



DIVERSITY TOOLKIT: A Roadmap for Enhancing Equity



**Federal Bar
Association**
San Diego Chapter

2021 Annual Conference & Award Ceremony

Welcome



Rebecca Church
President
FBA San Diego Chapter



Janet Cabral
Special Events Chair
FBA San Diego Chapter

Welcome Message from Rebecca Church, the FBA San Diego Chapter President, and Janet Cabral, the FBA San Diego Chapter Chair of Special Events

On behalf of the San Diego Chapter of the Federal Bar Association, we want to welcome you to the 2021 Annual Conference – DIVERSITY TOOLKIT: A Roadmap for Enhancing Equity. We hope today's conference will give attendees practical strategies to work toward greater diversity, equality, and inclusion in the legal community. We are so grateful for the support and encouragement we have received from our federal family, the court, and the community regarding this event. We are also pleased for this special opportunity to meet in person, after having been apart for so long. Let us take this opportunity to reconnect with each other and to strive for greater advances enriching federal practice in San Diego.

We hope this will be an interactive conference that will inspire attendees to continue to work toward diversity, equality, and inclusion in our legal community. Please stay and join us for a reception immediately following the program during which we will present the inaugural FBA, San Diego Chapter Awards. Our legal community has been enhanced by each recipient's service. We look forward to celebrating them and sharing this time with you. Thank you for attending. Be well, we hope to see you again soon.



Federal Bar Association

San Diego Chapter

Conference Schedule

Westin San Diego Gaslamp Quarter San Diego Ballroom & Garden Terrace

Time	Event
12:30 p.m. – 1:00 p.m.	<i>Registration and Check-in</i>
1:00 p.m. – 1:15 p.m.	<i>Welcome & Video on History of Court Diversity</i>
1:15 p.m. – 1:45 p.m.	<i>Attorney Wellness & Mindfulness</i>
1:45 p.m. – 2:30 p.m.	<i>Panel I: Diversity Tools for Employees</i>
2:30 p.m. – 2:45 p.m.	<i>Break</i>
2:45 p.m. – 3:45 p.m.	<i>Panel II: Diversity Tools for Leaders</i>
3:45 p.m. – 4:00 p.m.	<i>Judicial Mentor Program</i>
4:00 p.m. – 4:45 p.m.	<i>Keynote Address: Professor Bertrall Ross</i>
4:45 p.m.	<i>Cocktail Reception Begins</i>
5:00 p.m. – 5:15 p.m.	<i>Presentation of FBA Chapter Awards</i>
6:00 p.m.	<i>End of Reception</i>

Event Details

WELCOME

1:00 p.m.

SPEAKER

Rebecca Church, *FBA San Diego Chapter President*

VIDEO

History of Diversity in the U.S. District Court, Southern District of California
Honoring Judges Earl B. Gilliam, Judith N. Keep, and Irma E. Gonzalez (Ret.)

ATTORNEY WELLNESS & MINDFULNESS

1:15 p.m.

SPEAKER

Christy Cassisa, J.D., *Founder of The Institute for Mindful Works*

PANEL I: DIVERSITY TOOLS FOR EMPLOYEES

1:45 p.m.

SPEAKERS

Hon. Allison H. Goddard, *U.S. Magistrate Judge*
Patti Perez, *Author of The Drama-Free Workplace*

PANEL II: DIVERSITY TOOLS FOR LEADERS

2:45 p.m.

SPEAKERS

Hon. Dana M. Sabraw, *Chief District Judge*
Shireen Matthews, *Diversity Committee & Hiring Partner, Jones Day*
Tristan Higgins, *Founder of Metaclusive*

MODERATOR

Rebecca Church, *FBA San Diego Chapter President*

JUDICIAL MENTOR PROGRAM

3:45 p.m.

SPEAKER

Hon. Garry G. Haehnle, *Superior Court of California, County of San Diego*

KEYNOTE ADDRESS

4:00 p.m.

SPEAKER

Professor Bertrall Ross, *University of Virginia School of Law, Member of Presidential Commission on the Supreme Court of the United States*

RECEPTION & PRESENTATION OF CHAPTER AWARDS

4:45 p.m.

