

Leadership Council on Legal Diversity

2015 Fellows Third Meeting

**March 3-5, 2016
Hyatt Regency Austin
Austin, Texas**

Agenda

March 3, 2016

1:00 - 1:30 PM

Zilker 1

Welcome & Orientation

Lori L. Lorenzo, Program Director, LCLD

1:30 - 4:00 PM

Zilker 1

Break: 2:30 - 3:00 PM

Identifying and Avoiding Career Roadblocks: Charting Your Course to a Successful Career

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

The first portion of this program looks at the common roadblocks for mid-career attorneys and provides tips for overcoming and avoiding them. You will also receive guidance in developing an individualized career plan. The session will also include opportunities for you to work in small groups with other Fellows to discuss career planning strategies.

4:00 - 4:30 PM

2015 Fellows Class Photo

4:30 - 6:00 PM

Accountability Partner Exercise

6:00 - 8:00 PM

Off-Site: Meet in the Lobby

Dinner: Dine-Arounds

Dine-Arounds are at your expense. Please meet in the lobby of the Hyatt Regency Austin 30 minutes prior to your reservation time.

March 4, 2016

8:30 - 9:30 AM

Zilker 4

Breakfast

9:30 - 11:00 AM

Zilker 1

Staying Connected: The LCLD Fellows Alumni

Cassandra H.M. Headrick, Executive Counsel, The Travelers Companies, Inc.; 2012 Fellow

Corey Lee, Partner, Hunton & Williams LLP; 2012 Fellow

Maritza U.B. Okata, Partner, Vinson & Elkins LLP; 2012 Fellow

Carlos Singer, Founding Partner, Huang Ybarra Singer & May LLP; 2012 Fellow

Lica Tomizuka, Partner, Faegre Baker Daniels LLP; 2013 Fellow

Sung Yang, Director, Corporate Counsel, Starbucks Corporation; 2014 Fellow

Although the Fellowship year is over, opportunities for involvement and leadership will not end. This session will provide information about Fellows Alumni opportunities and ways to stay involved with LCLD and Alumni from all classes.

11:00 AM - 12:00 PM

Accountability Partner Exercise

March 4, 2016 (Continued)

12:00 - 1:00 PM

Zilker 3 & 4

Networking Lunch for 2015 & 2016 Fellows

1:15 - 3:15 PM

Zilker 1 & 2

Executive Presence

Tim Gluszak, Senior Manager, Learning & Development, Global Diversity & Inclusion, General Mills, Inc.

Executive presence is undoubtedly elusive. It's discussed in board rooms, and, like obscenity, we know it when we see it. However, we have struggled to define it until now. In this interactive session, we will discuss a framework you can use to develop your executive presence as well as how it's expressed through the lens of multiculturalism and gender.

4:00 - 6:30 PM

Off-Site: Meet in the Lobby

Fellows Alumni Welcome Reception for the 2015 Fellows Class

Sponsored by Jackson Walker LLP

Please meet in the lobby of the Hyatt Regency Austin at 4:00 p.m., and the group will walk to Jackson Walker LLP together. The firm is located across the river from the Hyatt, at 100 Congress Avenue, Suite 1100.

7:00 - 8:30 PM

Zilker Terrace, Foyer & Lobby

Reception for 2015 & 2016 Fellows

Join members of your class, 2016 Fellows, and local LCLD Members and Fellows Alumni for an evening reception with heavy hors d'oeuvres.

March 5, 2016

7:30 - 8:30 AM

Zilker North Lobby

Networking Breakfast for 2015 & 2016 Fellows

8:30 - 9:30 AM

Zilker 1-3

The New Culture of Leadership

Brad Smith, Chair, LCLD Board of Directors, and President and Chief Legal Officer, Microsoft Corporation
Interviewed by Robert J. Grey, Jr., President, LCLD

You will be part of an in-depth conversation with Brad Smith about the future of the legal profession and new imperatives for leadership in the 21st century.

9:45 - 10:45 AM

Zilker 1-3

How to Make the Most of the Fellowship Year

Help orient 2016 Fellows to the program by offering advice on how to make the most of their Fellowship year and take advantage of the professional development opportunities that the program offers.

