

00:00 Good afternoon, everyone and welcome.
00:03 To begin today's program
00:04 please welcome the Dean of Suffolk law, Andrew Perlman.
00:09 Thank you Brian.
00:10 And good afternoon everyone
00:12 a very warm welcome to you all.
00:14 I wanna start by thanking our distinguished panelists
00:16 and moderator as well as our All Rise Committee
00:19 led this year by Judge Joan Feeney.
00:21 Thank you, Judge Feeney for everything you have done
00:24 to advance the work of this program over the last year,
00:26 during such difficult times.
00:28 Thank you also to Judge Amy Nekton
00:30 who chaired the All Rise Panel Planning Committee.
00:32 We're really grateful for your leadership in so many ways.
00:35 Finally I wanna thank our sponsors,
00:37 particularly our platinum sponsors, Kevin Fitzgerald,
00:41 Regina Sullivan, and Nina Mitchell Wells,
00:43 as well as our gold sponsors,
00:44 Stanton Dodge and the law firm of Nixon Peabody.
00:48 Over the past three years
00:50 our sponsors and individuals like you
00:51 have raised over \$300,000
00:53 to support the professor Catherine Judge Scholarship,
00:57 which honors honors Suffolk Law's
00:58 first full-time female professor
01:01 and provides essential financial support to our students
01:03 so that they can pursue the nationally leading
01:06 practice oriented legal education
01:09 that we offer at Suffolk Law.
01:11 This academic year, we also raised money
01:13 for the Law Student Emergency Assistance Fund,
01:15 which provides emergency grants
01:17 to law students who face unexpected financial hardship.
01:21 Thanks to many of you who have given
01:23 and if you haven't given yet
01:24 or would like to give more, it's not too late.
01:27 We would be very grateful for your contributions
01:29 no matter the amount we will offer a link in the chat
01:32 for information about how to donate.
01:34 Now the All Rise program celebrate the women
01:36 who have graduated from Suffolk Law
01:38 and make their mark in the world.
01:40 Right now, I have the privilege of introducing someone
01:43 who will soon be making her own mark
01:45 after she graduates from Suffolk Law in May.
01:48 You're about to hear from Alexis Sores
01:50 among her many accomplishments,
01:51 she has won the American College of Bankruptcy,
01:54 distinguished law student of the first circuit
01:56 served as the president of the moot court honor board
01:59 and journal of trial and appellate advocacy
02:01 served as the vice-president

02:03 for the Black Law Students Association
02:05 for the last two years
02:06 and worked as a The Marshall-Brennan
02:08 Constitutional literacy fellow.
02:10 For all of these and other accomplishments,
02:12 she recently was selected to receive Suffolk's 2021,
02:16 Dr. Martin Luther King, Jr.
02:18 Creating The Dream Award.
02:19 She will be joining Mintz as an associate
02:21 this fall after graduation.
02:24 Alexis we are excited that you will be soon taking place
02:26 your place among so many other
02:29 distinguished Suffolk Law alumni.
02:32 Please take it away.
02:34 <v ->Thank you Dean Perlman</v
02:35 and thank you to the All Rise Committee
02:37 for their work in putting this program together.
02:39 I've learned so much during my time at Suffolk Law,
02:42 and I'm proud to be a part of this amazing
02:44 and inclusive community.
02:46 I have the pleasure this afternoon
02:48 of introducing today's moderator
02:50 and one of my professors,
02:52 Professor Renee Landers.
02:54 Professor Landers is the faculty director
02:56 of the Law School's health and biomedical law concentration
03:01 and the master and law life sciences program.
03:04 Professor Landers was president
03:06 of the Boston Bar Association from 2003 to 2004.
03:11 And she was the first woman of color
03:12 and first law professor to serve in that role.
03:15 She is also the past chair of the ABA section
03:18 of administrative law and regulatory practice.
03:22 She has worked in private practice
03:24 and has served as deputy general counsel
03:26 for the US department of health and human services.
03:30 And as deputy assistant attorney general
03:32 in the office of policy development
03:34 at the US department of justice during
03:37 the Clinton administration.
03:39 She was a member of the Supreme Judicial Court's Committee
03:42 studying gender bias and racial and ethnic bias
03:46 in the courts.
03:47 And Professor Landers has written on
03:49 racial and ethnic disparities
03:51 and healthcare racial and gender diversity
03:53 and the legal profession.
03:55 And she's also a regular commentator
03:57 for media organizations
03:59 on legal developments surrounding constitutional law,
04:02 health law, and administrative law.
04:04 Please welcome professor Renee Landers.
04:09 <v ->Alexis thank you so much</v
04:11 for those kind introductory remarks.

04:13 And thank you Dean Perlman for
04:16 hosting us today on this very important program.
04:19 Thank you also to all of the people
04:21 participating in the program
04:23 for taking time out of your very busy schedules
04:25 and for joining us on International Women's day.
04:30 I'm glad that our conversation was scheduled for noon today
04:35 because I think Hillary Clinton
04:37 is doing a big program for the Washington Post
04:40 starting at one O'clock.
04:41 So at least we won't have that competition,
04:44 but we have some really outstanding speakers
04:46 and I will introduce them in a moment.
04:48 According to the UN the theme of this year
04:50 Is Women In Leadership Achieving An Equal Future
04:54 in the COVID-19 world.
04:57 This theme celebrates the tremendous efforts
05:00 by women and girls around the world
05:02 in shaping the response to the terrible pandemic
05:06 that we've endured and to,
05:09 and their role in shaping a more equal future
05:12 and recovery from the pandemic.
05:15 I'm thrilled to be joined by three alumni
05:17 who are leaders in their fields
05:19 and who are making an impact on advancing
05:22 diversity, equity and inclusion in their professions
05:26 and through their careers and mentorship of others.
05:30 Today they will share lessons in leadership
05:33 that support inclusion,
05:35 advanced racial and gender equity
05:37 and leverage thinking encompassing diverse perspectives.
05:43 I will ask the panelists some questions,
05:46 and then if we have time,
05:48 we will take questions from the audience.
05:51 If you have a question
05:52 please submit it via the chat feature of the,
05:55 of this Zoom platform.
05:59 Our alumni panelists have a wide range of experience,
06:02 both within and outside the legal protect of profession.
06:06 Their accomplishments are many too many to list,
06:09 but we have put their bios in the chat
06:12 for you to review if you hadn't had a chance,
06:14 but just to by way of introduction,
06:16 I will welcome our three panelists.
06:19 Judge Marcine S. Anderson JD class of 1984,
06:23 who served services and appointed an elected judge
06:27 with the King County District Court
06:29 and the shoreline in the state of Washington.
06:33 And she's been in that capacity for eight years.
06:36 And she had a distinguished career in leadership
06:38 in the profession before joining the bench,
06:42 Jessica A Massey JD 2003
06:46 is an assistant United States Attorney
06:47 for the Department of Justice in the Eastern

