New York.

Mr. Prol has appeared and has authored/co-authored numerous briefs over the past decade before the New Jersey Supreme and Superior Courts, New Jersey Council on Local Mandates and the U.S. Third Circuit Court of Appeals. He is a frequent lecturer for the New Jersey Institute for Continuing Legal Education ("NJICLE").

Mr. Prol is an adjunct professor at Seton Hall University School of Law, and previously taught legal writing and appellate advocacy at New York Law School. He also served as Associate General Counsel and Agency Chief Contracting Officer for New York City's Department of Consumer Affairs.

Prior to practicing law, Mr. Prol was an environmental scientist and enforcement officer for the U.S. Environmental Protection Agency, and served two years as a volunteer in the U.S. Peace Corps in Nepal.

Mr. Prol has also held externships with the U.S. Attorney's Office (EDNY), the New York City Commission on Human Rights, CNN and The Carter Presidential Center.

Charles R.G. Simmons
Rainone Coughlin Minchello, LLC

Charles Simmons, Esq. is a Partner whose practice focuses on defending personal injury, civil rights and labor and employment matters.

Mr. Simmons' prior experience includes representing municipal entities in personal injury, civil rights and labor and employment litigation in the United States District Court and New Jersey Superior Court. He has prosecuted Alcohol Beverage Control violations, represented municipal water utilities charged with Notices of Probable Violations from the Board of Public Utilities and represented public entities in collective bargaining negotiations. Mr. Simmons also served as an Assistant Deputy Public Defender for New Jersey's Office of the Public Defender-Union Trial Region. There Mr. Simmons gained experience representing clients in jury trials, motion practice, detention hearings and emergent appeals.

Mr. Simmons is a graduate of Rutgers School of Law-Newark, where he received the Myron Harkavy Prize for being the member of the graduating class showing the most promise as a trial lawyer. During his time in law school Mr. Simmons was on the Moot Court Board, the National Mock Trial Team and Women's Rights Law Reporter. He was also involved in the Constitutional Litigation Clinic and the Civil Justice Clinic.

Crystal West Edwards
Porzio, Bromberg & Newman PC, Morristown

Crystal West Edwards is a Principal in the Wealth Preservation Group and brings extensive experience in the areas of elder law and special needs planning and counseling. A Certified Elder Law Attorney by the ABA accredited National Elder Law Foundation, Crystal focuses her practice on elder law, special needs planning and advocacy, estate planning and estate administration.

Crystal is highly experienced working with the legal problems of aging individuals and those with disabilities. Crystal counsels seniors, individuals with special needs and their families with issues pertaining to complex estate and tax planning, asset preservation, eligibility for means-tested government benefits, fiduciary appointments and representation and advocacy. She is also a trusted advisor to financial institutions and corporate fiduciaries with judicial and administrative accountings and counseling regarding initial or continued means-tested government benefits eligibility for its trust beneficiaries.

Crystal is a sought-after speaker and has authored numerous publications on the topics of elder and disability law, estate planning, special need trusts and government agencies. She was honored in 2012 by the State of New Jersey with a Senate Resolution for "her meritorious history of professional leadership and exemplary dedication" and in 2014, she received the 2014 Young Lawyer Award from the Garden State Bar Association for her "exceptional commitment to the GSBA, the Community & the Elder and Disability Law Bar." She is a member of the Board of the National Academy of Elder Law Attorneys (NAELA).

Dalya Youssef
President, New Jersey Muslim Lawyers Association
Senior Staff Attorney, Central Jersey Legal Services, Inc.

Ms. Youssef graduated from Rutgers University-Douglass College in 1996 (magna cum laude) then Rutgers School of Law-Newark, cum laude, in 2001. After graduation, she clerked for The Honorable Joseph C. Messina, Presiding Judge of the Chancery Division-General Equity in Middlesex County.

She is currently a Senior Staff Attorney in the Matrimonial Unit at Central Jersey Legal Services, Inc. where she represents clients on all aspects of family law issues as well as guardianships in the Superior Court and Appellate Court. Prior to that Ms. Youssef successfully ran her own practice.

Ms. Youssef has received many awards over the course of her career such as: 2008 Volunteer Lawyer's for Justice Pro Bono Award, 2012 Strengthen Our Sisters Service Award for Representation of Victims of Domestic Violence, 2014 Middlesex County Bar Association Pro Bono Attorney of the Year and 2019 Wafa House service award.

In addition to her involvement with NJMLA, she has also served on many other boards and organizations including the Middlesex County Bar Foundation and Supreme Court Committee on Women in the Courts. Ms. Youssef has three beautiful children who are her pride and joy. In her free time she enjoys kickboxing, walking and cooking.

From the Inside Looking Out: D & I, an In-House Perspective
Links and Materials

- **Diaz, Luis & Dunican, Patrick (2011) "Ending the Revolving Door Syndrome in Law,"** Seton Hall Law Review: Vol. 41 : Iss. 3 , Article 4.
Available at: <https://scholarship.shu.edu/shlr/vol41/iss3/4>
- **How To Measure The Success Of Corporate Diversity Work**
 - <https://www.forbes.com/sites/rebekahbastian/2020/01/21/how-to-measure-the-success-of-corporate-diversity-work/#7fa8c9801cc3>
- **In-House Perspective on Diversity, Inclusion and Equity During a Pandemic | The Legal Intelligencer**
 - <https://www.law.com/thelegalintelligencer/2020/05/14/in-house-perspective-on-diversity-inclusion-and-equity-importance-during-a-pandemic/>
- **Why Diversity, Equity, and Inclusion Matter · Giving Compass**
 - <https://www.givingcompass.org/article/why-diversity-equity-and-inclusion-matter/>
- **Diversity and Inclusion in the Law: Challenges and Initiatives**
 - <https://www.americanbar.org/groups/litigation/committees/jiop/articles/2018/diversity-and-inclusion-in-the-law-challenges-and-initiatives/>
- **Council Post: Four Strategies For Moving Diversity, Equity, Inclusion And Belonging Beyond Lip Service**
 - <https://www.forbes.com/sites/forbescoachescouncil/2019/09/06/four-strategies-for-moving-diversity-equity-inclusion-and-belonging-beyond-lip-service/#d4a39f01bf4c>
- **Companies Try a New Approach to Diversity, Equity and Inclusion: Honest Conversations**
 - <https://www.shrm.org/hr-today/news/hr-news/pages/a-new-approach-to-diversity-equity-and-inclusion.aspx>

Luis Diaz Vision-e

Mr. Diaz is an innovative legal and business leader with a strong track record of success in the fields of Information Technology, Intellectual Property, and Cybersecurity. He joined Vision-e and Affiliates as General Counsel and Cybersecurity Officer in 2017. When the company spun-off its AI business (Gabi Solutions, Inc.) in 2019, Mr. Diaz was tapped to serve as a partner and managing principal of the business. Gabi's secure voice IoT and Information control platform is now used by government and enterprise clients for post-Pandemic business re-entry as it allows workers to control office equipment in a safe, secure, accessible and germ-free manner. Gabi's products are distributed worldwide by Xerox Corporation. Mr. Diaz is co-inventor on many of the company's patents including the recently issued US Patent 10430125.