AWARDS

Distinguished Service Award – Morgan Suder | Rising Attorney Award – Hannah Brown

Written Materials for MCLE Programs Available at <https://www.fbasd.org/cle-materials>

Keynote Address

Professor Bertrall Ross

Professor Bertrall Ross joined the faculty of the University of Virginia School of Law in 2021. Prior to joining the Virginia faculty, Professor Ross taught at the University of California, Berkeley School of Law, where his courses included Legislation, Election Law, and Constitutional Law. Professor Ross has been awarded the Rutter Award for Teaching Excellence, the Berlin Prize from the American Academy in Berlin, the Princeton University Law and Public Affairs Fellowship, the Columbia Law School Kellis Parker Academic Fellowship, and the Marshall Scholarship. Professor Ross is currently serving as a Public Member of the Administrative Conference of the United States, an independent federal agency charged with convening expert representatives from the public and private sectors to recommend improvements to administrative process and procedure. He also serves on the Presidential Commission on the Supreme Court of the United States.



Professor Ross has served in a variety of roles to help promote diversity and inclusion, including as a member of the Equity and Inclusion Committee, the Diversity and Democracy Cluster of the Haas Institute for a Fair and Inclusive Society at the Berkeley School of Law, and the Thelton E. Henderson Center for Social Justice. His research interests are driven by a normative concern about democratic responsiveness and a methodological approach that integrates political theory and empirical social science into discussions of legal doctrine, the institutional role of courts, and democratic design. In the area of legislation, his current research seeks to address how courts should reconcile legislative supremacy with the vexing problem of interpreting statutes in contexts not foreseen by the enacting legislature. In election law, he is examining the constitutional dimensions and the structural sources of the marginalization of the poor in the American political process.

Professor Ross was previously a Kellis Parker Academic Fellow at Columbia Law School. He clerked for the Honorable Dorothy Nelson of the Ninth Circuit Court of Appeals and the Honorable Myron Thompson of the Middle District of Alabama. He received his J.D. from Yale Law School and has an M.Sc in the Politics of the World Economy from the London School of Economics, a Master's in Public Affairs from Princeton University Woodrow Wilson School of Public and International Affairs, and a B.A. in International Affairs and History from the University of Colorado, Boulder.



Federal Bar Association

San Diego Chapter

Speaker Biographies



Christy Cassisa

Christy Cassisa founded the Institute for Mindful Works with the intent to provide empirically-supported trainings to help people lead sustainably satisfying and productive lives, both at home and at work. Since discovering mindfulness meditation in 2010 and experiencing the transformational effects of the practice for herself, sharing it with others has become her passion.

Christy has developed and taught mindfulness-based programs and workshops for leaders, employees, and teams, both for the Institute and for the UC San Diego Center for Mindfulness. She founded and directed the Work-Life Integration Programs as part of the leadership team for the CFM, and was a senior teacher there for eight years. Her past client engagements include a wide variety of organizations, including non-profits, schools, law firms, and multi-national corporations. She also offers retreats, custom programs, and workshops, blending principles of mindfulness, self-compassion, emotional intelligence, and wellness.

Christy is a Certified teacher of Mindfulness-Based Stress Reduction (MBSR) through the UCSD Mindfulness-Based Professional Training Institute and the International Mindfulness Teachers Association and has been trained to teach the Mindful Self-Compassion (MSC) program. She is also a Certified Worksite Wellness Specialist through the National Wellness Institute. She received her B.S. from the Missouri University of Science & Technology and her J.D. from the University of Missouri, Columbia School of Law. Christy lives in San Diego with her husband and two daughters. Her family helped lead her to mindfulness, and continue to remind her every day of the challenge and joy of being present.