06:50 district of California,
06:52 where she represents the United States
06:53 in the investigation and prosecution
06:55 of complex transactional narcotics trafficking,
06:59 firearm, and gang related offenses.
07:02 And our third panelist is Tara Spann class of 1995
07:06 from the Law School,
07:08 who was the Chief People and Strategy Officer for Mentor
07:12 the national mentoring partnership,
07:14 where she is responsible for developing people,
07:16 processes and strategies with a focus
07:20 on ensuring mentors greatest organizational asset,
07:23 its staff.
07:24 And she had a distinguished career
07:26 in a variety of corporate positions
07:28 prior to taking on that role.
07:31 So let's to start off the discussion today
07:35 one hour is just not a lot of time
07:37 to deal with the complexity of the issues
07:40 that we're designed to talk about.
07:42 But I'd like to ask each of you to start us off
07:44 by telling us a little bit about yourself and,
07:48 and how you come to the
07:50 this discussion of diversity inclusion and equity.
07:53 So let's start off with Judge Anderson Marcine Anderson.
08:00 <v ->Thank you so much professor</v
08:02 and good afternoon to everyone.
08:04 I'd first like to thank the sponsors of this All Rise event.
08:08 It has been an absolute pleasure
08:10 to meet my co-panelists Ms. Massey and Ms. Spann
08:13 and our moderator Professor Landers.
08:16 And as you are all probably aware the real true grit
08:18 behind the panel today
08:20 is the Suffolk law school administration who
08:22 has worked with all of us
08:25 to make sure that this presentation runs so smoothly.
08:29 If you would have had an opportunity
08:31 to view a lineup of six year olds
08:33 who might go to college law school
08:36 and then end their legal career as a judge,
08:39 I probably would have never been selected.
08:42 I grew up in a small logging town
08:44 of a hundred people in Oregon.
08:46 My mother is Japanese American from Hawaii,
08:50 and my father is a third generation Oregonian.
08:54 The area I grew up is so rural
08:56 that there used to be a forest fire lookout tower,
09:00 three miles above us above our house.
09:03 Because of the mountainous geography
09:05 and our family circumstances
09:07 we didn't even have a television
09:09 until I was about in fifth grade.
09:11 As a result, I read a lot of books.
09:14 I read about places that were far away

09:17 creating dreams and hopes that eventually led me
09:19 to the life that I have today.
09:22 When I was still in high school, Judge Helen Frye,
09:25 then the first woman Judge in Eugene, Oregon,
09:28 and later an article three Judge in Portland,
09:31 Oregon spoke at an event that I attended.
09:33 I had never met a lawyer
09:35 and I had absolutely no intention of ever meeting a judge.
09:39 Her message then was that being an attorney
09:41 was possible for a woman
09:43 and even being a judge was like her was imaginable.
09:48 She planted a seed
09:50 but it would be several more years
09:51 before that seed sprouted.
09:53 I put myself through college
09:55 working at the US Forest Service.
09:57 When I was 18 I was one of the first women
10:00 to train as a forest firefighter
10:02 in the Willamette National Forest.
10:04 I learned then what it was really like
10:06 to walk toward something really scary.
10:11 I moved from Blue River Oregon to Blue Hill Ave,
10:14 when I came to Suffolk Law School.
10:16 I quit my drop job drove myself across Canada
10:19 and moved into a home in Roxbury
10:22 with the mother of a friend.
10:24 I'm so thankful and grateful
10:26 for my legal education at Suffolk,
10:28 because you gave me the opportunity to realize my dreams
10:31 and taught me how to be a lawyer.
10:34 When I graduated from Suffolk,
10:36 I received
10:37 The Reginald Heber Smith Community Lawyer Fellowship
10:39 and worked at the Southeastern Massachusetts
10:41 Legal Assistance Corporation in New Bedford,
10:44 Fall River and Taunton.
10:46 I then clerked for magistrate Judge Joyce London Alexander
10:49 at the US district court in Boston.
10:51 I moved from there to the MBTA
10:53 where I worked both in the general counsel's office,
10:56 as well as the general manager's office.
10:59 In 1990, I moved to Seattle sight-unseen.
11:03 I just think that Seattle is the most
11:04 beautiful city in this country.
11:07 And upon arriving in Seattle,
11:08 I worked at both large and boutique law firms
11:11 before working for 15 years
11:13 in the civil division of the
11:14 King County Prosecutor's Office,
11:16 where I practiced Technology Law.
11:19 I was appointed to the bench in 2010
11:21 and then elected three times
11:23 as a King County District court Judge.
11:25 And good morning my name is Marcine Anderson.

11:28 Thank you.
11:37 <v ->Thank you very much.</v
11:39 That was a wonderful story.
11:41 And it's amazing all of the backgrounds from which
11:47 really accomplished people emerge.
11:49 So thank you so much for sharing that with us.
11:51 Our next speaker will be Tara Spann.
11:57 Please tell us a little bit of your story.
11:59 <v ->Absolutely thank you.</v
12:01 First of all thank you to everyone
12:04 at Suffolk University Law School
12:05 for inviting me to this panel
12:09 and also for everyone who's joining today.
12:12 And this is a very hard act to follow.
12:15 Thanks, Judge Anderson for making this difficult for me,
12:18 but Tara Spann, I grew up in South Carolina.
12:23 I was raised in I was born in Boston,
12:24 grew up in South Carolina
12:27 and went to college at
12:28 Northeastern University Law School
12:31 took up bio electrical engineering,
12:33 graduated as an electrical engineer.
12:35 I did that for quite some time
12:37 for the US department of the Navy
12:39 and also for the US department of the Navy.
12:44 And then from there, I actually,
12:46 while I was working there,
12:47 I decided that I wanted to do something more.
12:50 So I ended up applying to Law School
12:53 and I applied to Law School
12:54 not because I actually wanted to be a lawyer,
12:57 but because it's the one thing that scared me
12:59 and all of the things that I was used to
13:02 in terms of being a great engineer was kind of challenged
13:08 if you will, being in law school,
13:11 doing the speaking engagements, speaking out loud,
13:15 being present, being seen, writing,
13:19 reading all of the things that engineers typically
13:22 don't like to do.
13:24 So I actually went to law school
13:26 so that I could be a better person overall.
13:27 And after leaving law school,
13:30 I actually worked in Silicon valley
13:32 and intellectual property
13:35 at an intellectual property law firm there
13:37 and doing consulting and still consulting in engineering,
13:40 which was quite interesting
13:41 because I always kind of resort back to my comfort zone,
13:45 which is engineering.
13:47 After doing that,
13:49 I ended up going back into engineering
13:51 and being a senior engineer.
13:53 Worked many different jobs
13:55 as a couple of different jobs as an engineer.