Mr. Diaz formerly served as a partner with Gibbons P.C. for a decade. As a Director in the IP Group, he counseled clients on IP, IT and cybersecurity matters. He co-founded the firm's Privacy Taskforce to leverage new market opportunities. Mr. Diaz also founded and led the firm's award-winning GDI and GDI-123 workplace and supplier diversity programs. Mr. Diaz served as a Trustee to the NJ State Bar, where he founded and led the Cybersecurity Conference for the NJ State Bar- now a Taskforce. Mr. Diaz also authored the Strategic Diversity Plan for the State Bar along with the Hon. Erick Fikry and Peter Tu, which was implemented during his tenure.

Before Gibbons P.C., Mr. Diaz served as Executive Vice President and Senior Counsel to IDT Corporation. He was a member of the Technology Committee to the Board of Directors. He founded and led the intellectual property business for IDT.

Mr. Diaz has served honorably on many leading non-profit and advisory boards, including the NJ State Bar Board of Trustees, Saint Francis College Board of Directors, the Wells Fargo CAB, and the Horizon Foundation of New Jersey Board of Trustees. And he served honorably as a commissioned officer with the US Army Reserve.

Miguel Alexander Pozo
Cozen O'Connor, Newark

Miguel is a seasoned business lawyer and litigator with 20 years of experience in the legal profession. He represents Fortune 500 companies in the luxury, consumer/retail goods and automobile industries in a range of business torts and business litigation with an emphasis on employment law, internal investigations, and trademark/IP matters.

On the commercial and business litigation side of his practice, he has litigated cases involving breach of contract, unfair competition, theft of trade secret matters, among others, and handles cases through arbitration and/or trial. He also uses his prior in-house experience as head of U.S. litigation and deputy general counsel for Mercedes-Benz USA (MBUSA) to help clients manage risk and avoid litigation.

In the employment law context, Miguel has represented management in labor and employment litigation in both state and federal courts and before administrative agencies. He has experience handling internal investigations, wrongful termination, discrimination cases, executive compensation matters including severance and related agreements, reductions in force, and other aspects of the employer-employee relationship.

As a brand lawyer, Miguel works to enhance and protect some of the world's most iconic brands in his brand protection and trademark practice. His strategic approach helps his clients to expand their businesses within a market or extend to new markets through licensing and related transactions. Miguel uses litigation to help his clients protect their critical intellectual property rights from infringement from competitors and counterfeiters including trademark abuse on social media platforms. His clients have included LVMH Moët Hennessy Louis Vuitton, Christian Dior, TAG Heuer, Thomas Pink, Mercedes-Benz USA, and Target Corporation, among others.

Miguel has also held a number of high-profile leadership roles including as the national president of the Hispanic National Bar Association (HNBA) and as the president of the Hispanic Bar Association of New Jersey (HBA-NJ).

He is a frequent speaker on a range of topics including ethical pitfalls for in-house counsel, conducting effective internal investigations, attorney-client privilege issues, among others. His work in the legal profession has received numerous awards including "Professional Lawyer of the Year," a "Lifetime Achievement" award, and "Top Latino Lawyer" in the U.S., among others.

Miguel earned his undergraduate degree from Hofstra University and his law degree from Rutgers School of Law - Newark, where he was the managing editor of the Rutgers Race and the Law Review. He is admitted to practice in DC, GA, MN and NJ.

Jeremy Farrell
LeFrak

Jeremy Farrell currently serves as Managing Director for Development and Community Relations at the LeFrak Organization. He previously served as Corporation Counsel for the City of Jersey City. Mr. Farrell currently serves on the Board of Trustees of the New Jersey State Bar Association.

Rippi Karda
Verizon

Rippi Karda is an Associate General Counsel at Verizon Communications Inc. where she has worked for the last 7 years. She handles contracts for Sourcing involving human resources benefits/plans, supplier diversity, advertising agencies, consulting, contact centers, contingent workforce, and recruiting. Prior to entering the Technology industry, she worked at several Pharmaceutical and Biomedical companies where she supported commercial and research and development contracts; reviewed multimedia-branded promotional materials; and participated in regulatory, medical and legal review boards for orthopedics, gastroenterology and oncology products. Rippi has a passion for pro bono work and focuses on domestic violence and non-profit corporate matters. She is an Executive Board Member of the South Asian Bar Association of NJ and the Punjabi Chamber of Commerce. Lastly, Rippi works with the Women of Excellence Network in furthering and promoting diverse women.

Mikeisha Anderson Jones
American Express

Mikeisha Anderson Jones, Esq. is a Vice President of Global Inclusion and Diversity at American Express. In this role within the company's Colleague Experience Group (CEG - *f/k/a* Human Resources), she develops strategies around attracting, pipelining, and engaging underrepresented (BIPOC) senior leaders globally. Specifically, Mikeisha advises both business leaders and colleagues in Talent, Recruitment, and Learning and Development on sustainable ways to increase representation across executive and experienced roles. She provides thought leadership and provides safe spaces to discuss authenticity and brand, allyship and advocacy, inclusion, belonging, and unconscious bias.

Mikeisha pivoted into CEG after a career in law and business. At American Express, she was Vice President of Global Contracts, Legal, and Proposal Strategy along with co-leading the Talent pillar for GCS diversity initiatives, co-creating the Black Engagement Network's first mid-level leadership forum, and steering various colleague engagement efforts. In 2016, Mikeisha won President's Club for her leadership and in 2019, she was selected as one of Face to Face Africa's 30 Black Stars.