Hon. Allison H. Goddard

The Honorable Allison H. Goddard is a U.S. Magistrate Judge for the U.S. District Court for the Southern District of California. Judge Goddard joined the Southern District of California bench when she was sworn in as a Magistrate Judge on August 1, 2019. Prior to joining the bench, Judge Goddard spent the first half of her legal career representing corporate defendants in litigation at Cooley LLP and at her own firm, Jaczko Goddard LLP. In 2011, she shifted her practice to represent employees and consumers as plaintiffs in class actions, as well as patentholders in intellectual property disputes. While in practice, Judge Goddard often championed the cause of women. In one notable case, Judge Goddard worked as part of a team of attorneys who obtained a judgment of more than \$5 million based upon the firing of San Diego State University women's basketball coach Beth Burns. She was also the lead attorney representing more than 80 women in a lawsuit against Sharp Grossmont Hospital, which alleged the hospital secretly recorded women during labor and delivery procedures.

Judge Goddard graduated from Boston College in 1993, and from the University of San Diego School of Law in 2000. Judge Goddard has been active in the legal community in San Diego, including serving as president of the FBA, San Diego Chapter in 2009. She also served as a Lawyer Representative for the Southern District of California from 2011 to 2013, and has twice chaired the selection committee for Lawyer Representatives. She also coaches a high school mock trial team for competition in the county's annual competition.

Speaker Biographies

Patti Perez

Patti Perez is the Chief Drama Slayer of Persuasion Point, a modern-day consulting firm dedicated to teaching leaders and teams how to create and sustain healthy, inclusive, and profitable workplace cultures. Patti is the author of the best-selling, award winning book *The Drama-Free Workplace: How You Can Prevent Unconscious Bias, Sexual Harassment, Ethics Lapses, and Inspire a Healthy Culture* (Wiley 2019). She is on a mission to transform workplace culture. She is passionate about and committed to helping organizations realize the vision of a workplace where employees are inspired to innovate, where leaders make courageous decisions and create a sense a deep trust, and where colleagues are aligned and profoundly connected. She calls this a “Culture of Encounter.”



Patti combines her experience as a licensed California attorney, a professionally-certified HR executive, a tech company leader, a specialist in the prevention and resolution of workplace drama, an expert witness in state and federal court, a state regulator, and as an entrepreneur to create a revolutionary shift in the way we communicate and connect at work. She’s conducted over 1200 workplace investigations, been a shareholder at a premier international labor and employment law firm, and was appointed by two California governors to serve on the Fair Employment and Housing Council, where she authored numerous employment law regulations. Patti is a bilingual and a Native of El Salvador. She received her J.D. from UCLA School of Law, as well as a B.A. in English Literature from UCLA.

Hon. Dana M. Sabraw

The Honorable Dana M. Sabraw is the Chief District Judge for the U.S. District Court for the Southern District of California. After graduating from San Diego State University and University of the Pacific, McGeorge School of Law, Judge Sabraw joined Price, Postel & Parma. He later returned to San Diego to join the international law firm of Baker & McKenzie, where he became a partner. Governor Pete Wilson appointed Judge Sabraw to the San Diego Municipal Court bench, where he later served as presiding judge. Governor Wilson then elevated Judge Sabraw to the San Diego Superior Court bench, where he served as criminal supervising judge and a direct civil calendar judge. After eight years on the state bench, President George W. Bush nominated Judge Sabraw to become a U.S. District Judge. Judge Sabraw became Chief Judge of the Southern District earlier this year.



Chief Judge Sabraw is a frequent speaker at law and community related events, and is particularly involved with programs that promote diversity and inclusion. He has received numerous awards from the community and bar associations, including Outstanding Jurist from the San Diego County Bar Association, Judge of the Year from La Raza Lawyers Association of San Diego, Humanitarian of the Year from Casa Cornelia Law Center, Person the Year from the San Diego Union Tribune Editorial Board, Judge of the Year from Consumer Attorneys of San Diego, and the Trailblazer Award from the National Asian Pacific Bar Association. Judge Sabraw is a founding member and former president of two American Inns of Court in San Diego. He has also served as a member of the Board of Governors of the Association of Business Trial Lawyers, San Diego Chapter, and is a current member, and past board member, of the Pan Asian Lawyers of San Diego. Judge Sabraw also serves on the founding committee of Just the Beginning, a pipeline program which introduces underprivileged high school students to the legal profession through education and mentorship.