13:57 And then from there ended up getting myself into
14:00 supplier diversity I went to
14:02 Harvard University Law, Harvard university,
14:05 and ended up doing,
14:07 being responsible for so supplier diversity
14:10 as a contract manager there,
14:12 and also a seeing software licensing negotiator.
14:15 And from there it,
14:18 my trajectory just took off
14:20 in terms of diversity, equity and inclusion,
14:22 mostly on the supply chain side,
14:24 but I also had some experience.
14:27 And just recently in the past few years,
14:30 really focused on the human capital side
14:33 of diversity equity and inclusion.
14:35 So that's kind of where my trajectory has taken me today.
14:44 <v ->Thank you very much.</v
14:46 I think it's probably the first time
14:47 I've heard anyone say that going to law school
14:49 made them a better person,
14:51 but I think that it's, that's not usually the image,
14:55 but I think that in fact
14:57 it's probably true for a lot of us.
14:58 So thank you so much for sharing that.
15:01 And our third panelist this afternoon Jessica Massey,
15:06 who you will see from her bio in addition to her
15:08 tremendous professional accomplishments
15:11 has also served the university
15:13 as a Suffolk university trustee.
15:15 So Jessica, welcome to the program today.
15:18 <v ->Good morning.</v
15:19 Thank you so much for having me
15:21 professor Landers and to my other panelists
15:24 it's great to be here.
15:25 So my background is sort of,
15:29 I guess the Suffolk background for a lot of folks,
15:33 I grew up in a small town in Rhode Island.
15:37 My dad was in the army,
15:39 so I was born down in Virginia
15:41 and then my folks relocated back up north.
15:44 My folks who are working class people,
15:48 my dad was a mailman and my mom worked
15:51 at a bunch of different government agencies
15:53 doing clerical work.
15:55 And I'm the first in my family to go to college.
15:59 I'm the only one in my family to go to grad school.
16:01 So to me, that's sort of the epitome
16:04 of a lot of the folks that end up at Suffolk
16:06 are people like me.
16:09 I went to Holy Cross to get my undergrad degree
16:13 in political science,
16:14 with a concentration in African-American studies.
16:17 And then I went directly to Suffolk
16:19 after that for law school,

16:21 I put myself through college and law school.
16:23 So I worked many, many jobs all through school.
16:28 When I was in law school,
16:30 I got the opportunity to do some
16:32 really cool summer internships.
16:34 My One L summer I clerked
16:36 for a federal judge in Rhode Island.
16:39 And my second summer, I clerked
16:41 for the organized crime drug enforcement task force
16:46 at the US attorney's office in Massachusetts.
16:48 After graduation I got my first opportunity
16:51 from another Suffolk alum to work
16:53 at the Suffolk County DA's office.
16:55 I was an assistant DA there for a little over four years,
16:59 and I did a variety of cases there.
17:02 I started out in the domestic violence unit,
17:05 transferred over to Chelsea district court
17:07 to do the safe neighborhood initiative project there.
17:11 And then ultimately was promoted to do juvenile
17:14 and youthful offender cases.
17:16 I left there to go to the Attorney General's office.
17:18 I started off doing special investigations in narcotics.
17:22 I did that for about three years
17:24 and then went over to the white collar side
17:26 of the criminal bureau and did a variety
17:28 of corruption and fraud cases there.
17:32 I was at the AG's office about seven years,
17:34 and then I was recruited to join Walmart.
17:37 So I picked up and left everything I knew
17:40 in Massachusetts to move to Arkansas,
17:44 which I still have a hard time believing I did.
17:46 And I was at a Walmart for about five years.
17:50 I was doing corruption and fraud investigations
17:54 for the company,
17:55 primarily focused on violations
17:57 of the United States Foreign Corrupt Practices act.
18:00 And I also acted as legal counsel
18:02 for the global ethics department for the company.
18:06 So after about five years,
18:07 I finally got the opportunity to
18:09 take my dream job at the US Attorney's office.
18:12 I was hoping it would be in Massachusetts,
18:14 but it ended up being in California.
18:16 So I am out here on the west coast right now.
18:20 And as professor Landers indicated
18:22 in the criminal bureau doing narcotics
18:24 violent crime gang cases
18:26 and things of that nature.
18:28 So that's my background.
18:35 <v ->Thank you so much, Jessica for sharing that.</v
18:38 There are so many overlapping intersections
18:41 with my career and my life growing up
18:44 with everything that the panelists have said so far.
18:47 So it's always very interesting

18:49 to hear people talk about themselves
18:51 and you realize the extent
18:53 to which you have things in common.
18:54 We often do not have a television
18:56 when I was growing up my parents,
18:58 neither of them ever owned a car during their lives.
19:00 And the and my father was a career enlisted person
19:06 in the army.
19:07 So there are these overlaps between
19:11 our understanding of the world
19:14 and how we came to be in the legal profession today.
19:18 Now it's no secret that many of the
19:21 programs and the discussions
19:23 focused on diversity, equity and inclusion
19:26 that are taking place right now
19:29 are grew out of grow out of the
19:34 recent public reaction to some of the
19:36 police violence against African-American men
19:39 and others, people of color in the country that,
19:44 occurred earlier this year with the
19:46 death of George Floyd and then
19:48 proceeded with different kinds of discussions and protests
19:53 about those events over the summer.
19:56 And one of the frustrations for me,
19:59 always about this whole set of issues
20:01 is the episodic attention span
20:04 of the American public on these issues.
20:06 And if actually a lot of professions and
20:10 corporate organizations in the country.
20:13 In 2006, I wrote what turned out to be
20:17 the cover article for it
20:18 and the issue of the Boston Bar Journal
20:21 about the advance of women and people of color,
20:24 or the lack of progress really in the profession
20:27 and focused really on the greater Boston area.
20:30 And one of the things I learned
20:32 in the process of doing that article is that
20:35 I graduated from law school in the mid 1980s,
20:38 and there had been progress, some progress made,
20:44 but in the space of,
20:48 I don't know, 10 year period
20:51 from say 1996 to 2006 progress seemed to have stalled.
20:55 And then if we were to look at the numbers today,
21:00 the percentage of women who are partners in law firms
21:02 is about the same as it was then in 1996.
21:06 People of color are represented more at entry levels
21:11 of the legal profession than they were at that time.
21:15 But still this progression to partner
21:18 remains in the single digits.
21:20 And I think that if we were to look at
21:22 the expanse of the profession,
21:24 generally you would see that the people
21:28 who are represented on this panel today
21:30 are almost remarkable exceptions