11:00 - 11:30 AM

Zilker 1

2015 Fellows Closing Session: A Year in Review

Stephanie Uzel, Program Manager, LCLD

Speakers



Tim Gluszak is the Senior Manager, Learning and Development, in Global Inclusion & Staffing at General Mills, Inc. In this role, Gluszak partners with the technical community at General Mills to provide best-in-class learning and development while driving winning performance.

Gluszak started his career with General Mills in 1991 as a process development engineer. During his 13-year R&D career at General Mills, Gluszak worked on various new product launches and product improvements including international products. His final assignments as a senior R&D manager included R&D responsibility for North Asia in the International Division and General Mills Canada. In 2005, Gluszak transferred to Human Resources as a recruiting manager. Gluszak led a team that successfully recruited experienced hires for all corporate functions at the World Headquarters. In 2009, Gluszak transferred to the ITQ organization as an HR business partner where he provided HR leadership to the Baked Goods, Bell Institute of Health and Nutrition, Center for Technology Creation, Convenience & Food Service, and International teams. In 2013, Gluszak transferred to the Global Inclusion & Staffing department where he partnered with employee networks and functional inclusion councils to deliver professional development and inclusion training across the General Mills enterprise.

He holds a master's degree in psychology from Alfred Adler Graduate School, a master's degree in chemical engineering from the University of Wisconsin, Madison, and a bachelor's degree in chemical engineering from the University at Buffalo.

Gluszak is currently the Chair of the Board of Directors for the Domestic Abuse Project (DAP). He is a former board member of Cornerstone Advocacy Services and Headway Emotional Health Services.



Robert J. Grey, Jr. is the President of the Leadership Council on Legal Diversity. He is also a Partner with Hunton & Williams LLP and serves as Vice Chair of the firm's Pro Bono Committee. Grey's practice is focused on representing businesses in administrative, regulatory, and legislative matters. He has also served as a neutral in commercial mediations.

In 2010, Grey was appointed by President Obama and confirmed by the United States Senate to the Board of the Legal Services Corporation.

Grey was elected as an officer in the American Bar Association (ABA), serving as chair of the ABA House of Delegates in 1998 and later as president of the association in 2004. During his term as president of the ABA, he worked for better justice through better juries via the America Jury Initiative.

He received his B.S. in 1973 from Virginia Commonwealth University and his law degree in 1976 from Washington and Lee University, where he served on its Board of Trustees from 2006 to 2014.



Cassandra H.M. Headrick is a 2012 LCLD Fellow Alumna and Executive Counsel for Real Estate Investments at Travelers. She oversees legal matters relating to Travelers' investment portfolio for real estate, including directly-owned assets and real estate investment funds. Prior to joining Travelers in 2014, Headrick was a partner at the law firm of Dorsey & Whitney LLP, where she was the co-chair of the Lending Practice Group and a Minneapolis Diversity Partner.

Headrick is passionate about her work for the Arthritis Foundation, where she serves on the Leadership Board of Directors for the North Central Chapter, and for the Leadership Council on Legal Diversity, for which she serves on the Executive Council for Fellows Alumni. She earned her B.A. from the University of Minnesota (Phi Beta Kappa) and her J.D. from William Mitchell College of Law.



Corey Lee is a 2012 LCLD Fellows Alumnus and Partner with Hunton & Williams LLP's Miami office. His practice focuses on commercial litigation, including litigation of matters arising from information security and data breach incidents, contract disputes, class actions, business torts, securities litigation, product liability litigation, and electronic discovery. Lee has represented retailers, financial institutions, and health care companies in incidents related to data breaches. Lee has also represented

retailers in litigation related to the gathering and use of consumer data.



Lori L. Lorenzo is the proud mom of four kids: Amanda, 14; Mark, 11; Kyle, 8; and Ethan, 6. In her role with the Leadership Council on Legal Diversity (LCLD), she is responsible for supporting LCLD's efforts to promote diversity and inclusion among Member organizations, developing and managing LCLD's strategic programs, and promoting understanding of legal diversity issues generally.