Prior to American Express, Mikeisha practiced law in pharmaceutical/life sciences as Senior, Assistant General, and Associate General Counsel at Catalent Pharma Solutions (formerly part of Cardinal Health). There, she also won President's Club and was the first attorney to ever receive the award. Mikeisha earlier practiced law with Reed Smith, LLP and Lowenstein Sandler, PC.

She is on the Board of Directors for the National Diversity Council, the Board of Trustees for the New Jersey State Bar Foundation, and volunteers for her beloved Smith College, Rutgers Law School, Impact 100 NJ, and other organizations. Mikeisha lives in New Jersey with her family and is a proud "Yardie" who loves to travel. She is a frequent public speaker and connects people, passion, and purpose.

Creating, Sustaining & Managing Safe Law Firm Workplaces Links and Materials

- **2019 Vault/Minority Corporate Counsel Association Law Firm Diversity Survey**
 - https://www.mcca.com/wp-content/uploads/2020/03/2019-Vault_MCCA-Law-Firm-Diversity-Survey-Report.pdf
- **National Association for Law Placement, Inc. Report on Diversity in U.S. Law Firms**
 - https://www.nalp.org/uploads/2019_DiversityReport.pdf
- **ABA National Lawyer Population Survey 10-Year Trend in Lawyer Demographics**
 - https://www.americanbar.org/content/dam/aba/administrative/market_research/national-lawyer-population-demographics-2010-2020.pdf
- **Diversity and Inclusion: What Your Law Firm Can Do**
 - <https://www.law.com/njlawjournal/2020/07/17/diversity-and-inclusion-what-your-law-firm-can-do/>
- **44 Law Firms Pilot Version of Rooney Rule to Boost Diversity in Leadership Ranks**
 - <https://www.diversitylab.com/wp-content/uploads/2015/08/Mansfield-Rule-Press-Release-Updated-9-25-17-Diversity-Lab.pdf>
- **McKinsey Women in the Workplace 2020**
 - <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>

Norberto Garcia
President, New Jersey State Bar Foundation
Blume Forte Fried Zerres & Molinari, Chatham

As a Certified Civil Trial Attorney and member of the American Board of Trial Advocates (ABOTA), Norberto A. Garcia has represented clients in a broad spectrum of personal injury matters including automobile accidents, construction cases, premises liability and medical malpractice. He has been named as a New Jersey Super Lawyer from 2013 through the present year.

Mr. Garcia is currently the President of the New Jersey State Bar Foundation, an organization dedicated to promoting law-related education and giving all New Jersey residents a basic understanding of the legal system. He has also served the organization as a trustee since 2009. He is the co-chairperson of the New Jersey State Bar Association's Diversity Committee. Mr. Garcia is also a Trustee of the New Jersey State Bar Association.

He is the past president of the Hudson County Bar Association, where he served as a trustee from 2000 through 2013, He is currently a trustee of the Hudson County Bar Foundation.

Mr. Garcia has been certified by the New Jersey Supreme Court as a civil trial attorney since 2001. He has been active in the Hudson County Inns of Court program since 1996 and is currently a master in the program. He served as a president of the North Hudson Lawyers Club in 2003. He has been co-chairperson of the Hudson County Civil Practice Committee since 2003. The committee serves as a liaison between the civil bench and bar on issues affecting civil practice, arranges seminars and holds an annual meeting between all the civil judges and the bar to address rule changes and other concerns.

Mr. Garcia is a member of the executive committee of the Civil Trial Bar Section of the New Jersey State Bar Association. The section provides a forum for the professional advancement of civil trial attorneys. He served on the Supreme Court Office of Attorney Ethics, District VI Fee Arbitration Committee from 2004 through 2009, becoming its chairperson in 2009. From 2005 through 2008 he served on the Supreme Court Committee on Minority Affairs, which advises the New Jersey Supreme Court on how the state judiciary can assure fairness, impartiality and equal access to the courts. It also monitors legislation that may affect minority citizens of the state.

Additionally, he lectures on civil practice issues for various bar organizations including the New Jersey Institute for Continuing Legal Education, the New Jersey State Bar Association, the New Jersey Association for Justice, The National Business Institute of Continuing Legal Education and the Hudson County Bar Association.

Mr. Garcia has had numerous jury trial verdicts in cases where the defendant's insurance company was not making any offers. In recent years these verdicts on "no-pay" cases include Ryou v. Kim (Bergen County) \$420,000.00, Savi v. Cohen (Hudson County) \$300,000.00, Manzanal v. Manzanal (Hudson County) \$237,000.00, Pak v. Lee (Bergen County) \$200,000.00, Magner v. Geico (Essex County) \$124,000.00 and Lowery v. Smith (Union County) \$70,000.00. Other significant recent trial verdicts include Suarez v. Benoit (Hudson County, Fatal Bus Crash) \$1,240,000.00, and Baldeon v. Molfetta (Hudson County, fall on ice) \$829,000.00. In addition to

these jury trial verdicts, Mr. Garcia has achieved millions of dollars in settlements for his clients throughout his career. Recent settlements include a \$450,000.00 dram shop case, a \$625,000.00 auto case and a \$2.1 million trucking accident case.

Mr. Garcia's first exposure to the law was in college at Seton Hall University where he worked for Pressler & Pressler in East Hanover as a collection team manager. While attending the University of Pennsylvania Law School, he worked for the Bronx Legal Aid Society assisting public defenders. Shortly upon graduation from Law School, he joined Sinins & Bross in Newark and began working for the rights of negligence victims. He later joined Blume, Goldfaden, Berkowitz, Donnelly, Fried & Forte where he became a partner in 2008. He became Of Counsel and later partner with Javerbaum, Wurgraft in 2013. He returned to the Blume firm as a partner effective April 1, 2019.

Born in Camaguey, Cuba, he came to the United States with his parents as a young child and grew up in Hudson County. He has a B.A. cum laude in history from Seton Hall University and graduated from the University of Pennsylvania Law School. He has been admitted to the bars of New Jersey, New York, and Pennsylvania. He is fluent in Spanish. Mr. Garcia resides in Kinnelon, New Jersey with his wife and two sons. He is a member of St. Mary's Church in Pompton Lakes.