21:32 to what has happened.
21:33 And I know that they probably wouldn't
21:35 wanna characterize themselves this way,
21:38 but my point is that the overall numbers remain
21:40 incredibly disappointing.
21:44 And so what questions should leaders be asking themselves
21:49 in order for their organizations
21:50 to implement change and really shift this trajectory
21:54 that really has not shown as much progress
21:59 as all the effort in diversity
22:02 and inclusion programs which should suggest,
22:04 should have been the result.
22:05 And maybe I will start with maybe
22:09 I'll start with judge Anderson again,
22:11 and then we'll shift up the order
22:13 a little bit going forward,
22:14 or maybe Tara why don't we start with you?
22:17 I'll change that.
22:18 <v ->Yeah thank you for changing that</v
22:19 cause judge Anderson just makes me look just bad.
22:26 Thank you so much.
22:27 But yeah, the when I look at this
22:31 and I look at organizations,
22:32 I always ask the question is the organization
22:34 a welcoming and inclusive environment?
22:38 Primarily because oftentimes the work is done and it fails
22:43 or people get frustrated and leave.
22:45 So that's one of the questions
22:47 I would definitely ask the organization
22:48 as well as are they really ready
22:50 for meaningful change?
22:53 Once again I've been engaged in
22:56 with some organizations who say they're ready
22:59 and they think they're ready,
23:00 but when you push them to change,
23:03 there's a lot of,
23:09 people just don't, they don't
23:10 people don't wanna change
23:11 and they don't really want to change the organization.
23:14 So are they really ready for meaningful change?
23:17 Also do they truly understand and believe in the impact
23:20 that diversity has on their business outcomes?
23:23 And once again, oftentimes they are not informed
23:28 or they just don't want to believe this,
23:31 but if they don't believe this,
23:33 then why don't they believe this?
23:35 Because these organizations can always refer to
23:38 numerous sources of data to inform them.
23:41 So that's a given
23:45 and will decision makers
23:46 and leaders be advocates and sponsors,
23:48 by equalizing the racial and gender representation
23:50 on their boards, in their boardrooms and in the C-suites.
23:57 So then I would ask that question.

24:00 These are questions that I've actually asked
24:02 when I've gone from organization to organization
24:04 before I've actually accepted positions.
24:07 And the other thing I'd ask
24:08 is what resources do they allocate to this change
24:12 and are those resources adequate?
24:15 So I would ask the leaders themselves
24:17 to really truly hold themselves accountable
24:20 and ask themselves what can I do to close the gap
24:22 and make a difference and then do it.
24:26 <v ->Can I ask you one follow-up question Tara about that?</v
24:30 I noticed that California has an activist statute,
24:36 establishing requirements for representation
24:40 on corporate boards for women and people of color.
24:43 And the EU has had a,
24:45 that kind of requirement for corporate boards
24:50 for women for a long time.
24:51 What do you think about government roles like that
24:54 and kind of pushing the change a little bit to make
24:57 organizations actually have to,
25:02 include, incorporate more diversity
25:05 into the organizational leadership.
25:07 <v ->Yeah, I support it but I support it with</v
25:11 there needs to be a plan.
25:13 There needs to be
25:15 something behind just reaching a number.
25:17 They have to do it the right way.
25:19 So I do support it because again,
25:21 what's getting measured
25:22 what gets measured gets done.
25:24 But yeah I support that
25:26 and I think it's a step in the right direction,
25:29 but there's more that needs to be done.
25:32 <v ->All right thanks.</v
25:33 And then, so let's go to Marcine, Judge Anderson now.
25:38 Any thoughts about this study?
25:40 <v ->First of all, Tara, you're fabulous.</v
25:42 And the only thing I would add to what she said
25:45 is that one of the most important things
25:48 is first of all, letting people in the front door
25:50 that's important,
25:52 but also making sure that there's an environment
25:55 to encourage someone to stay
25:56 at that organization once they've been
25:59 allowed through the front door.
26:01 Because so many times,
26:02 and I think this is the problem with law firms.
26:04 So many times people get there,
26:07 they're encouraged they're encouraged to apply.
26:10 There's a lot of fanfare when they get there.
26:12 And then the work environment is not a hospitable
26:15 it's just a place where it, the front door is open,
26:21 but the back doors is
26:23 people are really happy to leave

26:25 because the environment isn't what they were,
26:29 they thought it was going to be
26:30 when they walked in the door.
26:31 And so I think cultivating an environment
26:34 that's just as accepting on the front end
26:36 through someone's career is so very important
26:40 to retention of people of color
26:43 and women in the legal profession,
26:45 no matter where it is that they're being hired.
26:49 <v ->So just a follow up for you on that point.</v
26:53 One of the things about law firms is that
26:55 it's sort of very common to say,
26:57 well that person had their
26:58 personal reason for leaving, right?
26:59 And there's no kind of sort of like attribution
27:02 to this aggregation of the personal reasons
27:05 that maybe there actually really
27:07 is something that can be changed about the culture
27:09 and make it a place where people
27:12 could find resiliency and stay.
27:15 Do you think that that's an issue
27:18 and what should, how should organizations respond,
27:22 to what appears to be kind of idiosyncratic
27:25 individualized decisions?
27:29 <v ->Well, just like Tara said,</v
27:31 I think that people have to do the law firms
27:34 and any kind of business that is hiring lawyers,
27:36 which is just about everybody
27:38 has to really look at their own culture
27:40 and look at what that environment is
27:44 for people who are there.
27:45 So the people at the front door
27:47 might be the most welcoming and warm people,
27:50 but the people in the day to day life,
27:51 the people who,
27:53 make a comment about their child being sick.
27:56 And so if your child's sick
27:58 is that why everybody here is sick?
28:00 Making comments about someone couldn't get something,
28:04 not getting certain assignments
28:05 because they have a small child at home.
28:08 When what I know as a mom is that
28:11 when my child went to sleep
28:13 is when I did all my work after hours.
28:16 And I've heard so many stories from women
28:18 who have been told,
28:20 well you have a baby or you have a toddler
28:23 or you have a teenager
28:24 and so you're not gonna get you
28:26 you must not be able to travel
28:27 and so you must not be able to do this kind of work,
28:30 whatever that kind of work is.
28:32 And so I think that people have to examine,
28:34 what the rules are for everybody