Lorenzo has published several articles and she is a frequent speaker on diversity with organizations including the American Bar Association, the National Association for Law Placement (NALP), and the Association for Legal Administrators, among others.

Lorenzo received her B.A. with honors from the University of Florida and her J.D. from Duke University School of Law. Before joining LCLD, her work experience included law practice in structured finance and securitization, small business ownerships (a martial arts company), and several years managing diversity initiatives for law schools.



John Mitchell is a lawyer and a leader. He is committed to helping lawyers discover their leadership potential so that they continuously develop themselves and their organizations in pursuit of changing the world. Mitchell specializes in working with lawyers in formal roles like general counsel, managing partner, practice group leaders and committee chairs, and those in informal leadership roles. He also supports in-house lawyers transitioning to business roles, junior associates, new partners, major

rainmakers, and senior lawyers considering their "second season" in life.

Helping leaders transition to new leadership positions is one area of Mitchell's expertise. He has extensive experience assisting women and attorneys of color in successfully applying their talents in new roles and new environments. Mitchell's unique background brings personal experience to these types of transitions and his educational experiences ground those firsthand experiences with sound theory and applied research.

Mitchell's 20-plus years of business experience ranges from working as a professional in a social service agency, to practicing law in a large international law firm, to leading a large urban affiliate of an internationally known not-for-profit housing development organization, to starting a successful company that helps leaders develop and hone their own unique leadership style.

When he is not working with clients, Mitchell can often be found running or cycling along Chicago's beautiful lakefront. He and his wife can be found at one of the city's many restaurants, cultural institutions, or music festivals. An annual pilgrimage to the New Orleans Jazz & Heritage Festival, visits with friends around the country, and bicycle trips anywhere the terrain is more varied than Chicago's keep Mitchell on the move. So, if you get his voicemail leave a message. More likely than not he is out someplace having fun. But do not worry—he will return your call!



Maritza U.B. Okata is a Partner in Vinson & Elkins LLP's Mergers & Acquisitions and Private Equity practice group. Okata's practice focuses on mergers and acquisitions, private equity, and finance transactions primarily involving energy and infrastructure-related assets. Her diverse experience includes representing private equity sponsors, investment funds and their portfolio companies, as well as public and private companies and financial institutions, in mergers and acquisitions,

strategic investments, joint ventures, divestitures, financings, and corporate matters. Okata has significant cross-border experience, particularly in Latin America, in transactions in the energy and natural resource, technology, telecommunications, and infrastructure sectors. She also counsels borrowers, issuers, lenders, and institutional debtholders in secured syndicated financings, cash flow and asset-based financings, mezzanine financings, acquisition financings, private placements, project financings, and restructurings.

Prior to joining Vinson & Elkins, Okata was a partner with O'Melveny & Myers LLP. Okata served as a law clerk to the Honorable Stephen G. Breyer on the U.S. Supreme Court and to the Honorable Guido Calabresi on the U.S. Court of Appeals for the Second Circuit.

Okata received her law degree from Yale Law School, where she was an articles editor of *The Yale Law Journal* and served as a co-chair of Yale Law Women. She earned her undergraduate degree from Harvard University, where she was a Harvard National Scholar. Before attending law school, Okata was an associate at The Boston Consulting Group, a global management consulting firm. Okata was a term member of the Council on Foreign Relations. She is fluent in Portuguese and also speaks Spanish and French.

Okata currently serves on the Executive Council, and is the Co-Chair of the Program Development Committee, of the Fellows Alumni of the Leadership Council on Legal Diversity.



Carlos A. Singer is a Founding Partner of Huang Ybarra Singer & May LLP. He focuses his practice on complex commercial and intellectual property litigation, including disputes concerning contracts, copyrights, trademarks, unfair competition, trade secrets, breach of fiduciary duty, negligence, and fraud/misrepresentation. He has represented a wide variety of clients, including film studios, startup companies, online media firms, government agencies, and Fortune 500 companies.

Previously, Singer served as deputy counsel to former Los Angeles Mayor Antonio R. Villaraigosa during his first term as Mayor. In this capacity, he advised the Mayor and his representatives on litigation and policy. He began his legal career at Quinn Emanuel Urquhart & Sullivan LLP after serving as a judicial law clerk to the Hon. Harry Pregerson of the U.S. Court of Appeals for the Ninth Circuit.