Carolyn O'Connor
Wilson Elser, Florham Park

Carolyn O'Connor is a member of the firm's Executive Committee and the regional managing partner of the New Jersey office. She focuses her high-energy practice on product liability, toxic tort, asbestos, silica, mold, fire loss, environmental and premises litigation. Carolyn represents Fortune 100 petrochemical companies, refineries and other industrial and residential premises owners as far away as the U.S. Virgin Islands. In addition, she serves as national coordinating counsel for a gasket manufacturer in asbestos cases and the toxic tort docket of a major petrochemical company. She also has significant experience defending catastrophic injuries caused by fire, large property losses and underground storage contamination matters. Carolyn provides keen and reliable insights on the liabilities and benefits in fight-or-resolve decisions.

Following on her success as the first chair, now *Chair Emeritus*, of the firm's Pro Bono Committee, Carolyn assumed leadership of Wilson Elser's Women Attorneys Valued & Empowered (*WAVE*) initiative, which exemplifies the firm's enlightened approach to advancing the professional and personal well-being of its women attorneys. Carolyn's mentorship and dedication on behalf of these programs represent a high point in the firm's history and a source of pride for our attorneys.

Carolyn has deep experience in the defense of latent injury cases, including lead poisoning, asbestos, silica and mold and coordinates the defense of these matters across the country. She also has a wide variety of product liability defense experience that includes kerosene heaters, various personal consumer appliances and a wide variety of chemicals, solvents and petrochemical products and byproducts. Carolyn has experience in defending various alleged toxins, including benzene, asbestos, mold, lead, hydrogen sulfide, catalyst, silica, nickel, manganese, welding fumes, paint and stain products for both the manufacturer and premises owners. She has tried cases before the Superior Court and has argued before both the Appellate Division and Supreme Court in New Jersey on issues of law affecting toxic tort. These issues have included failure to warn, take-home exposure issues, Haz Com compliance and federal preemption issues.

Carolyn handles a variety of industrial contamination cases related to her Toxic Tort practice, including liability claims against oil refineries and leaking underground storage tanks.

Carolyn has substantial experience in product liability matters. She has represented designers, manufacturers, suppliers and distributors of products in numerous product liability lawsuits. Carolyn has represented Fortune 100 companies in state and federal court, in trial and at alternate dispute resolution forums throughout the country, with a concentration on the East Coast and the U.S. Virgin Islands. She has also been appointed as national coordinating counsel for several of her clients in addressing risk management issues and compliance with individual corporate needs. Throughout her career, Carolyn has defended a wide variety of product liability matters, having affected the laws regarding product liability via arguments concerning preemption, burden of proof and constitutional protections. Carolyn supervises the New Jersey Product Liability/Toxic Tort practice and has served as chairperson of the New Jersey Defense Association Product Liability Committee.

Eric S. Pennington
City of Newark

Eric S. Pennington is the Business Administrator of the City of Newark under the Administration of Mayor Ras J. Baraka. Mr. Pennington is responsible for managing the City's budget, which exceeds \$600 Million, and overseeing the administration of over 3,000 employees in the various departments within the City. In addition, Mr. Pennington is committed to advancing Mayor Baraka's forward-thinking agendas and strategies to strengthen Newark and its communities. Since joining the City of Newark, he has helped advance important initiatives such as the Right to Counsel for Newark residents who are facing eviction; requiring major developers to partner with minority co-developers; and, requiring entities who do business with the City to demonstrate their commitment to having a diverse work force that is reflective of the City of Newark.

Mr. Pennington was the former Managing Partner of the Pennington Law Group, a premier, black owned boutique law firm providing commercial litigation, civil rights and employment litigation services. He is a graduate of Rutgers School of Law-Newark (1992), and went on to clerk for Robert N. Wilentz, Chief Justice of the New Jersey Supreme Court, and then clerked for the Hon. Damon J. Keith of the United States Court of Appeals for the Sixth Circuit. Additionally, Mr. Pennington is an alumnus of two of the largest law firms in the country. Specifically, Mr. Pennington worked in the New York office of Paul, Weiss, Rifkind, Wharton & Garrison, where he practiced corporate law. Furthermore, Mr. Pennington served as an attorney working principally in the Labor and Employment Group for Gibbons, Del Deo, Dolan, Griffinger & Vecchione (now Gibbons PC), until 1999 when he began his own practice.

Mr. Pennington has served as a Commissioner of the New Jersey State Commission of Investigation, the New Jersey State Bar's Continuing Legal Education Advisory Committee, the Ethics Diversionary Program Committee and on the Board of Trustees for the University of Medicine & Dentistry of New Jersey. Additionally, Mr. Pennington previously served on the Board of Trustees of the Urban League of Essex County. Mr. Pennington also is a member of the Garden State and New Jersey State Bar Associations, and is a member of the Alpha Phi Alpha Fraternity. Mr. Pennington has also served as an Adjunct Professor for Seton Hall University School of Law, and advises employers and law enforcement agencies regarding best practices pertaining to their civil rights and employment obligations under the law.

Ralph Lamparello
Former President, NJSBA
Chasan Lamparello Mallon & Cappuzzo, PC

Managing partner of Chasan Lamparello Mallon & Cappuzzo, PC and a past President of the New Jersey State Bar Association, Ralph J. Lamparello concentrates his practice in civil and criminal litigation with a focus on civil rights and employment law, commercial, environmental, public entity, and white collar criminal defense.

In 2019, the New Jersey Bar Foundation awarded the Medal of Honor, its most prestigious award to Ralph. Since 2000, the Medal of Honor award has been given annually to lawyers, law-related professionals, and lay people who have made significant contributions to the advancement or improvement of the justice system or the betterment of the legal profession in New Jersey. The award also recognizes professional excellence as demonstrated by an individual's accomplishments in the law or through service to the profession and the community during their careers.

The Best Lawyers in America® is the oldest peer review publication in the legal profession, covering 79 legal specialties and including attorneys in all 50 states. Lawyers are chosen for inclusion by other lawyers in their specialty and jurisdiction. For 2021, Ralph was selected by his peers in a noteworthy seven practice areas:

- Commercial Litigation
- Employment Law – Management
- Labor Law – Management
- Litigation – Construction
- Litigation – Environmental
- Litigation – Labor and Employment
- Litigation – Municipal

He was additionally recognized as one of the 2021 “Lawyer of the Year” recipients. Ralph received this accolade for his work in “Employment Law-Management in Newark.” Only a single lawyer in each practice area and community is honored with “Lawyer of the Year” award. Previously, Best Lawyers in America® named Ralph 2015 “Lawyer of the Year” for his work in Litigation – Labor and Employment in Newark.