28:36 and make the rules and let that attorney
28:39 let that woman make a decision as to whether or not she
28:42 could actually do that assignment
28:44 and whether she wants to do it.
28:46 And I think that a real good, hard look at the rules,
28:50 making sure that the rules apply to everybody
28:53 at this at an equitable basis.
28:57 <v ->Thank you.</v>
28:58 Jessica, let's bring you into this conversation
29:00 because you've had experience
29:02 in both the private sector and in government,
29:05 and then maybe Judge Anderson
29:06 has some comments about whether the public sector
29:09 might have some differences
29:10 or some advantages in this realm.
29:13 What are your thoughts about how leaders of organizations
29:17 can really commit to change
29:20 and to changing this trajectory?
29:23 <v ->So I think what Tara said</v>
29:25 is spot on that companies,
29:28 whether it be actual
29:29 private companies or law firms
29:31 really need to take a look inside and see,
29:35 what are they actually doing?
29:37 Are they doing anything,
29:38 is what they're doing sufficient,
29:42 boardrooms companies should look like
29:46 the people that they're serving right?
29:48 So that was a big thing
29:49 when I went to Walmart,
29:51 I had a lot of friends that didn't love the idea
29:54 that I was even interviewing there
29:55 because of the reputation that Walmart had
29:58 and so I did my due diligence
30:00 and asked those questions.
30:02 I went all over the internet scouring for information
30:05 about the diversity efforts that Walmart
30:09 at the time had been doing
30:11 and asked those types of questions when I was there,
30:13 I made it very clear that
30:15 that was an important thing for me.
30:17 When I was at the Attorney General's office,
30:19 I was in the criminal bureau
30:21 and there were about a hundred people in that bureau
30:23 and I was the only Hispanic at all.
30:27 Only Hispanic lawyer there were no staff.
30:29 I mean, it was a extremely,
30:32 extremely white and predominantly male.
30:35 And so when I was making the decision to move
30:38 from there to Walmart, I was looking at that
30:40 am I gonna be in the same
30:42 type of situation that I was in at the AG's office?
30:44 Or am I gonna be in a place that actually
30:47 sees the business case for diversity,

30:49 not just the social reasons,
30:52 to have equality within the ranks,
30:54 but that it actually makes business sense to do that.
30:57 And I came to the determination that Walmart had that.
31:02 And so that was a huge piece
31:05 in me deciding to leave the government
31:06 and to go over there.
31:08 And what I loved about it is when I got there,
31:11 I realized that everything that I had learned about
31:13 was actually true and was actually happening.
31:16 And so over the course of the time that I was there,
31:20 obviously because I'm addicted to volunteering,
31:23 I dove right in and started doing
31:24 all these different things within the legal department
31:27 and sort of crossover things with other departments.
31:30 And I learned about all the efforts that Walmart was making
31:33 internally that quite frankly
31:34 I think they did a bad job of advertising.
31:37 A lot of people didn't know all the stuff
31:39 that they were doing to try to make things
31:41 better and more equitable and more inclusive.
31:44 One of the great things
31:46 that I got to do when I was there,
31:48 Walmart would send us to all sorts of conferences
31:51 all over the place.
31:52 And one of the ones I went to
31:54 was for NAMWOLF and I'd never heard of this organization,
31:57 the National Association of Minority
31:59 and Women Owned Law Firms.
32:01 And it was a targeted approach.
32:03 Walmart sponsored it every year
32:05 depending on the year,
32:07 they would send half a dozen or more of us to go there,
32:11 literally with the purpose of networking
32:13 with minority and women owned law firm partners
32:17 so that we could be conscious
32:20 about giving business to those types of places,
32:23 to make sure that our outside counsel
32:25 across the company were diverse,
32:29 which is fantastic.
32:30 One of the other great things that Walmart did
32:32 when I was there
32:34 and a number of other very large companies
32:36 like HP and others,
32:37 that they basically said to law firms like look,
32:40 you keep telling us
32:41 that that you're diverse
32:42 and that you have all these diverse people that work there.
32:45 But when you come to our offices
32:47 to meet with us about our cases,
32:49 you send white men,
32:50 like where are all these people that you say exist?
32:53 We don't believe it.
32:54 And so they actually developed,

32:57 a mandate and created a software program
33:01 where outside counsel firms
33:02 if they wanted to continue to get Walmart business
33:05 had to report their numbers, which is crazy.
33:09 I mean people thought it was insane
33:11 that they had to do this,
33:13 but Walmart said, look give us this information
33:15 commit to staffing our matters with your diverse people
33:19 and we'll pay you what we said we would.
33:22 And if not we're gonna dock your pay
33:25 I think it was 10 or 15%.
33:27 So it basically put the ball in the law firms courts,
33:32 to show us that you really mean
33:34 that you have this commitment to diversity
33:37 like we do as a company.
33:39 And so I think
33:40 people need to ask those tough questions
33:43 and take those tough stances
33:44 in order to motivate law firms to do the right thing.
33:48 Another thing that they did was develop a program,
33:52 basically a mentoring program,
33:55 where they were teaming up
33:57 women and minority law firm members, not partners,
34:02 but senior counsel
34:04 pairing them up in a mentoring program
34:06 with executives in the company.
34:09 And so that really gave those people an opportunity
34:13 to be right in the mix
34:14 and have that direct relationship
34:17 with the decision makers at the company.
34:19 And that's hugely important,
34:21 simply staffing people on a matter
34:23 and not giving them the opportunity
34:25 to develop those relationships
34:27 is not going to help them advance in their firm.
34:29 And so I think that that is another fantastic way
34:33 to basically hold the law firms feet to the fire
34:36 and ensure that they're actually doing
34:38 what they say they truly believe in.
34:42 <v ->So I think that those examples were really</v
34:44 excellent ones because they demonstrate,
34:47 and I think some of the examples
34:49 that Tara had given previously,
34:50 they demonstrate an intentionality
34:52 about pursuing this objective
34:55 that organizations tend to apply
34:58 to all their other business objectives.
34:59 So why not this one too?
35:02 And I think that that really
35:05 those examples really illustrate
35:06 the need to focus in that really kind of concentrated way.
35:10 One of the other things that you mentioned Jessica,
35:13 was your addiction to volunteering,
35:16 which I could probably everyone

35:18 on this panel has that same problem.
35:21 Every time suffering from a little bit myself,
35:23 my over-scheduled day today.
35:24 And the fact that all of you on the west coast
35:27 were willing to get up and join this panel,
35:30 which is lunchtime midday day here on the east coast.
35:34 So I appreciate that.
35:36 But you all impressive accomplishments
35:39 as leaders in community organizations,
35:41 as well as in your professional lives.
35:43 So I guess maybe it would be helpful
35:45 to our audience
35:47 to talk about ways that these roles
35:49 have presented opportunities
35:51 for you to have an impact on the future of the profession
35:55 and of your communities beyond just your work for clients,
35:58 or the institutions, where you've been employed.
36:02 So let's maybe start with why don't we start with
36:06 Judge Anderson with Marcine again,
36:10 and then work around.
36:12 <v ->Sure thank you.</v>
36:16 And I have had some great opportunities to volunteer
36:21 and sometimes I didn't even know
36:24 the extent to where that opportunity would take me.
36:28 And so I'm gonna give you one example.
36:30 I did some volunteer work for
36:33 the Washington State Bar Association
36:35 and assisted the bar with some technology matters
36:38 and it was completely volunteer time.
36:40 I was okay with the prosecutor's office
36:43 and then they liked the work
36:46 and they got a good result.
36:47 And so when a leadership position opened up
36:50 on the board of governors,
36:51 the executive director at the time
36:54 encouraged me to apply
36:55 for that leadership position.
36:57 It wasn't a shoe-in, there was
36:59 five immensely qualified candidates.
37:02 Three of them are, let me see.
37:04 Two of them went on to become president
37:06 of the bar association.
37:07 So it was a really competitive process,
37:09 but I got selected and I got selected to fill
37:12 it was called an at-large position
37:15 on the board of governors.
37:16 And the at-large position was to take a person of color,
37:19 a woman, someone from
37:21 a place in the legal community that
37:24 they didn't necessarily look for leaders.
37:26 And so I had that filled that at large position.
37:31 When I was on the board of governors,
37:33 I was on one of the founding members
37:36 of the Washington state bar association