Speaker Biographies



Shireen Matthews

Shireen Matthews is a partner at Jones Day, where she helps companies conduct internal investigations and defends clients in high-stakes government investigations and regulatory proceedings relating to health care, false claims, cybersecurity, and data privacy. Shireen also is an experienced civil litigator who represents businesses facing complex, and often enterprise-threatening, litigation.

Shireen is the hiring partner for Jones Day's San Diego office and a member of the firm's Diversity, Inclusion, and Advancement ("DIA") Committee. The DIA Committee focuses on a combination of firmwide initiatives, paired with an emphasis on local events and community engagement. As a member of the DIA Committee, Shireen has planned events to celebrate the many diverse interests and backgrounds of Jones Day attorneys and staff, including discussions on race, gender, equity, and how to balance parenthood with big law. Prior to joining Jones Day in 2013, Shireen served as the Criminal Health Care Fraud Coordinator for the U.S. Attorney's Office in the Southern District of California, where she prosecuted violations of the Anti-Kickback Statute, criminal false claims, and aggravated identity theft.

An engaged community leader, Shireen is committed to public service and serving pro bono clients. Shireen served as a Lawyer Representative for the Ninth Circuit Judicial Conference from 2014 to 2018 and is a past president of the San Diego Chapters of the South Asian Bar Association and the FBA. Shireen graduated *cum laude* from Duke University School of Law and started her career as a law clerk for the Honorable Irma E. Gonzalez in the U.S. District Court for the Southern District of California.



Tristan Higgins

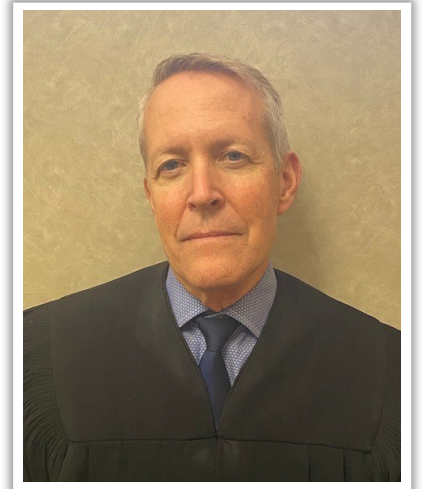
Tristan E.H. Higgins is a highly trained and internationally recognized speaker on diversity and inclusion. She founded Metaclusive LLC to help organizations shift their focus to belonging. She is a Board Member of the Lawyers Club San Diego, a Co-Chair of its Legal Community Outreach Committee, a Board Member of the American Constitution Society, a member of the San Diego County Bar Association Anti-Racism Committee, the lead for the California Lawyers Association Judicial Diversity Summit planning team, and a member of both the National Association of Women Judges and the International Association of Women Judges. She is also a member of most of the specialty bar associations in San Diego. Tristan has a Bachelor of Arts in Theater from the University of California, San Diego and went to California Western School of Law for her Juris Doctor.

Tristan began her career as a prosecutor for the San Diego City Attorney and went on to practice entertainment law for the Screen Actors Guild (SAG-AFTRA) in Los Angeles. After advising SAG-AFTRA in video game contract negotiations, she joined Sega of America in San Francisco, where she oversaw Sega's legal needs for North America. She left Sega to join Sony Electronics in San Diego, where she helped establish the digital cinema business worldwide, and advised the component sales divisions in Silicon Valley, Novi, Tel Aviv, and Tokyo on high tech licensing and sales. Tristan lives with her wife, two kids, one dog, and three cats. In her pre-pandemic spare time, she served the community as a volunteer DJ for non-profit events and traveled the world as often as possible. Now, she is trying to make the world a better place from her home and hoping she hasn't forgotten how to socialize.

Speaker Biographies

Hon. Garry G. Haehnle

Judge Garry G. Haehnle is currently serving as Assistant Supervising Judge of the South Bay Courthouse, San Diego Superior Court with an emphasis in criminal trials and drug court. He is also a member of the local committee for the Judicial Mentor Program whose mission is to assist potential judicial applicants with understanding the start-to-finish process for appointment to vacant seats and encourage the development of a well-qualified and diverse judicial applicant pool with a varied background of legal practice areas. He has been a Superior Court Judge since 2009 and has served in the criminal felony disposition department and juvenile dependency court. He previously served as a San Diego Superior Court Commissioner for traffic matters, small claims and unlawful detainers, and misdemeanor arraignments from 2006 to 2009.



