



The Experience and Expectations of Diversity: A Conversation with Foreign Attorneys and Partners in US Law Firms and Boutiques, Academics and Students from Multiple Backgrounds *

Summary

*** Please note that this summary of the panel was AI-generated and therefore has not been fully vetted for accuracy.**

The second session of Washington Arbitration Week 2020 focused on diversity, equity, and inclusion (DEI) within the legal and arbitration sectors. The session highlighted the importance of representation and the unique perspectives that diverse panels bring to arbitration processes. Key participants included moderators and speakers such as Ken, Rebecca Vallance, and other legal professionals who shared their experiences and insights on DEI challenges in the field.

The discussion opened with acknowledgments of the event's sponsors and the hybrid format of the sessions, which allowed for both in-person and virtual participation. A significant theme was the need for increased representation of women and people of color within arbitration panels, with statistics indicating that only a small percentage of arbitrators are women or from diverse backgrounds. The speakers emphasized the value that diverse perspectives contribute to resolving complex legal disputes.

Rebecca Vallance specifically addressed the challenges faced by women and minority expert witnesses in a largely male-dominated industry, where opportunities are limited and biases can affect selections. The conversation included personal anecdotes and strategies for overcoming barriers, such as pairing with male colleagues to enhance visibility and access to opportunities.

The panelists also discussed the broader implications of DEI in legal practice, including the need for law firms to implement intentional strategies to improve diversity metrics and create inclusive environments. They underscored the importance of measuring progress and being accountable for diversity initiatives, suggesting that successful implementation requires continuous effort and engagement from all stakeholders.

The session concluded with a call to action for participants to advocate for change within



their organizations and the legal community, stressing that achieving meaningful diversity is essential for the future of arbitration and the legal profession as a whole.

Authors

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Topics

Diversity, Multiple Backgrounds, Experience, Expectations, Foreign Attorneys, Multiculturalism

Category

WAW

Full Transcript

00:00:03

Play Welcome to the second

00:00:07

session of Washington's arbitration week

00:00:11

2020 for everyone on our

00:00:18

first session here at jams

00:00:20

on Spotify on gamm's being

00:00:25

very kind one of our

00:00:27

sponsors as well as to

00:00:29

post in the morning meeting

00:00:39



as well. I wanted to

00:00:41

also thank our other supporters

00:00:45

and sponsors. We've had great

00:00:49

enthusiasm this year from various

00:00:53

in Washington, DC. Arbitration for

00:01:05

sport again, or see the

00:01:15

week supposed to welcome reception

00:01:28

tomorrow night at the World

00:01:33

Bank and Broward is our

00:01:40

keynote speaker. That will be

00:01:42

a great success and courage

00:01:44

everyone who's and sports Stadium

00:01:54

tomorrow night. Co-chair Washington LLP

00:02:11



Law Firm founded Washington arbitration

00:02:16

week four years ago starting

00:02:20

very much in the virtual

00:02:22

world. And now we are

00:02:24

entirely hybrid every session virtual

00:02:28

volcanoes on online watching spiritually,

00:02:32

but also the one that's

00:02:39

very important role in particular

00:02:44

can be legal systems practitioners

00:02:58

the arbitrator's Practice International arbitration

00:03:10

practice and the first a

00:03:16

dealing with that very important

00:03:18

issue in the panel cited

00:03:20



titled the experience and expectations

00:03:23

of the students from multiple

00:03:31

backgrounds. And before you say

00:03:40

a few words and then

00:03:41

introduced our moderator and Tennille.

00:03:52

Thank you Ian and welcome

00:03:56

everyone from here. And we

00:03:59

also have at least 35

00:04:02

to 40 people online. So

00:04:03

that's pretty amazing Washington arbitration

00:04:18

week in the first place

00:04:19

that we have to go

00:04:20

in person as you can

00:04:31



see in the future. Wasn't

00:04:43

making from the fact that

00:04:46

many of us have now.

00:05:05

Question was know how you

00:05:07

make it. And how do

00:05:08

you move around in? The

00:05:11

diversity is is is a

00:05:19

question. So many areas of

00:05:24

life out there either personally

00:05:42

or by by studying it.

00:05:44

So sweet world of diversity

00:05:47

International arbitration eligible. Last time

00:06:08

we were together and now

00:06:35



she's mad that she's not

00:06:41

an extremely knowledgeable like she

00:06:53

is one of our moderators.

00:07:24

the diversity part of me

00:07:29

wants to call the sign

00:07:32

that were held during one

00:07:33

of the women's March and

00:07:35

something wrong one, but I

00:07:37

can't believe Army can't believe

00:07:45

it. What is a part

00:07:47

of me? What I could

00:07:53

directly to. the recent US

00:07:58

Supreme Court decision Now I

00:08:08



don't want to be too

00:08:09

us then. It's time to

00:08:21

leak out of u.s. Borders

00:08:24

even an international. I did

00:08:32

want to raise that I

00:08:34

did want to read this

00:08:35

particular case that was decided

00:08:37

by in college and I

00:08:47

guess in short. I'm not

00:08:52

surprised in the slightest that

00:08:55

the Chief Justice who had

00:08:57

that opinion all the way

00:09:04

to stop The Cremation is

00:09:06



to stop discriminating. Daddy centuries

00:09:28

millennia I guess what I'd

00:09:36

like to talk about today.

00:09:40

slightly different Love is a

00:09:50

verb. And I would like

00:09:54

to think about diversity equity

00:09:59

and inclusion in the same

00:10:02

way. adverbs choir choir And

00:10:34

we're here to discuss this

00:10:35

with people who have a

00:10:39

wealth of experience going to

00:10:42

introduce them so that we

00:10:44

can spend more time with

00:10:48



me listing all of their

00:10:50

managing partner. Eden and also

00:11:05

former general counsel to the

00:11:07

end of the valuator and

00:11:16

hearing officer. Rebecca vallance partner

00:11:24

at H&K a company credibility

00:11:26

International and explain expert focusing

00:11:30

on valuation now an independent

00:11:43

arbitrator and co-head of the

00:11:45

icc's task force on disability.

00:11:51

My first round but she

00:11:54

was going to start with

00:11:55

Ken. Over the past several

00:11:58



years nearly every arbitral institutions

00:12:02

institutions and appreciate your opening

00:12:22

remarks. It makes a little

00:12:26

easier to have these conversations.

00:12:27

Normally when I'm asked to

00:12:29

speak about the with my

00:12:31

intense PowerPoint and it has

00:12:33

all of one spot in

00:12:35

on this one slide. There

00:12:37

is a bouquet of flowers.

00:12:38

Literally when you look at

00:12:42

it, you're looking into my

00:12:43

living room and you're like

00:12:45



a friend and the purpose

00:12:48
of the bouquet is to

00:12:49
show people that we talked

00:12:50
about diversity equity and inclusion.

00:12:52
We're really talking about all

00:12:56
these different different places. They

00:13:00
look different in different shapes

00:13:02
of different sizes when you

00:13:03
put them all together and

00:13:05
make it happen for you

00:13:07
to look at that's kind

00:13:12
of how I see it

00:13:13
anyway. How we see nothing

00:13:36



is in Perfection. We're always

00:13:38

to know where the practice

00:13:39

of law or not. We're

00:13:41

always in the practice. And

00:13:42

so we're getting there right

00:13:44

so That's true is nationally

00:13:50

34% of our males are

00:13:52

women. We have 15% of

00:13:54

our panel. And we have

00:13:57

4% whole body of the

00:14:02

gym arbitrators mediators. And the

00:14:10

goal is to try to

00:14:11

push that out everywhere we

00:14:13



go. So when we send

00:14:14

out panel we've signed on

00:14:16

that we pledged to try

00:14:20

to have 30% of our

00:14:22

panels be representative of not

00:14:25

only our Workforce if you

00:14:27

will, but also of the

00:14:29

Greater Community Stop for a

00:14:32

minute and say why this

00:14:33

is important. I just did

00:14:36

a tripartite panel and I

00:14:38

did something that you login

00:14:39

to get that good smile

00:14:41



out of all women three

00:14:43

women. Every time we talk

00:14:58

about an issue, very contentious

00:15:00

people. There's a lot of

00:15:02

money and all of our

00:15:05

perspective. I think brought us

00:15:08

to a place that by

00:15:09

the time we got within

00:15:10

three days of trial at

00:15:11

8 and help them out.

00:15:20

But but I think it

00:15:22

was because they could see

00:15:23

and all the ruling that

00:15:25



you can see the perspective

00:15:27

of someone who's been like

00:15:29

a boundary you can see

00:15:31

the perspective of someone who

00:15:33

was a federal court judge

00:15:34

and you could see the

00:15:36

perspective of me. And that

00:15:44

is the kind of value-add

00:15:47

that you could bring when

00:15:48

your panel is more than

00:15:50

just the first three guys

00:15:57

on the list. They really

00:16:00

I think they they tried

00:16:01



to do something that was

00:16:03

really unique and I think

00:16:04

it worked to their purposes.