37:37 leadership Institute,
37:39 which was the brainchild of the then president Ron Ward
37:43 of the Washington State Bar Association.
37:46 And I don't know if any of you know Ron,
37:49 but he is amazing.
37:50 He is the, was the first African-American president
37:52 of the Washington State Bar Association,
37:54 and it's then a hundred and something to your history.
37:58 So I was on that board for 10 years
38:01 and I'm gonna just cause I'm so proud
38:04 of the work that this board continues to do.
38:06 I'm gonna tell you just a little bit about it.
38:08 The purpose of the Washington State
38:11 Bar Association Leadership Institute
38:12 was to take attorneys who were from
38:14 between three and five years from passing
38:17 three and 10 years from passing the bar
38:19 from marginalized communities or from communities who
38:24 would not necessarily be looked to at the,
38:27 by the bar like
38:30 Washington State Bar Association for leaders.
38:32 They applied to be in program.
38:35 They had to have the commitment from their employers
38:38 and they also,
38:42 it was free but they had to also commit
38:45 not only to attending once a month,
38:47 sometimes on Friday, sometimes on Friday and Saturday.
38:50 And then they also had to do a community service project
38:54 in that nine-month program.
38:56 And they had to commit to take on a leadership position
39:00 in an organization,
39:01 didn't have to be the Washington State Bar Association.
39:03 It could be in their minority or specialty bar association
39:06 in their local PTA or anything else that,
39:09 but they had to take on a leadership position.
39:12 And that organization has just done wonders
39:16 for the legal community.
39:17 Every time I turn around I see somebody brand new,
39:20 like recently one of the leadership Institute fellows
39:25 from when I was on the board.
39:26 Cause I haven't been on the board for about 10
39:28 let me see
39:29 yeah, 11 years.
39:30 But one of our fellows just became
39:32 a Court of Appeals Judge.
39:33 And it just it's just rippled
39:36 all through the legal community.
39:37 And I can point to individuals of color, LGBTQ women,
39:44 who were have just grown in leadership abilities
39:50 and leadership potential
39:52 throughout the entire legal system
39:54 in the state of Washington.
39:55 So I would always say,
39:58 you don't know what you might be getting into,

39:59 but I am so very proud to have been involved
40:02 in something that
40:04 it looks like it does today.
40:06 And it all started out by volunteering to do technology law,
40:09 who would have guessed right.
40:13 <v ->Tara, would you like to add something on that?</v
40:17 <v ->Just very quickly I've sat</v
40:19 on the corporate advisory boards
40:20 of many different organizations that support communities
40:23 primarily in economic inclusion.
40:25 And I've also been a part of,
40:27 and probably met you Jessica at NAMWOLF conferences.
40:30 That was basically my work
40:33 for about 14 years in supplier diversity
40:37 and ensuring that organizations are doing business
40:40 with diverse owned businesses
40:43 and small businesses and that they are
40:45 practicing inclusion in the supply chain.
40:48 So I sat on the advisory boards of organizations
40:52 like the national gay and lesbian chamber of commerce,
40:55 national minority supplier development council,
40:57 the women's business enterprise national council,
40:59 and many international organizations as well.
41:03 And through my work really these organis....
41:06 Through the work with these organizations,
41:10 I was really able to have a direct line of sight
41:13 into the impact that my efforts made
41:14 on people who look like me and my family.
41:18 So it just really helped me
41:20 to have a confidence
41:23 and to move forward in the strength
41:25 and the power to move forward,
41:27 even through many challenges to make a difference.
41:30 And that I knew that the work
41:32 that I was doing was making a difference.
41:34 So sitting on these boards being not even,
41:38 not just having a direct line of sight,
41:40 of being really in the communities
41:41 and seeing how much change I made by doing
41:45 by large companies that I worked for doing business
41:48 with these small organizations,
41:50 hiring from the community in many cases,
41:53 even lowering the crime rate
41:55 because of it because more people are, have jobs.
42:01 And so just really in,
42:04 in seeing people who have actually
42:06 previously been incarcerated,
42:07 working in these organizations,
42:09 being provided an opportunity
42:10 and being one of the most loyal employees
42:13 that these organizations have.
42:17 So I've seen a lot
42:18 I've and my work continues
42:21 because of all of the things that I've seen.

42:25 <v ->Thank you that really is a great testament</v
42:29 to how the synergies between what we do
42:31 in the day jobs and how we are able to
42:34 affect change in other sectors is really a real thing.
42:39 Jessica, what would you like to add to this conversation?
42:43 You've been very involved in the
42:45 Hispanic Bar Association.
42:48 How has that affected your approach to these issues?
42:53 <v ->So I've been extremely fortunate to have had</v
42:56 tons of opportunities to be involved
42:58 in all different types of organizations.
43:00 I'm currently the chief compliance officer
43:02 at the Hispanic National Bar Association.
43:06 I've had countless positions within that organization.
43:09 And then when I was still back in Massachusetts,
43:12 I was pretty involved in the Boston Bar Association,
43:16 the women's bar, the mass bar
43:19 all sorts of things.
43:20 And the thing that I love about all of these organizations
43:23 is their actual, real commitment
43:26 to creating change, right?
43:29 So they're not just saying,
43:30 oh we really wish that there were more
43:32 diverse people in this profession
43:34 they're actually putting in the work.
43:36 And so a lot of these organizations HNBA,
43:39 the BBA, the mass bar, the ABA,
43:43 where I'm also involved,
43:44 they all have different pipeline programs
43:47 and mentoring programs.
43:49 And those are my favorite things to do.
43:51 So at the HNBA we do a ton of
43:54 younger student pipeline programming.
43:58 So anywhere from elementary through college,
44:02 we're not so concerned about the law students
44:04 because they have an amazing law student division
44:06 and they're kind of doing their own programming
44:09 and they've already got there, right?
44:11 Like that's the biggest first step is getting to law school.
44:15 So our focus is really like,
44:16 how do we get younger generations of kids
44:19 to think about being a lawyer as a career choice for them.
44:23 Many of them are from backgrounds like mine,
44:26 where their parents didn't get to go to school.
44:28 Many of them also like mine have a parent
44:30 who was first in their family
44:33 to grow up in the United States.
44:35 So these are the types of kids
44:38 that we're trying to focus on
44:39 to let them know that look, we made it
44:41 we came from a similar background that you have
44:44 and you can do it too.
44:45 And so we had different outreach initiatives
44:48 all over the country.