Prior to his elevation to the bench, Judge Haehnle served as Deputy District Attorney in the San Diego County District Attorney's Office from 1990 to 2006, completing more than 80 jury trials. He was also a specially appointed Deputy Attorney General and Special Assistant U.S. Attorney in the United States Attorney's Office. Judge Haehnle is a graduate of Clemson University, Clemson, South Carolina, receiving his B.S. in Forest Management and his M.S. in Forestry, and Thomas Jefferson School of Law, San Diego, California, receiving his Juris Doctor.

The advertisement features a stylized DNA double helix graphic that arches across the top, with spheres in shades of green, yellow, orange, and red. The text is set against a light blue background.

wilsonturnerkosmo.com

certified
WBENC
WOMEN'S BUSINESS ENTERPRISE

DE&I is in
our **DNA**

WILSON TURNER KOSMO
LLP

Wilson Turner Kosmo is proud to support
The Federal Bar Association,
San Diego Chapter
2021 ANNUAL CONFERENCE

Thank You to Our Sponsors

**More
EMPOWERMENT**

Dinsmore is committed to raising the bar for diversity, equity and inclusion in the legal industry.

Dinsmôre

Accomplish môre:

DINSMORE & SHOHL LLP
We are a national, full-service law firm with offices coast to coast.
ATTORNEY ADVERTISING. © 2021. All rights reserved.

Gold Sponsor

WILSON TURNER KOSMO
LLP

Silver Sponsor

Dinsmôre
LEGAL COUNSEL

Bronze Sponsor

**The
McClellan
Law Firm**
A Professional Corporation

FBA's Annual Sponsor



Results Beyond DisputeSM

Written Materials Provided Courtesy of:



Videography Provided Courtesy of:



TISA LEGAL MEDIA

LEGAL TECHNOLOGY, SIMPLIFIED
*Depositions: In-Person, Remote, & Hybrid
Trial Presentation
Day-In-The-Life & Settlement Documentaries
Site Inspections
Full-Service Editing*
Contact: scheduling@tisaproductions.com

Chapter Awards

DISTINGUISHED SERVICE AWARD

Morgan Suder

Assistant U.S. Attorney, Civil Division

U.S. Attorney's Office



Morgan Suder is an Assistant U.S. Attorney in the Civil Division of the U.S. Attorney's Office for the Southern District of California. Before joining the U.S. Attorney's Office, Morgan was an associate at Wilson Turner Kosmo LLP, where she represented employers in a variety of employment disputes. She previously served as a Judicial Extern for the Honorable Anthony J. Battaglia in the Southern District of California and the Honorable J. Michael Seabright in the District of Hawaii.

Morgan is an active member of the FBA, San Diego Chapter and served on its Board of Directors from 2016 to 2018. She also co-chaired the FBA's 2018 Equality in the Law Conference, 2019 Leadership in the Law Conference, and 2020 three-part series on Civility in the Law.

In addition, Morgan has been a member of Lawyers Club of San Diego, the San Diego County Bar Association, the San Diego Chapter of the Association of Business Trial Lawyers, and the Louis M. Welsh Inn of Court. She also has been a volunteer instructor for Project LEAD, a law-related elementary education program, and a member of the San Diego Volunteer Lawyer Program's Women and Families Resource Fair Task Force.

The Distinguished Service Award recognizes distinguished service by an attorney to the San Diego and/or Imperial County communities that consists of any of the following: service to the legal profession; service to the local community; service to education; service to equality, diversity, or inclusion; and/or service advancing access to justice. Significant weight is given to service to the FBA as well as volunteer programs offered by the Southern District of California's U.S. District Court and/or U.S. Bankruptcy Court and the judiciary. The recipient must be a member of the FBA.