00:16:05

So this is really something

00:16:09

that is at the heart

00:16:10

of what we do but

00:16:12

we also have Partnerships we

00:16:14

work with our women of

00:16:15

all over the world that

00:16:17

we try very hard to

00:16:19

make sure that our arbitrators

00:16:21

let everyone know what their

00:16:23

background is. I'll give you

00:16:24



an example we have we

00:16:26

have a person most famous

00:16:32

insurance companies all over the

00:16:34

world and she's been in

00:16:35

London and the UK many

00:16:37

many times. She's working with

00:16:38

numerous groups there to create

00:16:40

an ongoing partnership between To

00:16:45

make sure that we are

00:16:46

whatever they are and then

00:16:48

because she has this practice

00:16:50

that already emanated for their

00:16:51

reaching out for our panelists

00:16:57



to find out if they

00:16:58

have languages or if they

00:17:01

have experienced. I know I've

00:17:02

done a lot of International

00:17:03

Hotel contract you always trying

00:17:06

to leverage what's your panel

00:17:10

is bringing me the world

00:17:13

or sometimes. I don't know

00:17:19

if you're comfortable with. and

00:17:28

I think that's the key

00:17:29

is that we're trying to

00:17:30

you know help people to

00:17:33

not just Rules of the

00:17:37



Old Witch's I can see

00:17:38

all the connections that we're

00:17:50

all here because we really

00:17:53

do love the value that

00:17:56

it brings two people. So

00:17:57

turn it off. cerveza Law

00:18:10

Firm landscape in other words,

00:18:21

you're not going to find

00:18:22

great manifestation. Not a lot

00:18:26

of apology there. Could you

00:18:32

please tell us about diversity

00:18:34

and inclusion from the law

00:18:36

firm? Thank you guys. Thank

00:18:43



you. Everybody is really a

00:18:44

pleasure being my first step

00:18:54

is going to be I

00:18:57

know that we have a

00:18:58

lot of bad things to

00:18:59

say about this topic. Big

00:19:06

law firms and law firms

00:19:08

in general. I think we

00:19:19

have seen a lot of

00:19:21

things to try to incorporate

00:19:24

your friend now, they're part

00:19:34

of the movement that they

00:19:38

were saying. Some of the

00:20:07



major law firms around the

00:20:10

world something that I think

00:20:19

is part of reality. I

00:20:21

don't think that just because

00:20:31

they are nice people. I

00:20:34

think it's more because they

00:20:36

were also in the in

00:20:47

the one they try to

00:20:55

see you are the right

00:20:56

person. They are. They want

00:21:32

to know how real babies

00:21:35

because of the ways of

00:21:45

the world. Something about it.

00:21:55



I think you will find

00:21:57

there is mold medium-sized going

00:22:16

to reveal my age are

00:22:18

boring. you were seen as.

00:23:05

I wanted to start with

00:23:06

something. Rebecca has the distinct

00:23:23

privilege of being in a

00:23:25

professional filled with even more

00:23:27

abysmal stats on diversity of

00:23:32

expert Witnesses. Tell us about

00:23:48

diversity and inclusion from the

00:23:50

expert witness. Thank you everyone

00:23:57

for having me do that

00:24:08



credit goes to my industry

00:24:10

colleagues Isabella Santos and member

00:24:19

of the steering committee because

00:24:26

I will say that in

00:24:34

my experience being Hispanic has

00:24:37

not caused any I can't

00:24:40

really go to the office.

00:24:50

Athena female I have definitely

00:25:04

face challenges. They haven't come

00:25:09

from my colleague. It's mainly

00:25:11

from the looks. Like I

00:25:14

said for me are typically

00:25:15

Latin American governments or counsel

00:25:18



representing. I've been told by

00:25:22

a ride to work or

00:25:28

in some cases like this

00:25:30

was years ago, and I've

00:25:41

never had something else but

00:26:01

Channel 11 We already one

00:26:13

of the first things. Christmas

00:26:15

to pile on the number

00:26:17

of female actress that are

00:26:19

out definitely a male-dominated industry

00:26:23

and we looked around with

00:26:26

different databases really fine any

00:26:34

place where this data about?

00:26:36



So I was able to

00:26:42

bring something to the table

00:26:43

because prior to being part

00:26:45

of the publicly available Awards

00:26:57

the study was to establish

00:27:01

the trends and lawyers experts

00:27:08

and even our collection did

00:27:13

not include whether it was

00:27:15

male or female, but I

00:27:16

thought 328 study only 11:00

00:27:29

and 8. It was a

00:27:37

female expert in conjunction with

00:27:39

a mailbox. So we only

00:27:40



really had three cases where

00:27:42
it was so late. And

00:27:45
we just thought that those

00:27:46
that's just crazy that you

00:27:49
don't have to work and

00:27:58
we ended up with about

00:27:59
expert I already text her

00:28:11
and find her. And what

00:28:15
we found was that 64%

00:28:19
of the attorneys that submitted

00:28:21
responses to the survey and

00:28:23
Associates attorneys. So again way

00:28:39
to load but it should

00:28:41



be so we asked why

00:28:45

was the topic and and

00:28:49

the main sponsor came back

00:28:52

was just saying that female

00:28:54

representation in their options, even

00:29:00

when the lawyers were trying

00:29:01

to percent experts to the

00:29:03

clients for them to just

00:29:05

the last one didn't have

00:29:06

many options but straight in

00:29:13

Lake Station. Other reasons that

00:29:25

the lawyer said that they

00:29:28

believe the reason for a

00:29:39



while and then all of

00:29:40

a sudden you're getting a

00:29:41

new female expert will befall

00:29:43

to the male expert that

00:29:45

the cycle of okay. Well,

00:29:50

I want to get more.

00:29:52

But if you don't give

00:29:52

me a chance. And then

00:29:58

the third reason that came

00:30:01

up was that there were

00:30:03

in a lot of women

00:30:04

in senior positions and this

00:30:09

would be staying home with

00:30:15



kids or something that we're

00:30:22

also trying to come up

00:30:25

with ideas so that you

00:30:35

re along with emails and

00:30:39

I'm not sure if we're

00:30:47

going to do with these

00:30:52

statistics. Thank you, Rebecca. 2

00:31:07

years old you are International

00:31:32

arbitration commission make the speed

00:31:36

with which is more inclusive.

00:31:40

Less than one month ago

00:31:41

and diversity and inclusion efforts

00:31:54

from the perspective of disability

00:31:56



rights. So this is actually

00:32:03

the very first I'm we're

00:32:11

happy to be able to

00:32:12

produce more tears. Add value

00:33:00

it's not really sure. ER

00:33:19

and also not feel safe

00:33:29

and with respect to primarily

00:33:40

on the arbitration process not

00:33:43

so much on law firms

00:33:44

and what will a 16

00:34:03

lb And then we also

00:34:22

included at the very end.

00:34:24

I think we bought a

00:34:25



dozen question invited by a

00:34:38

moderator. Let's next round Match

00:34:55

3 questions to Oliver. You've

00:35:01

been your specific focus on

00:35:03

diversity and inclusion. What do

00:35:06

you think is worth? What

00:35:09

have you experienced as a

00:35:10

challenge? Is the nasty part

00:35:21

of the conversation in diversity,

00:35:44

you know would love everything

00:35:48

everything book The Nasty part

00:35:56

of the reason why the

00:35:58

reality is it's not because

00:36:01



you're not even say something

00:36:07

here and I will say

00:36:10

that even my senior Partners.

00:36:12

They're only favor. The problem

00:36:19

is but how do we

00:36:23

do women and I'm only

00:36:26

talking about the council would

00:36:35

stay in their jobs. Is

00:36:39

what is critical right now?

00:36:41

I'm just thinking I know

00:36:48

I think that's why they

00:36:51

need to be working on

00:36:53

it. I'm working on. And

00:36:56



you can read it. Some

00:37:00

people are doing it, you

00:37:01

know to try to work.

00:37:07

I mean we'll win, you

00:37:11

know, that was a great

00:37:12

lesson that everybody in this

00:37:16

house. I was supposed to

00:37:20

be for women no yours

00:37:23

because they were able to

00:37:25

address some of the leaves

00:37:27

that fall under my associate

00:37:56

working they have or you

00:38:01

know, ideally the same exact

00:38:04



male names of reality. We

00:38:19

always a challenge to say

00:38:22

how many female college in

00:38:30

the stuff that I think

00:38:51

I'm going to the inside.

00:39:01

I know that this is

00:39:09

a discussion in any law

00:39:10

firm that you go you

00:39:12

will talk to you later.

00:39:13

They will be offended. But

00:39:19

I'm not being paid the

00:39:20

same as my lovely colleague

00:39:23

Mayo Clinic comes to Cal.