Additionally, Ralph was named in the 2020 edition of SuperLawyers®. Since its inception in 2005, Ralph has been named by New Jersey Monthly as a New Jersey SuperLawyer in the areas of employment and labor law, civil litigation, commercial litigation and criminal defense. Ralph also holds the highest peer review rating for ethical standards and legal ability from Martindale-Hubbell, the authoritative resource for information on the legal profession.

Certified by the Supreme Court of New Jersey as a Civil Trial Attorney, Ralph received the Professional Lawyer of the Year Award on behalf of the Hudson County Bar Association in 2009 and again in 2014 on behalf of the New Jersey State Bar Association from the New Jersey Commission on Professionalism. These recognitions are bestowed on New Jersey attorneys for integrity and service to the bar.

In May 2008, Ralph was elected Secretary of the NJSBA, and since then has served in every executive committee position, culminating in his presidency in 2013. Ralph was the first Hudson County attorney to lead the statewide organization in 40 years. Additionally, Ralph has served as a trustee of the New Jersey State Bar Foundation, a philanthropic organization dedicated to promoting law-related education to the general public, since 2003.

In 2013, Ralph received the prestigious Humanitarian Achievement Award from the Seton Hall School of Law's Peter W. Rodino Jr. Society. The Award is presented annually to commemorate the values embodied in the work and legacy of Congressman Rodino -- compassion, honor and wisdom.

In 2015, the NJSBA Board of Trustees, upon the recommendation of the Judicial Administration Committee, selected Ralph as the recipient of the Arthur T. Vanderbilt Award. The Award, named in honor of Justice Arthur T. Vanderbilt, the first Justice under New Jersey's modern constitution, recognizes outstanding efforts by individuals in the legal community who assist in fulfilling the mission statements of the New Jersey State Bar Association and the Judicial Administration Committee.

Edward J. Mullins III
Edward J. Mullins III, Esq. LLC

Ed Mullins is a solo practitioner in Hudson County, where he was born and raised and now resides with his spouse and children. He handles criminal defense, commercial litigation, and real estate and estate planning matters for individuals and small businesses. Previously, Ed prosecuted government and consumer fraud matters for the New Jersey Attorney General, and defended large businesses and executives in commercial, consumer fraud and white-collar matters at international and national firms in New York City and New Jersey. He is a member and former officer of the Hispanic Bar Association of New Jersey, and a graduate of Rutgers Law School (MSP), Boston College and St. Peter's Prep.

2020 Mel Narol Award

Presenter: Maria P. Vallejo
Co-Chair, NJSBA Diversity Committee
Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus

Honoree: Lora Fong
Assistant Attorney General and Chief Diversity Officer, Department of Law and Public Safety

Lora Fong is an Assistant Attorney General and serves as the Chief Diversity Officer for the Department of Law and Public Safety. Before joining the Department in 2016, Lora counselled and advised large corporate clients, including members of the Fortune 500, on diversity and inclusion. She has practiced law since 1991, including as a commercial litigator at various large New Jersey private practice firms, and as in-house counsel in the technology sector, handling transactional, data privacy and intellectual property matters as well as commercial disputes, compliance, and employment-related issues. Lora has been recognized as a Distinguished Leader of the Bar by the New Jersey Law Journal, and is a recent recipient of a Professional Achievement Award from the Asian Pacific American Lawyers Association of New Jersey. She previously served as a Trustee of the New Jersey State Bar Association and co-chaired its Diversity Committee, and currently, is a Director of the New Jersey Women Lawyers Association. Prior to joining OAG, Lora served on the Rutgers Board of Governors as well as on the Rutgers Board of Trustees. She is also a past member of the New Jersey State Advisory Committee to the United States Commission on Civil Rights. Lora earned a B.A. in Political Science from Douglass College at Rutgers University and received her law degree from Rutgers University, School of Law in Newark.

Unpacking Privilege and a Conversation on Intersectionality Links and Materials

Crenshaw, Kimberle, "**Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics,**"

University of Chicago Legal Forum: Vol. 1989: Iss. 1, Article 8. Available at:

<http://chicagounbound.uchicago.edu/uclf/vol1989/iss1/>

<https://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?article=1052&context=ucf>

Kimberlé Crenshaw on Intersectionality, More than Two Decades Later

<https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later>

She Coined the Term ‘Intersectionality’ Over 30 Years Ago. Here’s What It Means to Her Today

<https://time.com/5786710/kimberle-crenshaw-intersectionality/>

Please see additional materials on NJSBA Website:

<https://tcms.njsba.com/personifyebusiness/Diversity/2020DiversitySummitMaterials.aspx>

Moderator: Maria P. Vallejo
Co-Chair, NJSBA Diversity Committee
Chasan Lamparello Mallon & Cappuzzo, PC, Secaucus

Maria P. Vallejo is a commercial litigation and land-use attorney with extensive experience representing individual, corporate and public-entity clients in State and Federal Court. She has successfully litigated breach-of-contract, shareholder dispute, construction, Constitutional law and employment/labor actions. In addition to her robust litigation practice, Maria also concentrates on representing private and corporate clients in all phases of land use, zoning and permitting matters, while serving as counsel to the South Bound Brook Planning/Zoning Board. Recognizing her clients' varied legal needs, Maria also negotiates and prepares business and commercial agreements, and counsels clientele on vendor/contractor agreements, labor and employment policies and practices, and business management. Characterized as a detail-oriented and ethically driven attorney, Maria takes an organized and vigilant, yet respectful style approach to defending and/or prosecuting her clients' positions, while effectively meeting and exceeding their expectations.

Maria is involved in a multitude of professional and charitable organizations, where she has gained recognition for her contributions and achievements. Among her numerous accolades, she was most recently named 2019 Diverse Attorney of the Year by the *New Jersey Law Journal*, which recognizes diverse attorneys who have made an impact on the profession as a whole. Maria proudly sits as the Second Vice President of the Hudson County Bar Association ("HCBA"), slating her to become the first Filipina-American president of the organization. This accomplishment is highlighted by the fact that Hudson County is home to one of the highest number of Filipino-American residents in the State.