RISING ATTORNEY AWARD

Hannah Brown

Associate

Gordon Rees Scully Mansukhani, LLP



Hannah Brown practices commercial and intellectual property litigation at Gordon & Rees, where she is counsel of record in various matters in the Southern District of California, as well as four other district courts across the United States. Before joining Gordon & Rees, Hannah served as a Judicial Law Clerk to the Honorable Cynthia Bashant and the Honorable Janis L. Sammartino in the Southern District of California.

During her clerkships, Hannah volunteered repeatedly for both the San Diego Volunteer Lawyers Program's Domestic Violence Clinic and the Court's Community Outreach Program. She also mentors students through her law school's mentorship program and previously through her judges' externship programs. Hannah is an active member of the FBA, San Diego Chapter, where she has served on two committees.

Hannah graduated *summa cum laude* and second in her class from the University of San Diego School of Law, where she served as an editor for *San Diego Law Review* and externed for the Honorable M. Margaret McKeown and the Honorable Marilyn L. Huff.

The Rising Attorney Award recognizes an outstanding attorney, in any practice area, public or private, who has been admitted to the bar for no more than 7 years at the time of nomination. The recipient has demonstrated a commitment to the legal profession through excellent advocacy and service to the legal profession, education, mentoring, and/or the community. The recipient must have served as counsel of record in at least one case before the Southern District of California's U.S. District Court or U.S. Bankruptcy Court. The recipient must be a member of the FBA.

FBA, San Diego Chapter

2021 Board of Directors

President

Rebecca Church, *U.S. Attorney's Office*

President-Elect

Dylan Aste, *U.S. Attorney's Office*

Treasurer

Joseph Orabona, *U.S. Attorney's Office*

Secretary

Megan Rossi, *U.S. Attorney's Office*

VP, Legal Education

Mary Cile Glover-Rogers, *U.S. District Court*

VP, Professional Advancement

Hon. Barbara L. Major, *U.S. District Court*

Special Events Chair

Janet Cabral, *U.S. Attorney's Office*

VP, Fundraising

Hector Tamayo, *Law Offices of Hector Tamayo*

VP, Community Outreach

Benjamin Cheeks, *Law Offices of Benjamin Cheeks*

VP, Membership

Joseph Goodman, *Gordon & Rees LLP*

VP, Public Relations

Blake Currey, *U.S. District Court*

Technology Chair

Jennifer McCoullough, *U.S. Attorney's Office*

Immediate Past President

David Finn, *U.S. Attorney's Office*

About the FBA, San Diego Chapter

The Federal Bar Association, founded in 1920, is dedicated to the advancement of the science of jurisprudence and to promoting the welfare, interests, education, and professional development of all attorneys involved in federal law. Our members run the gamut of federal practice: attorneys practicing in small to large legal firms, attorneys in corporations and federal agencies, and members of the judiciary. The FBA is the catalyst for communication between the bar and the bench, as well as the private and public sectors. The San Diego Chapter was founded in 1961.

The mission of the San Diego Chapter of the FBA is to serve the interests of the federal legal community and strengthen the quality of the federal legal profession by promoting professionalism, inclusiveness, and civility; by providing educational, social, and leadership opportunities, and by encouraging meaningful engagement between the federal practitioner, the judiciary, and the public they serve.

The San Diego Chapter is grateful to the following individuals who volunteered their time to make the conference successful:

Dylan Aste, *U.S. Attorney's Office*

Betsey Boutelle, *U.S. Attorney's Office*

Lonnie Browne, *Robbins Geller Rudman & Dowd LLP*

Blake Currey, *U.S. District Court*

David Finn, *U.S. Attorney's Office*

Hugh Kim, *Wilson Turner Kosmo LLP*

Joseph Orabona, *U.S. Attorney's Office*

Blanca Quintero, *U.S. Attorney's Office*

Loren Rene, *U.S. Attorney's Office*

Cheryl Soto, *Franklin | Soto LLP*

Morgan Suder, *U.S. Attorney's Office*

Patrick Swan, *U.S. Attorney's Office*

Hector Tamayo, *Law Offices of Hector Tamayo*



**Federal Bar
Association**
San Diego Chapter