00:39:32



I'm not that I'm probably

00:39:35

I'm not there also because

00:39:37

as women in the same

00:39:56

way, that's why I'm not

00:39:59

bleeding or no. Please don't

00:40:02

get offended. I think I

00:40:04

am blaming the women to

00:40:07

learn how to speak out

00:40:09

about those dishes, you know,

00:40:12

so comfortable that is so

00:40:16

gay. How to say I

00:40:31

want my money I think

00:40:33

it's talking but they need

00:40:45



to think about what kind

00:40:47

of program email email email

00:40:56

address. It is. Not a

00:41:02

problem now is making sure

00:41:08

that they have the right

00:41:10

number the problem is how

00:41:13

are you going to have

00:41:15

to go over? Be calm,

00:41:20

honey. I think you and

00:41:29

I are a pretty unique

00:41:31

a sad statement. to a

00:41:43

very very few certainly women

00:41:46

women color that I've made

00:41:49



it this far in a

00:41:52

lot more standing here where

00:41:56

I am now one recommendation

00:42:00

I have for everyone but

00:42:02

you look up the American

00:42:03

Bar Association support from 21

00:42:06

entitled in their words, and

00:42:10

it's it's a report that

00:42:13

the ABA Basically chronicling the

00:42:17

reasons why experienced women attorneys

00:42:22

are leaving Big Lots and

00:42:25

it's not limited to it's

00:42:32

really not. A lot of

00:42:34



it has to do with

00:42:36

the internal politics of Big

00:42:39

Lots and that's something I

00:42:42

don't think a lot of

00:42:43

people. So again, I hope

00:42:54

Rebecca. challenges Well, I think

00:43:06

I agree with everything you

00:43:08

said so yeah, and I

00:43:09

do think that it also

00:43:11

applies to a male-dominated industry

00:43:18

and we don't have as

00:43:21

many females as my colleague

00:43:29

in my personal life. I

00:43:34



haven't felt like I've been

00:43:36

held back or anything like

00:43:38

that. So I don't want

00:43:39

to make it sound like

00:43:40

I'm negative experience. But when

00:43:43

I attend partner meeting there

00:43:45

are definitely you said there

00:43:54

I think specifically with being

00:43:59

an expert challenge is getting

00:44:02

the actual appointment. Actually being

00:44:05

selected as the as the

00:44:08

expert and something that I

00:44:10

found has worked for me

00:44:12



personally in the past two

00:44:13

years is that when we

00:44:16

submit proposals, I've been one

00:44:18

of those where I put

00:44:20

an ozone myself and a

00:44:23

male expert so we go

00:44:24

in and get it. That

00:44:30

way and then it kind

00:44:32

of transition to okay now

00:44:33

listen to just be like

00:44:36

a consult on the case

00:44:38

and I'll be fine and

00:44:41

I was able to get

00:44:42



something like that and then

00:44:43

from there the progression to

00:44:45

the point where now I

00:44:46

do get a password for

00:44:55

me. I know that I

00:44:56

mentioned earlier that that was

00:44:58

Negative numbers that we are

00:45:02

with males to do at

00:45:12

least get you in the

00:45:13

door get that experience because

00:45:15

of the way that the

00:45:17

clients make their decisions and

00:45:23

then I would say from

00:45:24



the GRE perspective is something

00:45:26

that has work is just

00:45:28

the the different events that

00:45:30

we have posted and invited

00:45:33

people might be inviting a

00:45:35

lot of other experts mean

00:45:36

by law firms, and it

00:45:39

really has helps to promote

00:45:41

the names of and we

00:45:46

make an effort to be

00:45:48

visible in different conferences that

00:45:50

just recently ICC conference in

00:45:53

Miami. So I think that

00:46:12



almost has been something. How

00:46:25
about you? I think I

00:46:38
probably should be more than

00:46:41
so. Obviously I just watching

00:47:03
the others invisible. Although I

00:47:16
prefer I think it's worth.

00:47:29
I said what I did.

00:47:37
And I believe I have

00:47:51
much experience with my wife

00:48:03
and I done by Suicide.

00:48:05
She was bipolar alcohol, so

00:48:24
Love you my sister. secondary

00:48:41
infection Where am I heard

00:48:46



rumors? And that's why I'm

00:48:57

not looking at you. Otherwise,

00:48:58

very important thing for us

00:49:22

all start paying more attention

00:49:24

to I know so is

00:49:52

a long way to go

00:49:52

what we've done in our

00:49:55

in our guide is not

00:49:56

focused disability and how it

00:50:30

might not affect the way

00:50:30

you not aware of or

00:50:32

how you just might not

00:50:33

have thought that perhaps we

00:50:35



should hold a hearing. One

00:50:37

is disabled and doesn't actually

00:50:49

can get something at still

00:51:01

something I think. A lots

00:51:06

of improvement much to do

00:51:07

and hopefully we'll get there

00:51:09

together. How are you? How

00:51:19

is it getting so is

00:51:28

any entity whether it's business?

00:51:33

If it matters to you,

00:51:35

then you and you measuring

00:51:38

small businesses succeed and sometimes

00:51:49

we forget that. Run into

00:51:56



the retention problem. And so

00:51:58

since we have sign on

00:51:59

to the play percent of

00:52:02

the panel's represent. Plus our

00:52:07

participation has gone to 37%

00:52:10

women 26% people of color

00:52:13

and 6% pure intentional about

00:52:19

it and you're measuring it

00:52:21

then that means that you're

00:52:23

going to take the steps

00:52:24

to make sure that you

00:52:25

have success at you. Look

00:52:30

at their numbers in d

00:52:31



i every year it would

00:52:32

be like is it negative

00:52:32

and it's because the truth

00:52:38

of it is all the

00:52:39

major corporations and now the

00:52:41

law firms are starting to

00:52:42

do it there doing extensive

00:52:44

surveys and studies of the

00:52:46

people who work there and

00:52:49

what's working and what happens

00:52:56

if those lovely reports much

00:52:57

like that ADA study put

00:53:00

on a shelf and only

00:53:01



the people who read them

00:53:02

get the benefit of his

00:53:04

butt. And look into what

00:53:08

is actually happening, you know

00:53:09

the mechanism to make so

00:53:11

that's the challenge is for

00:53:12

people to really live The

00:53:15

Pledge that they may and

00:53:16

look at what's happening in

00:53:18

women are leaving because they're

00:53:22

not getting the opportunity to

00:53:24

go on client meeting. And

00:53:30

so I think I think

00:53:31



that's really where we are

00:53:33

now is that we have

00:53:34

to we have to walk

00:53:36

the walk we know what

00:53:38

the challenges are and there

00:53:40

are fixed and they're not

00:53:43

in I think that's the

00:53:44

clue is that they're not

00:53:45

hitting Things based on that.

00:53:54

It doesn't mean that you

00:53:55

know, everybody will stay. It

00:53:57

doesn't mean that there will

00:53:59

be this perfect. Certain kind

00:54:06



of person to work there,

00:54:07

but Cindy said that the

00:54:09

culture has to be adjusted.

00:54:13

If you will buy this

00:54:15

a thing that the entity

00:54:16

decides to make that happen

00:54:30

at Lasco and I had

00:54:35

a young man this class

00:54:36

and so he and his

00:54:47

wife were taking turns and

00:54:48

so on but I had

00:54:54

to say I can pick

00:54:55

your will is this a

00:54:56



man that you would want

00:54:57

to miss the class or

00:54:59

take care of his daughter

00:54:59

for this way to go

00:55:01

to work? How do you

00:55:10

how do you get to

00:55:13

the 30% if it's an

00:55:16

arbitration in particular you like

00:55:20

to say a word until

00:55:43

that is the first how

00:55:46

do you deal with that?

00:55:53

I do struggle with this

00:55:55

cuz he not going to

00:55:56



stop in to me. I've

00:55:56

had somebody say but I

00:55:58

actually didn't say it to

00:55:58

someone else and say we

00:56:08

don't want anything the ark

00:56:20

may bend toward justice, but

00:56:22

it doesn't been quickly and

00:56:24

I think the more we

00:56:27

keep pressing with excellent the

00:56:30

more it kind of become

00:56:31

Unstoppable and play something by

00:56:41

three years and I'm speaking

00:56:44

more winning tickets. So, you

00:56:55



know, we can't make the

00:57:05

act for their own benefit.

00:57:08

Even if it doesn't look

00:57:09

like what they thought their

00:57:10

benefit with look like and

00:57:12

I think we have to

00:57:13

keep pressing that envelope until

00:57:16

the people who don't get

00:57:18

it recognized. They're not getting

00:57:19

the results. They could have

00:57:20

got if they felt comfortable

00:57:22

with somebody is pushing the

00:57:30

envelope. We don't have to

00:57:31



let them work it out

00:57:35

over there will work with

00:57:37

people. I am last round

00:57:44

questions. I'm going to ask

00:57:47

you a question that my

00:57:50

number and I asked on

00:57:54

the beach Part II cast.

00:57:59

the question is What's in

00:58:03

the way? I feel other

00:58:06

than what we've been discussing

00:58:07

our fighting words So I

00:58:19

was actually on my board

00:58:31

going away. I think what

00:58:48



what keeps me up now

00:58:49

related to it does relate

00:58:55

to what we do. How

00:58:58

do I make a name

00:59:00

for myself for myself? How

00:59:10

do I bring up this

00:59:11

isn't a business deal at

00:59:15

all while having work-life balance

00:59:17

of being able to retire

00:59:22

chapter 13. So take up

00:59:24

a lot of my time

00:59:25

outside, of course as well.

00:59:27

So I think about that

00:59:30



a lot. I will say

00:59:33

going back to the protection

00:59:35

issue that we've been talking

00:59:36

about. I have thought about

00:59:38

it. I have thought of

00:59:39

taking a break and staying

00:59:41

home to do things with

00:59:43

my kids, but then I

00:59:45

think about the enjoyment that

00:59:47

I get after I testify

00:59:48

and you got an award

00:59:50

as being broke and I'm

00:59:52

like, okay, so I think

00:59:57



about it a lot. That's

00:59:59

about you, Lita. Bill to

01:00:33

practical advances Mom's not being

01:00:50

so and so I I

01:01:01

look forward to seeing and

01:01:02

I work at home backyard

01:01:24

of my wife works out

01:01:26

of the house so very

01:01:28

much that I like it

01:01:30

or not. I do like

01:01:35

it. I like it. I

01:01:37

like being able to guide

01:01:38

him through. brilliant beyond belief

01:02:18



I don't just say I

01:02:20

was going to go back

01:02:31

to you know, what's the

01:02:33

spell of his check? I

01:02:34

think that's the key is

01:02:35

that people say they want

01:02:36

to do something but the

01:02:38

but the intentionality isn't there.