Her strong commitment to diversity is evident in her leadership roles in the New Jersey State Bar Association ("NJSBA"), where she is the co-chair of its Diversity Committee, and the Asian Pacific American Lawyers Association of New Jersey ("APALA-NJ"), in which she has been a Director of the Board for two years. Maria also is devoted to maintaining the integrity of the legal profession. The New Jersey Supreme Court appointed Maria to serve as its Secretary for the District VI Ethics Committee, where she is responsible for reviewing all grievances submitted against attorneys practicing in Hudson County and, when appropriate, docketing those investigations.

Prior to practicing law, Maria worked as a business journalist for nearly 10 years, during which time her articles appeared in Dow Jones Newswires ® and the Wall Street Journal.

Lisa Burke
Diversity, Inclusion, and Community Engagement Program Coordinator
Administrative Office of the Courts

Lisa R. Burke (she/her/hers) currently serves as the Diversity, Inclusion, and Community Engagement Program Coordinator for the New Jersey Judiciary and as a SOGI/LGBTQ+ resource navigator at the Administrative Office of the Courts. She began her public sector career in the Bail Unit in Hudson Vicinage in 1990 and joined the staff of the Administrative Office of the Courts in 2004 following work in higher education administration and both non-profit and private sector settings.

Lisa has extensive academic and professional background in diversity and inclusion issues, including intersectionality, implicit bias, and the elimination of bias, and the delivery of related trainings. Some of her areas of academic and professional expertise and longstanding interest including gender, race, culture, sexuality, age, religion, ability, and human rights. Lisa also has experience as a PK-16 teacher and expertise in adult education, having designed, developed, and taught a variety of college-level courses and court-based professional development and continuing legal education (CLE) trainings. She has presented nationally and published on the global HIV/AIDS pandemic, human rights across cultures, gender in complex humanitarian crises, law-related education, communication in cyberspace, and LGBTQ+ and SOGI access to justice issues.

Serving as a resource person on issues related to sexual orientation and gender identity diversity and inclusion, Lisa has participated in the design and delivery of related presentations, trainings, and workshops for the National Consortium on Racial and Ethnic Fairness in the Courts, the National LGBT Bar Association, the New Jersey State Bar Association, and a range of local organizations and programs. Lisa has presented intersectional SOGI/LGBTQ+ inclusive practice CLE programs for the leadership, attorneys, and support staff of the United States Attorney's Office for the District of New Jersey and for the members of the International Association of LGBTQ+ Judges.

Among her many professional endeavors, Lisa is a member of the National Consortium on Racial and Ethnic Fairness in the Courts (NCREFC), the National LGBT Bar Association, the American Bar Association (Section on Litigation and LGBT Committee), and several sections and committees of the New Jersey State Bar Association. A graduate of New Jersey City University and Columbia University, Lisa also has undertaken post-graduate courses through the University of Colorado at Colorado Springs certificate program in diversity and inclusion and currently is pursuing additional advanced studies at Washington University in St. Louis School of Law where she is focusing on conflict resolution with a specialization in cross-cultural dispute resolution.

Celeste Fiore
Argentino Fiore Law & Advocacy LLC

Celeste Fiore is a Partner at Argentino Fiore Law & Advocacy LLC.

Celeste Fiore's work as an LGBTQ educator, activist, and advocate began when they were an undergraduate student at American University in Washington, DC. Celeste led AU's LGBTQ undergraduate organization, and was later the president of Outlaws, the LGBTQ law student group at Rutgers University School of Law in Camden, where they earned their Juris Doctorate.

Celeste holds a number of appointed positions that allow them to advocate for LGBTQ rights on county and state-wide scales. To name a few, they serve as a Trustee of the NJSBA, they are the immediate past Chair of the LGBT Rights Section of the New Jersey State Bar Association, a member of the Section's Legislative Committee, the Essex Vicinage's Advisory Committee on Diversity, Inclusion, and Community Engagement, and the New Jersey Supreme Court Advisory Committee on Public Access to Court Records. Celeste also regularly presents on and writes about LGBTQ issues. They have written for numerous publications, including the American Bar Association's Solo and Small Firms publication and most recently New Jersey Psychology's special section on transgender issues. Their presentation credits include cultural competency trainings at a wide variety of companies, and panels at the NJSBA Mid-Year meeting and the National LGBT Bar Association's Lavender Law Conference among many other engagements.

As one of few out non-binary legal professionals, Celeste's practice at Argentino Fiore Law & Advocacy LLC consists of family law, civil rights litigation, school law, special education and anti-bullying work, as well as providing legal assistance for the transgender and non-binary identified community, all the while, advocating for the advancement of LGBTQ rights in general.

Celeste was named a New Jersey Super Lawyers "Rising Star," 2017, 2018, 2019 and 2020 and was recognized as one of the LGBT Bar Association's Best LGBT Lawyers Under 40.

Celeste uses the pronouns "they/them/theirs" and often conducts trainings as to LGBTQ and NonBinary competency to businesses and organizations.

Christopher Keating
NJSBA Trustee
The Keefe Law Firm

Christopher Keating is a passionate advocate who represents clients in a wide range of legal matters in New Jersey and New York. Christopher represents the underdogs in our legal system—those who have been injured or wronged by others and those who have been accused of crimes.

A former Deputy Attorney General, Christopher Keating has years of litigation and courtroom experience, including motion practice and jury trials, pursuing justice for victims and standing up to those who are rarely held accountable for their unlawful actions. At Keefe Law Firm, Christopher’s practice areas include criminal defense, personal injury, consumer fraud, and environmental matters.

Christopher’s personal injury practice includes motor vehicle accidents, sexual abuse, intentional torts, electrocutions, nursing home neglect, and wrongful death actions throughout New Jersey. His criminal defense practice includes all indictable offenses, white collar crimes, and government investigations.

Prior to beginning his defense practice, Christopher served as a Deputy Attorney General with the State of New Jersey Office of the Attorney General – Division of Criminal Justice (“NJOAG”). During his tenure with NJOAG, he collaborated with various state and federal agencies to investigate and prosecute violations of the New Jersey Code of Criminal Justice, including:

- Bias crimes,
- Cyber crimes and computer criminal activity,
- Environmental crimes,
- Firearms offenses,
- Frauds involving public contracts and against government agencies,
- Interstate theft and fraud organizations,
- Money laundering,
- Motor vehicle theft rings,
- Official misconduct and corruption, and
- Violations of labor and wage and hour laws.