44:50 We're teaming up with other organizations as well.
44:52 We just had a meeting last week
44:53 with the federal bar association
44:55 to try to put a little bit more
44:58 of a federal spin as one of our focuses
45:00 to get students involved,
45:02 which is great because obviously
45:04 I'm in the federal system now
45:06 and we definitely needed some help diversifying
45:09 that practice area.
45:11 So I would say to anyone
45:13 who's interested in these types of issues,
45:15 joining a bar association or another similar organization
45:18 that has these types of programmings
45:20 is really a way to make a direct impact
45:23 on students that will come up after you.
45:27 <v ->Yeah, I think that's a really good point.</v
45:29 The Boston Bar Association to Jessica's point
45:32 has actually a similar leadership program
45:34 focused on public service
45:36 where there needs to be employer buy in.
45:37 But I mean it brings together new lawyers
45:43 for relatively new lawyers from different practice areas,
45:46 including private firms
45:48 to really help develop their
45:50 leadership potential in the community.
45:52 And so I think that these programs really do actually help,
45:57 sort of build that pipeline
46:00 and to give people the skills and the pipeline
46:03 to advance further in community organizations
46:05 and in the profession as well.
46:08 And one of the things that Jessica
46:11 actually all of your comments have sort of
46:15 sparked in my mind, is this connection between,
46:21 well how individualized all of these programs are, right?
46:25 That the there's no like sort of magic bullet,
46:29 there's no scaling of
46:34 the impact of some of these mentorship activities,
46:38 leadership training activities on people
46:41 it really is one person at a time.
46:43 So one question I would ask of you all
46:46 is how do the actions or encouragement of others
46:48 really contribute to your success?
46:50 What are the examples that you would cite to about this?
46:54 And so maybe we'll start with Marcine
46:58 and go around again.
47:00 <v ->Thank you.</v
47:02 Well first of all, I have had great mentors.
47:05 And what I would say about mentorship is
47:08 that it doesn't mean that you meet with somebody
47:11 for that same person for the rest of your life
47:13 every day or every week.
47:15 My mentors are sometimes the person
47:17 who doesn't even know that they're mentoring you.

47:20 I put Judge Helen Frye in that category.
47:23 She probably had absolutely no
47:25 idea of the impact she had on my life.
47:28 But mentors are there when
47:30 to give you a high five
47:32 when something really fabulous happens
47:34 and to celebrate and to celebrate with you on that.
47:37 And also tell you,
47:39 I'm really sorry that that happened
47:40 when things don't work out that great.
47:43 And then just knowing that someone has been there,
47:46 sort of having my back a little bit
47:48 has given me the courage
47:49 to walking towards something that is really, really scary.
47:53 I would say one of the most important,
47:56 especially given the panel today,
47:58 one of the most important actions
48:00 that happened was in the early 1980s,
48:04 when we had the economic downturn
48:06 professor Landers this is when you went to law school too.
48:09 And I was looking around, I was working,
48:12 I worked for four years
48:13 before I went to law school
48:15 and I was looking around my boss
48:16 was just a few years older than me.
48:17 And one of my friends was applying to law school
48:19 and she goes,
48:20 "You should apply too."
48:21 And so I did and I got a letter from
48:24 took the LSAT and then
48:27 there's some sort of mashup
48:28 they take the LSAT scores
48:30 and they take your GPA's
48:32 and people send you letters
48:33 and Suffolk sent me one of those letters.
48:35 And then professor and current professor Bob Ward,
48:41 who's at Suffolk right now
48:42 sent me one of those letters.
48:44 And so I applied to Suffolk
48:47 and I think that had I not received that letter,
48:49 I wouldn't have even known about Suffolk.
48:51 I lived in Eugene, Oregon
48:53 and this was far, far away from Boston,
48:57 but that letter encouraging me to apply to Suffolk
49:01 has created a lifelong friendship
49:03 between professor Ward and me
49:05 and his family and my family.
49:07 And I've gotten to know
49:10 more about Suffolk as a result of his
49:13 continued involvement with Suffolk law school.
49:15 So I think that is probably one of the biggest actions
49:20 of encouragement that helped me be where I am today.
49:24 <v ->Well as we're always thinking about</v
49:27 sending these letters out,

49:28 people in the next generations of law students
49:30 is actually great to know that they are,
49:32 that they do have an impact
49:34 on people on regardless of whether
49:36 they come to Suffolk or not it's really good.
49:38 I think that that sort of affirmation
49:40 that the person is valued.
49:43 I think it's a really a good aspect of that program.
49:45 So I realized that
49:47 it looks like we had plenty of time
49:49 and now suddenly we're getting near the end of the hour
49:52 as is the way with all of these programs.
49:54 And I just want to encourage people who are listening in.
49:57 If they have questions,
49:58 please put them in the chat
50:00 and we're gonna keep talking,
50:02 but I'm gonna keep an eye on the chat
50:04 and I hope to ask some of those questions.
50:09 But in the meantime,
50:10 one question that has arisen is
50:14 what kinds of concluding advice,
50:16 one to three steps would you give each individual,
50:20 each Suffolk University law school alum.
50:24 One step that a person could take
50:26 to exercise leadership and reorienting society
50:29 and societal institutions toward
50:32 greater equity and inclusion.
50:35 What kinds of things could the ordinary person
50:37 who doesn't see themselves as
50:39 in the category of Martin Luther King Jr,
50:41 or any of these great leaders that we seek to emulate,
50:45 what would you suggest?
50:47 So maybe Tara starting with you on that one.
50:51 <v ->Sure I would say,</v
50:53 just learn as much about true history as you can.
50:56 And while you may not be able to
50:57 write the wrongs of those before us,
51:01 you have complete power to incrementally change
51:03 the systems that have been formed because of them.
51:06 So I would just say really
51:08 looking at how you can change unjust policies
51:11 and processes is probably the
51:12 one of the biggest things that you can do
51:15 to create some incremental change right now.
51:18 <v ->And the important thing is to identify</v
51:19 those policies where they exist,
51:21 because we can't change them unless we know
51:23 what they are.
51:24 <v ->Exactly.</v
51:26 <v ->Jessica, did you wanna add anything on that score?</v
51:30 <v ->So I think that the easiest thing</v
51:32 you can do is raise your hand, right?
51:35 Just start somewhere,
51:37 find an organization whose mission you believe in