01:02:41

Nothing is a straight line

01:02:43

from I got up this

01:02:45

morning. So I'm going to

01:02:47

go there it is is

01:02:48

I intend this to happen

01:02:50



and I take these steps

01:02:51

to make it happen. I

01:02:53

measure them to make sure

01:02:54

that I've made progress, but

01:02:56

I know that I'm really

01:02:57

going where I stay I'm

01:02:57

going to not be ran

01:02:58

off to the side and

01:03:00

then once I measure these

01:03:01

things and pay attention to

01:03:03

how they You can create

01:03:06

a diversity and inclusion and

01:03:08

Equity plan and it doesn't

01:03:12



work. It just wasn't working.

01:03:18

Let's try why so this

01:03:21

notion that it's sort of

01:03:22

this Pie in the Sky

01:03:23

thing and we don't know

01:03:25

how we would get there.

01:03:26

I find that like like

01:03:28

I don't understand it because

01:03:29

everything you do that you

01:03:31

care about you have a

01:03:34

plan you track your point.

01:03:36

You measure your you make

01:03:38

changes to your plan. If

01:03:40



you're planning on doing any

01:03:42

business, that's how people profit

01:03:44

in bad times and good

01:03:46

times because they make those

01:03:47

adjustments and I think here

01:03:49

for whatever reason because A

01:03:51

hard thing I had somebody

01:03:53

I joined this. service organization

01:04:00

How did they used to

01:04:03

put the work in friendship

01:04:05

and still got them the

01:04:06

same way, you know, we

01:04:07

Starve Together side-by-side. It's still

01:04:10



something that requires so much

01:04:11

work and I think you

01:04:12

forgotten that part of the

01:04:14

way there is getting to

01:04:17

know people. Can you talk

01:04:19

to people getting inside but

01:04:26

that we have these goals

01:04:27

and we're thoughtful about how

01:04:29

we work on them together.

01:04:43

a lot of things Are

01:04:50

noodles National coming from we

01:05:35

get there you get there

01:05:40

you have to turn around

01:05:41



and don't forget. Allow the

01:05:50

conditions to develop in the

01:05:53

water in my locker has

01:06:00

been there for 15 years

01:06:01

now, and I'm having The

01:06:04

Greatest Adventure. He allows those

01:06:25

conditions to continue. You have

01:06:38

a conference call with the

01:06:39

client you breathe. So you

01:06:48

are doing do it because

01:06:51

that's the only way that

01:06:52

you guarantee that they are

01:06:54

also, you know, you know,

01:07:00



it sounds very loudly you

01:07:01

were still have that challenge

01:07:05

of working life balance and

01:07:08

wonderful words. Mary did, you

01:07:12

know my mother-in-law? I'm not

01:07:25

cooking after Kim Son going

01:07:36

to you're filing. It was

01:07:37

the nasty taste even better.

01:07:38

But but any idea to

01:07:43

have the support of my

01:07:43

family, but it's just kind

01:07:48

of things that I think

01:07:49

you have to make a

01:07:51



decision what you want to

01:07:53

do. Thank you. And yes,

01:08:09

I can pull up all

01:08:10

of you, I would like

01:08:17

to represent the diversity is

01:08:20

a bird. And with that,

01:08:28

I think we have time

01:08:31

for questions. Martina plastic. Thank

01:08:39

you very much. Auntie Ginger

01:08:47

to graphic also H, and

01:08:50

then I would say first-time

01:08:54

appointments over your case. You're

01:09:11

not and you're really in

01:09:14



your case. It comes to

01:09:23

your particular case you were

01:09:24

wanted. Does the people we

01:09:32

know and I I wonder

01:09:36

what would you do to

01:09:39

overcome that barrier and appoint

01:09:42

people that you think would

01:09:45

be terrific and how would

01:09:47

you convince your client right

01:09:51

now, but there are a

01:09:57

lot of expectations that we

01:09:59

make the diversity of women

01:10:10

on are almost every single

01:10:11



pilot strike a branch that

01:10:14
we do. I want to

01:10:20
hear from you what you

01:10:21
are doing. Martina basically asked

01:10:35
about the essential work to

01:10:47
move that needle in a

01:10:48
different direction commercial United States.

01:11:31
He's never in the mood

01:11:34
to provide and then I

01:11:44
will try to go with

01:11:46
prescription why those ladies are

01:11:49
there because they have to

01:11:51
be there. Where are you?

01:12:13



You have to point out

01:12:14
to this kind of thing

01:12:15
sometime. Sometimes I managed to

01:12:17
convince client. But most of

01:12:19
the time they want to

01:12:21
go where the transmitter is

01:12:23
released, but I have to

01:12:26
say and I said this

01:12:27
very in a very proud

01:12:29
of the way I have

01:12:30
appointed super ones that person

01:12:50
is not where results or

01:13:29
maybe they haven't been the

01:13:30



end of the day. It's

01:13:33

always going to be safe

01:13:34

because everybody's not Brianna and

01:13:38

everybody text me each and

01:13:40

every time and then that's

01:13:46

how you know taking a

01:14:00

longer vacation than I do

01:14:01

and I wound up getting

01:14:03

a couple of his get

01:14:04

in there with anyone else,

01:14:06

but him at all works

01:14:10

out. Working on somewhere and

01:14:18

then everybody want me to

01:14:19



just like magic. I think

01:14:37

that's that there is going

01:14:38

to be this sort of

01:14:39

tension there. But I think

01:14:40

it's more women are coming

01:14:43

through this pipeline that more

01:14:44

women are having more of

01:14:45

these experienced those challenge. Will

01:14:48

start to beg the key

01:14:50

is that we have to

01:14:51

keep pushing that pipeline people

01:14:54

for the people. But I

01:15:02

think I know where I

01:15:03



am all the time. What's

01:15:18

Council? I am mindful of

01:15:33

the fact that there are

01:15:35

people out there. I don't

01:15:56

think it's complicated but again,

01:15:59

too. Thank you. I don't

01:16:09

know if we have spoke

01:16:30

about some beds when we

01:16:34

discovered that there is an

01:16:35

implied discrimination that is happening

01:16:38

inside an organization or inside

01:16:40

and really want to raise

01:16:44

our voice may be against

01:16:45



it or get something but

01:16:47

also ensure that a dog

01:16:48

is not extinct. Navigate the

01:17:05

very dangerous Waters speaking up

01:17:11

when you see some sort

01:17:13

of Science and wanting to

01:17:21

keep your job that you

01:17:31

have to weigh. You really

01:17:37

have to see what the

01:17:39

culture of the organization is.

01:17:48

Kind of like take a

01:17:50

minute and I would also

01:17:51

recommend that you use measures

01:17:54



outside your firm. If I

01:17:55

have a question that I

01:17:56

want to ask about whether

01:17:58

if it's something in a

01:17:58

law firm. I told somebody

01:17:59

that you don't call somebody

01:18:02

in your car cuz you

01:18:02

don't know who your people

01:18:03

are until you know that

01:18:05

you don't know who to

01:18:06

ask when you do know

01:18:07

who you before I go

01:18:09

in an office sit down

01:18:11



close the door. I didn't

01:18:24

you know blow up the

01:18:26

firm. I actually did the

01:18:27

test that he has to

01:18:29

do not well on purpose,

01:18:30

but I work at for

01:18:37

real. And I will tell

01:18:50

you that person became a

01:18:51

chance you have to know

01:18:53

when you can do that.

01:18:53

I was so mad that

01:18:54

I didn't but but the

01:18:57

point is that you know,

01:18:59



if it's something where you're

01:19:00

not altogether clear or whether

01:19:03

it's part of culture or

01:19:05

something. You might check it

01:19:06

out running my somebody somewhere

01:19:08

else, right? That's how you

01:19:09

get your one-on-one quietly in

01:19:27

their office. Lowe's homes. Nothing,

01:19:29

you know, nothing that people

01:19:31

want to call security for

01:19:32

but just something where you

01:19:34

know, you were explaining how

01:19:35

you felt and what you

01:19:36



bring to the table surprised.

01:19:38

There are people who probably

01:19:39

would have been on that

01:19:40

other path who then say

01:19:42

they start to see sometimes

01:19:45

people don't See you as

01:19:47

a person snoring diversity in

01:19:49

culture and color and a

01:19:59

and loves the job. Just

01:20:01

the way they do and

01:20:02

then that's the way to

01:20:03

connect. I'm sure it's sweet.

01:20:08

I think I'm talking to

01:20:10



someone outside the firm about

01:20:12

this situation other than where

01:20:20

you are. Really when you

01:20:22

go to talk to whether

01:20:24

it's HR or calling you

01:20:26

about something that they said

01:20:28

I think the big thing

01:20:30

that you need to be

01:20:30

confident in what you're saying

01:20:33

and just be honest be

01:20:36

honest and you'll get a

01:20:40

better response when when you

01:20:42

go in, but you truly

01:20:43



feel and not going in

01:20:45

crazy. Thank you. Sorry for

01:21:08

sending the title, but I

01:21:11

have one question for you

01:21:13

all whenever we are discussing

01:21:18

diversity in general and that

01:21:30

one one of the challenges.