His duties with NJOAG also included reviewing investigations of officer-involved shootings and training law enforcement officers on various criminal laws. For his outstanding work combating fraud against government agencies, Christopher has received awards and recognition from the United States Department of Labor and the United States Postal Service.

In *State v. Andrews*, a criminal matter, Christopher argued before the Supreme Court of New Jersey on behalf of the New Jersey State Bar Association. The issue on appeal was whether a criminal defendant may be compelled to disclose the passcode to his cell phone.

In 2020, Christopher was voted “Young Lawyer of the Year” by the New Jersey State Bar Association’s Young Lawyers Division.

Also in 2020, Christopher was selected as a “2020 Top Attorney” by South Jersey Magazine in the practice area of criminal law.

Cheyne Scott
Chasan Lamparello Mallon & Cappuzzo, PC

Cheyne R. Scott is a civil litigation attorney working with Chasan Lamparello Mallon & Cappuzzo, PC focusing her practice on contracts, governmental entity representation, labor and employment law, and represents individuals, municipalities, counties, authorities, and school boards in various litigation and compliance matters arising under New Jersey's Tort Claims Act (Title 59). Additionally, Ms. Scott is currently serving as Housing Prosecutor for the Township of North Bergen. She joined the firm following a Clerkship with the Hon. Sheila A. Venable, Presiding Judge for the Criminal Division, in Hudson County Superior Court.

Prior to her clerkship, Cheyne served as a summer associate with a Michigan law firm. She also served as Judicial Intern to Hon. Patrick J. Duggan, United States District Court for the Eastern District of Michigan, in Detroit.

Cheyne graduated from Michigan State University in 2006. She obtained her Juris Doctorate cum laude from Thomas M. Cooley Law School in 2011.

Cheyne is admitted to practice in Michigan and New Jersey and before the United States District Court for the District of New Jersey.

Cheyne is active in the New Jersey State Bar Association. She is a member of the Diversity Committee and is a member of the Executive Committee of the State Bar Labor and Employment Section. Additionally, Cheyne was one of ten New Jersey lawyers selected by the Association as a 2016–2017 Leadership Academy Fellow.

Cheyne is active in the Hudson County Bar Association, serving as Young Lawyers Division President in 2015, and has served as Trustee since 2016.

Cheyne is also a member of the Sidney Reitman Employment Law American Inn of Court, the first such training organization devoted exclusively to labor and employment law advocacy from the perspectives of management, plaintiffs, unions and governmental agencies.

Cheyne participates annually as a speaker for the New Jersey Institute for Continuing Legal Education (NJICLE) on Labor and Employment law matters.

Cheyne has also presented and written about the importance of mindfulness and self care for attorneys. Specifically, Cheyne's article "Mindfulness: A Simpler Way to Alleviate Attorney Stress" was published in the July/August 2017 issue of the American Bar Association GPSOLO Magazine, a National publication.

How to Be an Anti-Racist _____ Links and Materials

ABA RPC 2.1

Rule:

https://www.americanbar.org/groups/professional_responsibility/publications/model_rules_of_professional_conduct/rule_2_1_advisor/

Commentary:

https://www.americanbar.org/groups/professional_responsibility/publications/model_rules_of_professional_conduct/rule_2_1_advisor/comment_on_rule_2_1_advisor/

ABA Model Rule 8.4(g)

Rule:

https://www.americanbar.org/groups/professional_responsibility/publications/model_rules_of_professional_conduct/rule_8_4_misconduct/

Comment:

https://www.americanbar.org/groups/professional_responsibility/publications/model_rules_of_professional_conduct/rule_8_4_misconduct/comment_on_rule_8_4/

ABA Formal Opinion 493 on Model Rule 8.4(g): Purpose, Scope, and Application

Issued July 15, 2020

https://www.americanbar.org/content/dam/aba/administrative/professional_responsibility/aba-formal-opinion-493.pdf

Human Rights Hero: The African American Social Engineer

https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/black-to-the-future-part-ii/human-rights-hero--the-african-american-social-engineer/

Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color

https://www.americanbar.org/groups/diversity/women/initiatives_awards/long-term-careers-for-women/left-out-left-behind/

Please see additional materials on NJSBA website.

<https://tcms.njsba.com/personifyebusiness/Diversity/2020DiversitySummitMaterials.aspx>

**Moderator: Raymond M. Brown
Pashman Stein Walder Hayden**

Raymond M. Brown has decades of experience as a highly respected civil and criminal litigator. He focuses his practice in white collar criminal defense, international human rights compliance, internal investigations, and complex commercial litigation on behalf of individuals, corporations, and government entities. He counsels foreign and domestic multinationals on a broad range of corporate risk management, governance, and transactional issues. He has been a leader in the development of the practice of law concerning the regulation and enforcement of business requirements for human rights compliance, both domestically and on the international stage.

Raymond has extensive experience as a trial lawyer, including numerous high-profile cases. He represented U.S. Senator Robert Menendez as defense co-counsel in a public corruption and bribery case brought by the U.S. government, which ended in a hung jury, subsequent mistrial, and dismissal of charges against Senator Menendez. His other prominent cases have included the nine-month trial involving former U.S. Secretary of Labor Raymond J. Donovan and the successful eight-year defense of senior executives of a major multinational corporation charged with environmental violations. Raymond has also represented a large municipality in COVID-19 related litigation.

Raymond has defended clients in state and federal courts and before administrative tribunals. He has appeared in courts in 12 U.S. states and conducted investigations throughout the country as well as in Kenya and elsewhere in East Africa, El Salvador, the Cayman Islands, Switzerland, the Bahamas, Colombia, and Sierra Leone. He also has significant international experience qualifying as counsel before the International Criminal Court in the Hague, where he represents victims in the Darfur genocide.

A devoted advocate for human rights, Raymond was a student activist and an important participant in the 1968 occupation of Columbia University.; he and other participants contributed to “A Time to Stir,” a collection of essays written by participants. A documentary film is also in production.