51:41 that aligns with your views on equity and inclusion, right?
51:45 So there are countless organizations
51:48 that you could volunteer with.
51:50 It doesn't have to be a bar association.
51:52 You could do something as simple as volunteer at Suffolk,
51:56 be on a panel at Suffolk.
51:58 I've done plenty of them over the years
52:00 they're always looking for people.
52:02 One of the other great things
52:03 since I am on the Suffolk tangent now,
52:06 things that we can do when we were talking to judges,
52:09 just talking about how outreach
52:11 was so important to her decision
52:13 to go to law school or which law school to go to
52:16 we have an admissions outreach committee
52:18 as part of the alumni association at Suffolk.
52:22 And I used to chair that committee
52:23 when I was on the alumni board a thousand years ago,
52:27 but it's super easy.
52:28 You get assigned a list of a handful of students
52:32 that have been accepted to Suffolk
52:34 and you reach out to them,
52:35 send them an email and say,
52:37 "Hey, congratulations."
52:38 "Heard you got into law school that's awesome."
52:40 "I went to Suffolk, it's a great school."
52:43 "I'm here to answer any questions."
52:44 It takes minutes of your time,
52:47 and it'll have a huge impact on people down the road.
52:50 And if for some reason,
52:52 you're the busiest lawyer in the world
52:54 and you don't have time to give even that little
52:57 feel free to give money.
52:59 There are plenty of programs that Suffolk does
53:02 that they can use funding for.
53:04 One of the programs that I year mark my contributions for
53:07 is the accelerator to practice program
53:10 that actually launched gosh,
53:12 probably about five years ago now,
53:14 where they basically built a law firm inside the law school
53:17 to provide pro bono and low bono services
53:21 for people that need civil attorneys.
53:23 So time, talent, and tressure
53:25 whichever one you're willing to give,
53:27 there are plenty of organizations willing to accept.
53:29 <v ->Right Jessica is talking about</v
53:31 the accelerator to practice program at Suffolk law school.
53:34 And I know that Dean Perlman,
53:36 even though his camera's off
53:37 and I'm sure he's smiling about her reminder
53:40 to all present about the opportunity
53:42 to make financial contributions to the law school,
53:45 which actually does help in myriad, myriad ways.
53:47 We have one question that I wanna get to quickly

53:51 that I think is actually important in addition to,
53:54 I set that discussion up as
53:56 focused on some of the racial issues
53:59 that have arisen that continue to plague our country.
54:02 And that really
54:05 came to a sad focus this past year.
54:10 But another question is the gender question,
54:13 which is the question is as a young lawyer
54:16 do any of you have to deal with bullying
54:19 or sexual harassment.
54:20 And what advice can you give women
54:22 on dealing with those kinds of issues,
54:24 which is a in a different way
54:26 in which organizations have excluded people.
54:29 Does anybody want to take that one,
54:32 even if you haven't had this issue?
54:39 <v ->So I definitely have experienced that over the years,</v
54:43 sort of all sorts of different issues.
54:47 Being a woman in this profession is difficult it still is.
54:52 Even though our numbers have been going up
54:55 significantly over the last,
54:57 20 or 30 years.
54:59 There are predominantly in the criminal world
55:02 anyway, when I started,
55:04 it's mostly older white men
55:06 that are opposing counsel in your cases,
55:09 and they frequently assume that you are
55:12 not there as a lawyer.
55:14 As a Hispanic woman I often got the assumption questions
55:19 about whether I was there as an interpreter
55:22 for the defendant,
55:23 or I was told I could not come to the front of the courtroom
55:26 because family members had to sit in the back.
55:30 These are all things that unfortunately
55:32 still exist and are rampant in this profession
55:35 and in other professions I'm sure as well.
55:38 I think it's a fine line that you have to walk, right?
55:42 You don't want to ostracize yourself by speaking up,
55:48 but at the same time what's happening isn't right.
55:50 So I think probably the best thing to do
55:52 is talk with someone about it.
55:54 Talk to a supervisor, talk to a mentor,
55:58 someone that you trust
55:59 and get their advice,
56:01 give them sort of the rundown
56:02 of what the facts are in that specific situation
56:04 and plot out what the best course of action is.
56:08 But I think a course of action is appropriate.
56:12 I think doing nothing is not helpful for anyone.
56:16 <v ->Yeah I think that that's right.</v
56:18 And I think in my own experience the
56:23 we are in a legal profession
56:24 where we are supposed to be advocates for people
56:27 who are not necessarily able to use

56:29 their own voices to solve problems.
56:31 And so I think the most important thing is
56:35 to realize that no one wants a wimp for a lawyer
56:38 and that you have to be able to speak up for yourself
56:40 as well as your clients.
56:42 I think that's an important lesson.
56:43 Well, I think
56:45 I'm hearing that we are getting the hook here,
56:47 that we are running out of time.
56:49 I just wanted to end with a
56:51 a couple of thoughts about some of the themes
56:55 that have come through this conversation today.
56:58 There is a woman named Mamphela Ramphele
57:00 who was the first black person to lead
57:03 the university of Cape town in South Africa.
57:05 And she was a physician and a PhD anthropologist.
57:08 And in her autobiography called "The Cross Boundaries",
57:12 she describes the commitment that organizations
57:14 need to make to achieve real diversity.
57:17 Sort of what Tara was talking about
57:18 at the beginning of our conversation.
57:20 First access must be broadened
57:22 which involves reaching out to underrepresented groups,
57:26 addressing perceptions,
57:27 which can lead to self-exclusion
57:29 and using relevant criteria
57:31 to measure individual potential and accomplishment.
57:34 Second organizations must recognize
57:37 that once individuals are hired,
57:38 their ability to succeed depends
57:41 not only on their own efforts and skill,
57:44 but on their,
57:45 but how much support is provided for the development
57:48 and how much value institutions place on their presence.
57:53 And so in third finally,
57:56 the chances of long-term success diminish
57:59 if the culture doesn't change
58:00 in to adapt to the presence of new people in the culture.
58:05 And then finally,
58:07 to what all of you have been saying throughout
58:10 is that Marian Wright Edelman,
58:12 who is the founder of the Children's Defense Fund
58:15 actually has some great advice.
58:18 "A lot of people think you have to be big dogs"
58:20 "to make a difference that's not true."
58:22 "You just need to be a flea for justice,"
58:24 "bent on building a more decent home,"
58:26 "life, neighborhood, workplace, in America."
58:29 "Enough committed fleas biting strategically"
58:33 "can make even the biggest dog uncomfortable"
58:35 "and transform the biggest station."
58:37 So thank you very much for sharing your wisdom
58:41 and your experiences with us today.
58:43 It has I agree that it has been a pleasure

58:46 to get to know all of you
58:47 through the process of preparing for this panel.
58:50 I also wanna give out a shout out to Alexis Sores
58:53 my former student who introduced me today.
58:56 She obviously was an exceptional student
58:58 when she was a first year law student
59:00 and everything we noticed better then,
59:03 her promise is certainly on trajectory to being fulfilled.
59:06 So we have great young people who can,
59:10 give us confidence about the future of our country
59:13 in our profession.
59:15 So thank you very much.
59:17 And we hope that all of you,
59:20 Suffolk alumni will continue
59:22 to be engaged with the university.