01:21:32

How do you get those

01:21:35

that are already within the

01:21:39

culture? Yes, we're divers, but

01:21:43

they don't really get it.

01:21:44

How do you get to

01:21:46

those those decision-makers? And how

01:21:52



do you get into a

01:21:53

thin Cloud partner and you'll

01:21:57

have high level positions but

01:22:00

I think that he takes

01:22:01

more than that cuz you

01:22:03

might be an exception and

01:22:06

a big institutions. Sometimes it

01:22:10

is aggressive passive aggressive. So,

01:22:17

how do you get to

01:22:18

that culture? I've got to

01:22:23

watch the people that people

01:23:11

see that something is working.

01:23:22

We we got it done

01:23:26



better. I don't think I

01:23:48

don't need nobody. They haven't

01:24:11

we will keep everyone. Play

00:00:05

Welcome to the second session

00:00:08

of Washington's arbitration week 2020

00:00:11

for everyone on our first

00:00:18

session here at jams on

00:00:21

Spotify on gamm's being very

00:00:26

kind one of our sponsors

00:00:28

as well as to post

00:00:30

in the morning meeting as

00:00:40

well. I wanted to also

00:00:42

thank our other supporters and

00:00:46



sponsors. We've had great enthusiasm

00:00:49

this year from various in

00:00:55

Washington, DC. Arbitration for sport

00:01:06

again, or see the week

00:01:15

supposed to welcome reception tomorrow

00:01:30

night at the World Bank

00:01:33

and Broward is our keynote

00:01:40

speaker. That will be a

00:01:43

great success and courage everyone

00:01:45

who's and sports Stadium tomorrow

00:01:54

night. Co-chair Washington LLP Law

00:02:12

Firm founded Washington arbitration week

00:02:16

four years ago starting very

00:02:21



much in the virtual world.

00:02:22

And now we are entirely

00:02:25

hybrid every session virtual volcanoes

00:02:29

on online watching spiritually, but

00:02:32

also the one that's very

00:02:40

important role in particular can

00:02:52

be legal systems practitioners the

00:02:59

arbitrator's Practice International arbitration practice

00:03:11

and the first a dealing

00:03:17

with that very important issue

00:03:19

in the panel cited titled

00:03:21

the experience and expectations of

00:03:23

the students from multiple backgrounds.

00:03:31



And before you say a

00:03:40

few words and then introduced

00:03:42

our moderator and Tennille. Thank

00:03:54

you Ian and welcome everyone

00:03:56

from here. And we also

00:03:59

have at least 35 to

00:04:02

40 people online. So that's

00:04:05

pretty amazing Washington arbitration week

00:04:18

in the first place that

00:04:19

we have to go in

00:04:30

person as you can see

00:04:31

in the future. Wasn't making

00:04:44

from the fact that many

00:04:47



of us have now. Question

00:05:06

was know how you make

00:05:08

it. And how do you

00:05:09

move around in? The diversity

00:05:12

is is is a question.

00:05:19

So many areas of life

00:05:24

out there either personally or

00:05:42

by by studying it. So

00:05:45

sweet world of diversity International

00:05:49

arbitration eligible. Last time we

00:06:12

were together and now she's

00:06:36

mad that she's not an

00:06:42

extremely knowledgeable like she is

00:06:54



one of our moderators. the

00:07:24

diversity part of me wants

00:07:30

to call the sign that

00:07:32

were held during one of

00:07:34

the women's March and something

00:07:36

wrong one, but I can't

00:07:37

believe Army can't believe it.

00:07:46

What is a part of

00:07:47

me? What I could directly

00:07:54

to. the recent US Supreme

00:07:58

Court decision Now I don't

00:08:09

want to be too us

00:08:10

then. It's time to leak

00:08:22



out of u.s. Borders even

00:08:25

an international. I did want

00:08:32

to raise that I did

00:08:34

want to read this particular

00:08:36

case that was decided by

00:08:38

in college and I guess

00:08:47

in short. I'm not surprised

00:08:52

in the slightest that the

00:08:55

Chief Justice who had that

00:08:57

opinion all the way to

00:09:04

stop The Cremation is to

00:09:07

stop discriminating. Daddy centuries millennia

00:09:34

I guess what I'd like

00:09:36



to talk about today. slightly

00:09:40

different Love is a verb.

00:09:53

And I would like to

00:09:54

think about diversity equity and

00:09:59

inclusion in the same way.

00:10:04

adverbs choir choir And we're

00:10:35

here to discuss this with

00:10:36

people who have a wealth

00:10:39

of experience going to introduce

00:10:43

them so that we can

00:10:45

spend more time with me

00:10:48

listing all of their managing

00:10:59

partner. Eden and also former

00:11:06



general counsel to the end

00:11:07

of the valuator and hearing

00:11:16

officer. Rebecca vallance partner at

00:11:24

H&K a company credibility International

00:11:27

and explain expert focusing on

00:11:30

valuation now an independent arbitrator

00:11:43

and co-head of the icc's

00:11:46

task force on disability. My

00:11:52

first round but she was

00:11:54

going to start with Ken.

00:11:57

Over the past several years

00:11:58

nearly every arbitral institutions institutions

00:12:11

and appreciate your opening remarks.

00:12:23



It makes a little easier

00:12:26

to have these conversations. Normally

00:12:28

when I'm asked to speak

00:12:29

about the with my intense

00:12:32

PowerPoint and it has all

00:12:34

of one spot in on

00:12:36

this one slide. There is

00:12:37

a bouquet of flowers. Literally

00:12:41

when you look at it,

00:12:42

you're looking into my living

00:12:43

room and you're like a

00:12:45

friend and the purpose of

00:12:48

the bouquet is to show

00:12:49



people that we talked about

00:12:50

diversity equity and inclusion. We're

00:12:53

really talking about all these

00:12:57

different different places. They look

00:13:00

different in different shapes of

00:13:02

different sizes when you put

00:13:03

them all together and make

00:13:05

it happen for you to

00:13:08

look at that's kind of

00:13:12

how I see it anyway.

00:13:23

How we see nothing is

00:13:37

in Perfection. We're always to

00:13:38

know where the practice of

00:13:39



law or not. We're always

00:13:41

in the practice. And so

00:13:43

we're getting there right so

00:13:49

That's true is nationally 34%

00:13:51

of our males are women.

00:13:52

We have 15% of our

00:13:54

panel. And we have 4%

00:13:58

whole body of the gym

00:14:03

arbitrators mediators. And the goal

00:14:10

is to try to push

00:14:11

that out everywhere we go.

00:14:13

So when we send out

00:14:14

panel we've signed on that

00:14:19



we pledged to try to

00:14:20

have 30% of our panels

00:14:22

be representative of not only

00:14:25

our Workforce if you will,

00:14:28

but also of the Greater

00:14:29

Community Stop for a minute

00:14:32

and say why this is

00:14:34

important. I just did a

00:14:36

tripartite panel and I did

00:14:38

something that you login to

00:14:39

get that good smile out

00:14:41

of all women three women.

00:14:56

Every time we talk about

00:14:58



an issue, very contentious people.

00:15:01

There's a lot of money

00:15:03

and all of our perspective.

00:15:06

I think brought us to

00:15:08

a place that by the

00:15:09

time we got within three

00:15:10

days of trial at 8

00:15:11

and help them out. But

00:15:21

but I think it was

00:15:23

because they could see and

00:15:24

all the ruling that you

00:15:26

can see the perspective of

00:15:27

someone who's been like a

00:15:29



boundary you can see the

00:15:31

perspective of someone who was

00:15:33

a federal court judge and

00:15:35

you could see the perspective

00:15:36

of me. And that is

00:15:45

the kind of value-add that

00:15:47

you could bring when your

00:15:48

panel is more than just

00:15:51

the first three guys on

00:15:57

the list. They really I

00:16:00

think they they tried to

00:16:02

do something that was really

00:16:03

unique and I think it

00:16:04



worked to their purposes. So

00:16:06

this is really something that

00:16:09

is at the heart of

00:16:10

what we do but we

00:16:12

also have Partnerships we work

00:16:14

with our women of all

00:16:16

over the world that we

00:16:17

try very hard to make

00:16:19

sure that our arbitrators let

00:16:21

everyone know what their background

00:16:23

is. I'll give you an

00:16:24

example we have we have

00:16:26

a person most famous insurance

00:16:32



companies all over the world

00:16:34

and she's been in London

00:16:36

and the UK many many

00:16:37

times. She's working with numerous

00:16:39

groups there to create an

00:16:41

ongoing partnership between To make

00:16:45

sure that we are whatever

00:16:46

they are and then because

00:16:48

she has this practice that

00:16:50

already emanated for their reaching

00:16:55

out for our panelists to

00:16:57

find out if they have

00:16:58

languages or if they have

00:17:01



experienced. I know I've done

00:17:02

a lot of International Hotel

00:17:04

contract you always trying to

00:17:06

leverage what's your panel is

00:17:10

bringing me the world or

00:17:14

sometimes. I don't know if

00:17:19

you're comfortable with. and I

00:17:28

think that's the key is

00:17:29

that we're trying to you

00:17:31

know help people to not

00:17:34

just Rules of the Old

00:17:37

Witch's I can see all

00:17:48

the connections that we're all

00:17:50



here because we really do

00:17:53

love the value that it

00:17:56

brings two people. So turn

00:18:02

it off. cerveza Law Firm

00:18:11

landscape in other words, you're

00:18:21

not going to find great

00:18:22

manifestation. Not a lot of

00:18:26

apology there. Could you please

00:18:33

tell us about diversity and

00:18:34

inclusion from the law firm?