Kimberly Mutcherson
Co-Dean, Rutgers University School of Law

Kimberly Mutcherson is Co-Dean and Professor of Law at Rutgers Law School in Camden. Her scholarly work is at the intersection of family law, health law, and bioethics. She writes on issues related to reproductive justice, with a focus on assisted reproduction, abortion, and maternal-fetal decision-making.

Professor Mutcherson teaches Family Law, Torts, South African Constitutional Law, and Bioethics, Babies, & Babymaking. She has served as a Senior Fellow/Sabbatical Visitor at the Center for Gender and Sexuality Law at Columbia Law School, a Visiting Scholar at the Center for Bioethics at the University of Pennsylvania, and as a fellow at the Institute for Research on Women at Rutgers University. She won a Center for Reproductive Rights Innovation in Scholarship Award in 2013 and a Chancellor's Teaching Excellence Award in 2011.

She received her B.A. in history from the University of Pennsylvania and her J.D. from Columbia Law School where she was a Stone Scholar. At Columbia, she received the Samuel I. Rosenman Prize for excellence in public law courses and outstanding qualities of citizenship and leadership in the law school. She also received the Kirkland and Ellis Fellowship for post-graduate public interest work. Prior to joining the faculty at Rutgers School of Law in 2002, Professor Mutcherson was an Acting Assistant Professor of Lawyering at the New York University School of Law, a consulting attorney at the Center for Reproductive Law and Policy (now the Center for Reproductive Rights), and a Staff Attorney at the HIV Law Project.

Paulette Brown
Past President, American Bar Association
Locke Lord LLP, Princeton

Paulette Brown is the first woman of color to lead the American Bar Association (ABA) in its history. As the leader of this 400,000 voluntary member organization, Brown was responsible for governance, advocacy and serving as the voice and face of the ABA. As a result of her initiatives as president seven major policies were developed and approved by the ABA's governing bodies that will have a long lasting impact on diversity and inclusion in the legal profession and the justice system. Brown simultaneously served as Chair of the Labor & Employment Section of the New Jersey State Bar Association becoming the first person of color to hold that position in 140 years.

Brown also served as president of the National Bar Association and led a delegation to monitor the first free and democratic elections in South Africa. She currently serves as the Chair of the Africa Council for the ABA's Rule of Law Initiative. For her extensive work in Africa, Brown received from the National Bar Association, the Inaugural Ronald Brown Award.

Brown is a senior partner and Chief Diversity and Inclusion Officer at Locke Lord LLP and has been engaged in the practice of law for more than forty (40) years. Prior to her current role, she served in numerous legal capacities including a number of in-house positions and as a Municipal Court Judge.

Brown is nationally recognized for her dedication and efforts relating to diversity & inclusion, including the impact of implicit bias and is a frequent speaker and educator on both. Brown served on the ABA's Commission on Women in the Profession. Brown is the Co-author of the nationally acclaimed Report, *Visible Invisibility: Women of Color in Law Firms*. Following the launch of that report, Brown formed the "Women of Color Law Collective", providing a safe environment for women of color focusing on cross-generational personal and professional development. Brown is the co-author of *Left Out and Left Behind: The Hurdles, Hassles and Heartaches of Achieving Long-Term Legal Careers for Women of Color*.

She has been recognized for her commitment to community service and to the advancement of women and women of color. Resulting from her commitment to community service and in recognition for her esteemed career, Brown has won numerous awards and honors, including being named by the National Law Journal as one of the most 50 Most Influential Minority Attorneys in the United States, by Savoy Magazine as one of the Most Influential Women in Corporate Business, recognized by U.S. News & World Report on its list of Best Lawyers in America and a NJ Super Lawyer since its inception. She is a member of the College of Labor and Employment Lawyers and the American Law Institute.

Brown has received numerous awards including the C. Francis Strafford Award, the highest award bestowed by the National Bar Association, The ABA's Margaret Brent and Spirit of Excellence Awards, The Thurgood Marshall College Fund's Award of Excellence, The Equal Justice and Gertrude Rush Awards from the National Bar Association and the Thurgood Marshall Award from the Garden State Bar Association.

Brown is proud to have received the Outstanding Graduate of the Year from Howard University, Alumni of the year from Seton Hall University School of Law and three honorary doctorate degrees.

Wade Henderson
Wade J. Henderson, LLC
Immediate Past President, Leadership Conference on Civil and Human Rights

Wade Henderson is the Principal of Wade J. Henderson, LLC. Henderson serves as an advisor to major corporations and non-profits on matters relating to civil and human rights. He is the immediate past president of the Leadership Conference on Civil and Human Rights and the Leadership Conference Education Fund.

Henderson recently retired as the University of the District of Columbia, David A. Clarke School of Law's first Joseph L. Rauh, Jr. Chair of Public Interest Law.

From 1996 until 2017, Henderson served as President and CEO of The Leadership Conference on Civil and Human Rights and The Leadership Conference Education Fund. The Leadership Conference is the nation's premier civil and human rights coalition charged by its diverse membership of more than 200 national organizations to promote and protect the civil and human rights of all persons in the United States.

Henderson is well known for his expertise on a wide range of civil rights, civil liberties, and human rights issues, and is the author of numerous articles on civil rights and public policy. After taking the helm of The Leadership Conference in 1996, he worked diligently to address emerging policy issues of concern to the civil and human rights community and to strengthen the effectiveness of the coalition. Under his stewardship, The Leadership Conference became one of the nation's most effective organizations in advocating for progressive civil and human rights policies.

Henderson currently serves on the University of the District of Columbia Foundation Board; FDIC Advisory Committee on Economic Inclusion; the Board of Directors of the Center for Responsible Lending; and the Board of Trustees of the Educational Testing Service.

Prior to his role with The Leadership Conference, Henderson was the Washington Bureau Director of the NAACP; Associate Director of the Washington national office of the ACLU; and Executive Director of the Council on Legal Education Opportunity.

Henderson is the recipient of numerous awards and honors including the Hubert H. Humphrey Award for Civil and Human Rights; the Congressional Black Caucus Phoenix Award; the US State Department's Eleanor Roosevelt Human Rights Award; and the AFLAC Lifetime Achievement Award.

Henderson is a graduate of Howard University and the Rutgers University School of Law, and holds honorary doctorates from CUNY Queens College School of Law and Gettysburg College. He is a member of the Bars of the District of Columbia and the US Supreme Court.