00:18:41

Thank you guys. Thank you.

00:18:43

Everybody is really a pleasure

00:18:44

being my first step is

00:18:54



going to be I know

00:18:57
that we have a lot

00:18:58
of bad things to say

00:19:00
about this topic. Big law

00:19:06
firms and law firms in

00:19:08
general. I think we have

00:19:19
seen a lot of things

00:19:21
to try to incorporate your

00:19:30
friend now, they're part of

00:19:34
the movement that they were

00:19:54
saying. Some of the major

00:20:07
law firms around the world

00:20:10
something that I think is

00:20:19



part of reality. I don't

00:20:21

think that just because they

00:20:32

are nice people. I think

00:20:35

it's more because they were

00:20:37

also in the in the

00:20:47

one they try to see

00:20:55

you are the right person.

00:21:06

They are. They want to

00:21:33

know how real babies because

00:21:42

of the ways of the

00:21:45

world. Something about it. I

00:21:56

think you will find there

00:22:04

is mold medium-sized going to

00:22:16



reveal my age are boring.

00:22:41

you were seen as. I

00:23:05

wanted to start with something.

00:23:22

Rebecca has the distinct privilege

00:23:23

of being in a professional

00:23:25

filled with even more abysmal

00:23:28

stats on diversity of expert

00:23:35

Witnesses. Tell us about diversity

00:23:49

and inclusion from the expert

00:23:51

witness. Thank you everyone for

00:23:57

having me do that credit

00:24:08

goes to my industry colleagues

00:24:10

Isabella Santos and member of

00:24:19



the steering committee because I

00:24:27

will say that in my

00:24:34

experience being Hispanic has not

00:24:37

caused any I can't really

00:24:40

go to the office. Athena

00:25:03

female I have definitely face

00:25:05

challenges. They haven't come from

00:25:09

my colleague. It's mainly from

00:25:12

the looks. Like I said

00:25:15

for me are typically Latin

00:25:16

American governments or counsel representing.

00:25:19

I've been told by a

00:25:26

ride to work or in

00:25:28



some cases like this was

00:25:40

years ago, and I've never

00:25:41

had something else but Channel

00:26:03

11 We already one of

00:26:13

the first things. Christmas to

00:26:15

pile on the number of

00:26:17

female actress that are out

00:26:20

definitely a male-dominated industry and

00:26:25

we looked around with different

00:26:26

databases really fine any place

00:26:34

where this data about? So

00:26:39

I was able to bring

00:26:42

something to the table because

00:26:43



prior to being part of

00:26:45

the publicly available Awards the

00:27:00

study was to establish the

00:27:01

trends and lawyers experts and

00:27:09

even our collection did not

00:27:13

include whether it was male

00:27:15

or female, but I thought

00:27:17

328 study only 11:00 and

00:27:34

8. It was a female

00:27:37

expert in conjunction with a

00:27:39

mailbox. So we only really

00:27:41

had three cases where it

00:27:42

was so late. And we

00:27:45



just thought that those that's

00:27:47

just crazy that you don't

00:27:49

have to work and we

00:27:58

ended up with about expert

00:28:10

I already text her and

00:28:12

find her. And what we

00:28:15

found was that 64% of

00:28:19

the attorneys that submitted responses

00:28:22

to the survey and Associates

00:28:29

attorneys. So again way to

00:28:39

load but it should be

00:28:41

so we asked why was

00:28:45

the topic and and the

00:28:50



main sponsor came back was

00:28:52

just saying that female representation

00:28:54

in their options, even when

00:29:00

the lawyers were trying to

00:29:02

percent experts to the clients

00:29:04

for them to just the

00:29:05

last one didn't have many

00:29:07

options but straight in Lake

00:29:14

Station. Other reasons that the

00:29:26

lawyer said that they believe

00:29:30

the reason for a while

00:29:39

and then all of a

00:29:40

sudden you're getting a new

00:29:41



female expert will befall to

00:29:43

the male expert that the

00:29:45

cycle of okay. Well, I

00:29:51

want to get more. But

00:29:52

if you don't give me

00:29:53

a chance. And then the

00:30:00

third reason that came up

00:30:01

was that there were in

00:30:03

a lot of women in

00:30:04

senior positions and this would

00:30:09

be staying home with kids

00:30:15

or something that we're also

00:30:23

trying to come up with

00:30:25



ideas so that you re

00:30:35

along with emails and I'm

00:30:47

not sure if we're going

00:30:48

to do with these statistics.

00:30:59

Thank you, Rebecca. 2 years

00:31:07

old you are International arbitration

00:31:33

commission make the speed with

00:31:36

which is more inclusive. Less

00:31:40

than one month ago and

00:31:52

diversity and inclusion efforts from

00:31:54

the perspective of disability rights.

00:31:59

So this is actually the

00:32:03

very first I'm we're happy

00:32:11



to be able to produce

00:32:12

more tears. Add value it's

00:33:01

not really sure. ER and

00:33:20

also not feel safe and

00:33:31

with respect to primarily on

00:33:40

the arbitration process not so

00:33:43

much on law firms and

00:33:44

what will a 16 lb

00:34:08

And then we also included

00:34:23

at the very end. I

00:34:24

think we bought a dozen

00:34:25

question invited by a moderator.

00:34:51

Let's next round Match 3

00:34:55



questions to Oliver. You've been

00:35:01

your specific focus on diversity

00:35:03

and inclusion. What do you

00:35:06

think is worth? What have

00:35:09

you experienced as a challenge?

00:35:19

Is the nasty part of

00:35:21

the conversation in diversity, you

00:35:45

know would love everything everything

00:35:49

book The Nasty part of

00:35:56

the reason why the reality

00:35:59

is it's not because you're

00:36:01

not even say something here

00:36:09

and I will say that

00:36:10



even my senior Partners. They're

00:36:13

only favor. The problem is

00:36:20

but how do we do

00:36:23

women and I'm only talking

00:36:26

about the council would stay

00:36:35

in their jobs. Is what

00:36:39

is critical right now? I'm

00:36:43

just thinking I know I

00:36:48

think that's why they need

00:36:52

to be working on it.

00:36:54

I'm working on. And you

00:36:56

can read it. Some people

00:37:00

are doing it, you know

00:37:01



to try to work. I

00:37:07

mean we'll win, you know,

00:37:11

that was a great lesson

00:37:13

that everybody in this house.

00:37:19

I was supposed to be

00:37:20

for women no yours because

00:37:23

they were able to address

00:37:25

some of the leaves that

00:37:27

fall under my associate working

00:37:57

they have or you know,

00:38:01

ideally the same exact male

00:38:05

names of reality. We always

00:38:20

a challenge to say how

00:38:28



many female college in the

00:38:30

stuff that I think I'm

00:38:56

going to the inside. I

00:39:07

know that this is a

00:39:09

discussion in any law firm

00:39:11

that you go you will

00:39:12

talk to you later. They

00:39:15

will be offended. But I'm

00:39:19

not being paid the same

00:39:20

as my lovely colleague Mayo

00:39:23

Clinic comes to Cal. I'm

00:39:33

not that I'm probably I'm

00:39:35

not there also because as

00:39:37



women in the same way,

00:39:56

that's why I'm not bleeding

00:40:00

or no. Please don't get

00:40:02

offended. I think I am

00:40:04

blaming the women to learn

00:40:07

how to speak out about

00:40:10

those dishes, you know, so

00:40:12

comfortable that is so gay.

00:40:18

How to say I want

00:40:32

my money I think it's

00:40:33

talking but they need to

00:40:45

think about what kind of

00:40:47

program email email address.

00:41:01



It is. Not a problem

00:41:03

now is making sure that

00:41:09

they have the right number

00:41:11

the problem is how are

00:41:14

you going to have to

00:41:17

go over? Be calm, honey.

00:41:25

I think you and I

00:41:29

are a pretty unique a

00:41:38

sad statement. to a very

00:41:44

very few certainly women women

00:41:46

color that I've made it

00:41:49

this far in a lot

00:41:53

more standing here where I

00:41:56



am now one recommendation I

00:42:01

have for everyone but you

00:42:02

look up the American Bar

00:42:04

Association support from 21 entitled

00:42:08

in their words, and it's

00:42:10

it's a report that the

00:42:13

ABA Basically chronicling the reasons

00:42:18

why experienced women attorneys are

00:42:22

leaving Big Lots and it's

00:42:25

not limited to it's really

00:42:32

not. A lot of it

00:42:35

has to do with the

00:42:37

internal politics of Big Lots

00:42:40



and that's something I don't

00:42:42

think a lot of people.

00:42:43

So again, I hope Rebecca.

00:43:02

challenges Well, I think I

00:43:07

agree with everything you said

00:43:08

so yeah, and I do

00:43:10

think that it also applies

00:43:11

to a male-dominated industry and

00:43:19

we don't have as many

00:43:21

females as my colleague in

00:43:30

my personal life. I haven't

00:43:34

felt like I've been held

00:43:36

back or anything like that.

00:43:38



So I don't want to

00:43:39

make it sound like I'm

00:43:40

negative experience. But when I

00:43:43

attend partner meeting there are

00:43:45

definitely you said there I

00:43:56

think specifically with being an

00:43:59

expert challenge is getting the

00:44:02

actual appointment. Actually being selected

00:44:06

as the as the expert

00:44:09

and something that I found

00:44:11

has worked for me personally

00:44:12

in the past two years

00:44:13

is that when we submit

00:44:16



proposals, I've been one of

00:44:18

those where I put an

00:44:20

ozone myself and a male

00:44:23

expert so we go in

00:44:25

and get it. That way

00:44:30

and then it kind of

00:44:32

transition to okay now listen

00:44:34

to just be like a

00:44:37

consult on the case and

00:44:39

I'll be fine and I

00:44:41

was able to get something

00:44:42

like that and then from

00:44:44

there the progression to the

00:44:45



point where now I do

00:44:46

get a password for me.

00:44:55

I know that I mentioned

00:44:57

earlier that that was Negative

00:45:01

numbers that we are with

00:45:06

males to do at least

00:45:12

get you in the door

00:45:13

get that experience because of

00:45:16

the way that the clients

00:45:18

make their decisions and then

00:45:23

I would say from the

00:45:25

GRE perspective is something that

00:45:27

has work is just the

00:45:28



the different events that we

00:45:30

have posted and invited people

00:45:33

might be inviting a lot

00:45:35

of other experts mean by

00:45:37

law firms, and it really

00:45:39

has helps to promote the

00:45:42

names of and we make

00:45:46

an effort to be visible

00:45:48

in different conferences that just

00:45:50

recently ICC conference in Miami.

00:45:58

So I think that almost

00:46:14

has been something. How about

00:46:26

you? I think I probably

00:46:38



should be more than so.

00:46:51

Obviously I just watching the

00:47:03

others invisible. Although I prefer

00:47:16

I think it's worth. I

00:47:29

said what I did. And

00:47:38

I believe I have much

00:47:55

experience with my wife and

00:48:04

I done by Suicide. She

00:48:06

was bipolar alcohol, so Love

00:48:25

you my sister. secondary infection

00:48:44

Where am I heard rumors?

00:48:46

And that's why I'm not

00:48:57

looking at you. Otherwise, very

00:49:21



important thing for us all

00:49:22

start paying more attention to

00:49:37

I know so is a

00:49:52

long way to go what

00:49:54

we've done in our in

00:49:55

our guide is not focused

00:49:56

disability and how it might

00:50:30

not affect the way you

00:50:31

not aware of or how

00:50:32

you just might not have

00:50:33

thought that perhaps we should

00:50:35

hold a hearing. One is

00:50:37

disabled and doesn't actually can

00:50:49



get something at still something

00:51:02

I think. A lots of

00:51:06

improvement much to do and

00:51:07

hopefully we'll get there together.

00:51:14

How are you? How is

00:51:19

it getting so is any

00:51:28

entity whether it's business? If

00:51:34

it matters to you, then

00:51:36

you and you measuring small

00:51:46

businesses succeed and sometimes we

00:51:49

forget that. Run into the

00:51:56

retention problem. And so since

00:51:58

we have sign on to

00:51:59



the play percent of the

00:52:02

panel's represent. Plus our participation

00:52:08

has gone to 37% women

00:52:10

26% people of color and

00:52:13

6% pure intentional about it

00:52:20

and you're measuring it then

00:52:22

that means that you're going

00:52:23

to take the steps to

00:52:24

make sure that you have

00:52:25

success at you. Look at

00:52:30

their numbers in d i

00:52:31

every year it would be

00:52:32

like is it negative and

00:52:36



it's because the truth of

00:52:39

it is all the major

00:52:40

corporations and now the law

00:52:41

firms are starting to do

00:52:42

it there doing extensive surveys

00:52:45

and studies of the people

00:52:46

who work there and what's

00:52:54

working and what happens if

00:52:56

those lovely reports much like

00:52:58

that ADA study put on

00:53:00

a shelf and only the

00:53:02

people who read them get

00:53:03

the benefit of his butt.

00:53:05



And look into what is

00:53:08
actually happening, you know the

00:53:10
mechanism to make so that's

00:53:11
the challenge is for people

00:53:13
to really live The Pledge

00:53:15
that they may and look

00:53:17
at what's happening in women

00:53:20
are leaving because they're not

00:53:22
getting the opportunity to go

00:53:24
on client meeting. And so

00:53:31
I think I think that's

00:53:32
really where we are now

00:53:33
is that we have to

00:53:34



we have to walk the

00:53:36

walk we know what the

00:53:38

challenges are and there are

00:53:40

fixed and they're not in

00:53:43

I think that's the clue

00:53:44

is that they're not hitting

00:53:46

Things based on that. It

00:53:54

doesn't mean that you know,

00:53:55

everybody will stay. It doesn't

00:53:58

mean that there will be

00:53:59

this perfect. Certain kind of

00:54:06

person to work there, but

00:54:08

Cindy said that the culture

00:54:09



has to be adjusted. If

00:54:13
you will buy this a

00:54:15
thing that the entity decides

00:54:17
to make that happen at

00:54:34
Lasco and I had a

00:54:35
young man this class and

00:54:37
so he and his wife

00:54:47
were taking turns and so

00:54:49
on but I had to

00:54:54
say I can pick your

00:54:55
will is this a man

00:54:56
that you would want to

00:54:57
miss the class or take

00:54:59



care of his daughter for

00:55:00

this way to go to

00:55:01

work? How do you how

00:55:12

do you get to the

00:55:13

30% if it's an arbitration

00:55:17

in particular you like to

00:55:21

say a word until that

00:55:44

is the first how do

00:55:46

you deal with that? I

00:55:54

do struggle with this cuz

00:55:55

he not going to stop

00:55:56

in to me. I've had

00:55:56

somebody say but I actually

00:55:58



didn't say it to someone

00:56:01

else and say we don't

00:56:08

want anything the ark may

00:56:20

bend toward justice, but it

00:56:22

doesn't been quickly and I

00:56:24

think the more we keep

00:56:27

pressing with excellent the more

00:56:30

it kind of become Unstoppable

00:56:32

and play something by three

00:56:42

years and I'm speaking more

00:56:44

winning tickets. So, you know,

00:56:55

we can't make the act

00:57:06

for their own benefit. Even

00:57:08



if it doesn't look like

00:57:09

what they thought their benefit

00:57:11

with look like and I

00:57:12

think we have to keep

00:57:13

pressing that envelope until the

00:57:16

people who don't get it

00:57:18

recognized. They're not getting the

00:57:19

results. They could have got

00:57:21

if they felt comfortable with

00:57:22

somebody is pushing the envelope.

00:57:30

We don't have to let

00:57:35

them work it out over

00:57:36

there will work with people.

00:57:39



I am last round questions.

00:57:45

I'm going to ask you

00:57:47

a question that my number

00:57:52

and I asked on the

00:57:54

beach Part II cast. the

00:57:59

question is What's in the

00:58:04

way? I feel other than

00:58:06

what we've been discussing our

00:58:12

fighting words So I was

00:58:19

actually on my board going

00:58:32

away. I think what what

00:58:48

keeps me up now related

00:58:50

to it does relate to

00:58:55



what we do. How do

00:58:58

I make a name for

00:59:00

myself for myself? How do

00:59:10

I bring up this isn't

00:59:11

a business deal at all

00:59:15

while having work-life balance of

00:59:18

being able to retire chapter

00:59:23

13. So take up a

00:59:24

lot of my time outside,

00:59:26

of course as well. So

00:59:29

I think about that a

00:59:31

lot. I will say going

00:59:33

back to the protection issue

00:59:35



that we've been talking about.

00:59:36

I have thought about it.

00:59:38

I have thought of taking

00:59:40

a break and staying home

00:59:41

to do things with my

00:59:43

kids, but then I think

00:59:45

about the enjoyment that I

00:59:47

get after I testify and

00:59:49

you got an award as

00:59:50

being broke and I'm like,

00:59:52

okay, so I think about

00:59:57

it a lot. That's about

01:00:04

you, Lita. Bill to practical

01:00:33



advances Mom's not being so

01:00:55
and so I I look

01:01:01
forward to seeing and I

01:01:11
work at home backyard of

01:01:24
my wife works out of

01:01:26
the house so very much

01:01:28
that I like it or

01:01:30
not. I do like it.

01:01:35
I like it. I like

01:01:38
being able to guide him

01:01:39
through. brilliant beyond belief I

01:02:19
don't just say I was

01:02:22
going to go back to

01:02:31



you know, what's the spell

01:02:33

of his check? I think

01:02:34

that's the key is that

01:02:35

people say they want to

01:02:36

do something but the but

01:02:38

the intentionality isn't there. Nothing

01:02:43

is a straight line from

01:02:44

I got up this morning.

01:02:46

So I'm going to go

01:02:47

there it is is I

01:02:48

intend this to happen and

01:02:50

I take these steps to

01:02:52

make it happen. I measure

01:02:53



them to make sure that

01:02:55

I've made progress, but I

01:02:56

know that I'm really going

01:02:57

where I stay I'm going

01:02:58

to not be ran off

01:02:59

to the side and then

01:03:00

once I measure these things

01:03:02

and pay attention to how

01:03:03

they You can create a

01:03:06

diversity and inclusion and Equity

01:03:08

plan and it doesn't work.

01:03:12

It just wasn't working. Let's

01:03:19

try why so this notion

01:03:21



that it's sort of this

01:03:22

Pie in the Sky thing

01:03:24

and we don't know how

01:03:25

we would get there. I

01:03:26

find that like like I

01:03:28

don't understand it because everything

01:03:30

you do that you care

01:03:31

about you have a plan

01:03:34

you track your point. You

01:03:37

measure your you make changes

01:03:39

to your plan. If you're

01:03:40

planning on doing any business,

01:03:42

that's how people profit in

01:03:44



bad times and good times

01:03:46

because they make those adjustments

01:03:48

and I think here for

01:03:50

whatever reason because A hard

01:03:52

thing I had somebody I

01:03:53

joined this. service organization How

01:04:00

did they used to put

01:04:03

the work in friendship and

01:04:05

still got them the same

01:04:07

way, you know, we Starve

01:04:08

Together side-by-side. It's still something

01:04:10

that requires so much work

01:04:12

and I think you forgotten

01:04:13



that part of the way

01:04:15

there is getting to know

01:04:17

people. Can you talk to

01:04:19

people getting inside but that

01:04:26

we have these goals and

01:04:28

we're thoughtful about how we

01:04:29

work on them together. a

01:04:44

lot of things Are noodles

01:04:59

National coming from we get

01:05:36

there you get there you

01:05:41

have to turn around and

01:05:42

don't forget. Allow the conditions

01:05:51

to develop in the water

01:05:53



in my locker has been

01:06:00

there for 15 years now,

01:06:01

and I'm having The Greatest

01:06:05

Adventure. He allows those conditions

01:06:26

to continue. You have a

01:06:38

conference call with the client

01:06:40

you breathe. So you are

01:06:48

doing do it because that's

01:06:52

the only way that you

01:06:53

guarantee that they are also,

01:06:54

you know, you know, it

01:07:00

sounds very loudly you were

01:07:01

still have that challenge of

01:07:05



working life balance and wonderful

01:07:10

words. Mary did, you know

01:07:12

my mother-in-law? I'm not cooking

01:07:26

after Kim Son going to

01:07:36

you're filing. It was the

01:07:37

nasty taste even better. But

01:07:40

but any idea to have

01:07:43

the support of my family,

01:07:43

but it's just kind of

01:07:49

things that I think you

01:07:50

have to make a decision

01:07:52

what you want to do.

01:08:06

Thank you. And yes, I

01:08:09



can pull up all of

01:08:10

you, I would like to

01:08:17

represent the diversity is a

01:08:20

bird. And with that, I

01:08:28

think we have time for

01:08:31

questions. Martina plastic. Thank you

01:08:39

very much. Auntie Ginger to

01:08:48

graphic also H, and then

01:08:51

I would say first-time appointments

01:08:54

over your case. You're not

01:09:11

and you're really in your

01:09:14

case. It comes to your

01:09:23

particular case you were wanted.

01:09:31



Does the people we know

01:09:33

and I I wonder what

01:09:37

would you do to overcome

01:09:40

that barrier and appoint people

01:09:43

that you think would be

01:09:45

terrific and how would you

01:09:47

convince your client right now,

01:09:51

but there are a lot

01:09:58

of expectations that we make

01:10:00

the diversity of women on

01:10:10

are almost every single pilot

01:10:13

strike a branch that we

01:10:14

do. I want to hear

01:10:20



from you what you are

01:10:21

doing. Martina basically asked about

01:10:35

the essential work to move

01:10:47

that needle in a different

01:10:49

direction commercial United States. He's

01:11:32

never in the mood to

01:11:34

provide and then I will

01:11:45

try to go with prescription

01:11:47

why those ladies are there

01:11:49

because they have to be

01:11:51

there. Where are you? You

01:12:13

have to point out to

01:12:14

this kind of thing sometime.

01:12:15



Sometimes I managed to convince

01:12:17

client. But most of the

01:12:19

time they want to go

01:12:21

where the transmitter is released,

01:12:23

but I have to say

01:12:26

and I said this very

01:12:28

in a very proud of

01:12:29

the way I have appointed

01:12:32

super ones that person is

01:12:50

not where results or maybe

01:13:29

they haven't been the end

01:13:31

of the day. It's always

01:13:33

going to be safe because

01:13:34



everybody's not Brianna and everybody

01:13:39

text me each and every

01:13:40

time and then that's how

01:13:46

you know taking a longer

01:14:00

vacation than I do and

01:14:02

I wound up getting a

01:14:03

couple of his get in

01:14:04

there with anyone else, but

01:14:06

him at all works out.

01:14:16

Working on somewhere and then

01:14:18

everybody want me to just

01:14:19

like magic. I think that's

01:14:38

that there is going to

01:14:39



be this sort of tension

01:14:40

there. But I think it's

01:14:41

more women are coming through

01:14:43

this pipeline that more women

01:14:44

are having more of these

01:14:46

experienced those challenge. Will start

01:14:49

to beg the key is

01:14:51

that we have to keep

01:14:51

pushing that pipeline people for

01:14:54

the people. But I think

01:15:02

I know where I am

01:15:03

all the time. What's Council?

01:15:30

I am mindful of the

01:15:34



fact that there are people

01:15:36

out there. I don't think

01:15:57

it's complicated but again, too.

01:16:06

Thank you. I don't know

01:16:09

if we have spoke about

01:16:30

some beds when we discovered

01:16:35

that there is an implied

01:16:36

discrimination that is happening inside

01:16:38

an organization or inside and

01:16:42

really want to raise our

01:16:44

voice may be against it

01:16:45

or get something but also

01:16:47

ensure that a dog is

01:16:49



not extinct. Navigate the very

01:17:06

dangerous Waters speaking up when

01:17:12

you see some sort of

01:17:13

Science and wanting to keep

01:17:22

your job that you have

01:17:31

to weigh. You really have

01:17:37

to see what the culture

01:17:40

of the organization is. Kind

01:17:49

of like take a minute

01:17:50

and I would also recommend

01:17:52

that you use measures outside

01:17:54

your firm. If I have

01:17:56

a question that I want

01:17:57



to ask about whether if

01:17:58

it's something in a law

01:17:58

firm. I told somebody that

01:18:00

you don't call somebody in

01:18:02

your car cuz you don't

01:18:02

know who your people are

01:18:04

until you know that you

01:18:06

don't know who to ask

01:18:06

when you do know who

01:18:07

you before I go in

01:18:09

an office sit down close

01:18:11

the door. I didn't you

01:18:25

know blow up the firm.

01:18:26



I actually did the test

01:18:28
that he has to do

01:18:29
not well on purpose, but

01:18:30
I work at for real.

01:18:49
And I will tell you

01:18:50
that person became a chance

01:18:52
you have to know when

01:18:53
you can do that. I

01:18:54
was so mad that I

01:18:55
didn't but but the point

01:18:57
is that you know, if

01:18:59
it's something where you're not

01:19:00
altogether clear or whether it's

01:19:03



part of culture or something.

01:19:05

You might check it out

01:19:06

running my somebody somewhere else,

01:19:09

right? That's how you get

01:19:09

your one-on-one quietly in their

01:19:27

office. Lowe's homes. Nothing, you

01:19:30

know, nothing that people want

01:19:31

to call security for but

01:19:32

just something where you know,

01:19:34

you were explaining how you

01:19:35

felt and what you bring

01:19:36

to the table surprised. There

01:19:38

are people who probably would

01:19:40



have been on that other

01:19:41

path who then say they

01:19:43

start to see sometimes people

01:19:46

don't See you as a

01:19:47

person snoring diversity in culture

01:19:50

and color and a and

01:20:00

loves the job. Just the

01:20:01

way they do and then

01:20:02

that's the way to connect.

01:20:07

I'm sure it's sweet. I

01:20:08

think I'm talking to someone

01:20:11

outside the firm about this

01:20:13

situation other than where you

01:20:20



are. Really when you go

01:20:22

to talk to whether it's

01:20:24

HR or calling you about

01:20:26

something that they said I

01:20:28

think the big thing that

01:20:30

you need to be confident

01:20:32

in what you're saying and

01:20:33

just be honest be honest

01:20:37

and you'll get a better

01:20:40

response when when you go

01:20:42

in, but you truly feel

01:20:44

and not going in crazy.

01:20:53

Thank you. Sorry for sending

01:21:08



the title, but I have

01:21:11

one question for you all

01:21:14

whenever we are discussing diversity

01:21:19

in general and that one

01:21:30

one of the challenges. How

01:21:33

do you get those that

01:21:36

are already within the culture?

01:21:39

Yes, we're divers, but they

01:21:43

don't really get it. How

01:21:45

do you get to those

01:21:47

those decision-makers? And how do

01:21:52

you get into a thin

01:21:53

Cloud partner and you'll have

01:21:57



high level positions but I

01:22:00

think that he takes more

01:22:02

than that cuz you might

01:22:04

be an exception and a

01:22:06

big institutions. Sometimes it is

01:22:10

aggressive passive aggressive. So, how

01:22:18

do you get to that

01:22:18

culture? I've got to watch

01:22:36

the people that people see

01:23:12

that something is working. We

01:23:25

we got it done better.

01:23:46

I don't think I don't

01:23:48

need nobody. They haven't we



01:24:11
will keep everyone.