Singer earned his J.D. from Yale Law School and his B.A. in music theory and composition from Columbia University.

He is a member of the Board of Trustees for the Los Angeles Copyright Society, a distinguished members-only organization of attorneys who practice in copyright, trademark, and related practice areas. Since 2008, Singer has served as a Trustee of the Mexican-American Bar Foundation, which distributes need- and merit-based scholarships to local law students. In 2012, he was selected as a Fellow with the Leadership Council on Legal Diversity, an organization dedicated to increasing diversity in the legal profession. From 2010 to 2012, he served on the Board of Commissioners for the Los Angeles Public Library. Singer also served on the Los Angeles Cultural Heritage Commission from 2005 to 2007.



Brad Smith is Microsoft's President and Chief Legal Officer.

In this role, Smith is responsible for the company's corporate, external, and legal affairs. He leads a team of more than 1,300 business, legal, and corporate affairs professionals working in 55 countries. These teams are responsible for the company's legal work, its intellectual property portfolio, patent licensing business, corporate philanthropy, government affairs, public policy, corporate governance, and social responsibility work. He is also Microsoft's chief compliance officer. Smith plays a key role in representing the company externally and in leading the company's work on a number of critical issues including privacy, security, accessibility, environmental sustainability, and digital inclusion, among others.

Smith joined Microsoft in 1993, and before becoming general counsel in 2002 he spent three years leading the Legal and Corporate Affairs (LCA) team in Europe, then five years serving as the deputy general counsel responsible for LCA's teams outside the United States.

Smith has overseen numerous negotiations leading to competition law and intellectual property agreements with governments around the world and with companies across the IT sector. He has played a leading role within Microsoft and in the IT sector on government surveillance, privacy, intellectual property, immigration, and computer science education policy issues. As the senior executive responsible for ensuring that Microsoft fulfills its corporate responsibilities, he has helped the company achieve its consistent ranking in the top two percent of the S&P 500 for corporate governance scores. He has played a leadership role locally and nationally on numerous charitable,

business, and legal initiatives. In 2013 he was named by *The National Law Journal* as one of the 100 most influential lawyers in the United States. In 2014, *The New York Times* called Smith “a de facto ambassador for the technology industry at large.”

In addition to his work at Microsoft, Smith is active in several civic and legal organizations and in the broader technology industry. In March 2015, Smith joined the Netflix Board of Directors. He also works to advance several significant diversity and *pro bono* initiatives, serving as Chair of the Board of Directors of Kids in Need of Defense (KIND) and as Chair of the Leadership Council on Legal Diversity (LCLD). In addition, Smith chairs the board of the Washington State Opportunity Scholarship program, at the appointment of the governor.

Smith grew up in Appleton, Wisconsin, where Green Bay was the big city next door. He attended Princeton University, where he met his wife, Kathy (also a lawyer), and graduated *summa cum laude* with a concentration in international relations and economics. He earned his J.D. from the Columbia University School of Law and studied international law and economics at the Graduate Institute of International Studies in Geneva, Switzerland. Prior to joining Microsoft, he was an associate and then partner at the Washington, D.C.-based firm of Covington and Burling, where he is still remembered as the first attorney in the long history of the firm to insist (in 1986) on having a personal computer on his desk as a condition for accepting a job offer.



Lica Tomizuka is a 2013 Fellow Alumna and a Co-Chair of the Fellows Advocacy Group Program Committee. Tomizuka is a Partner in the Real Estate group of Faegre Baker Daniels LLP’s Minneapolis office and works with clients in commercial property acquisition, disposition, and development transactions across the United States. She also represents lenders and borrowers in various commercial financing transactions. Tomizuka serves on a number of non-profit boards in the Twin Cities and one day hopes to become famous just so she can be a UNICEF Ambassador.

Tomizuka was born and raised in Berkeley, California, and defied her parents’ dream of having her attend UC Berkeley while living at home, by moving across the country to attend Cornell University in Ithaca, New York. She made another geographic leap when she joined the Peace Corps and moved to Zimbabwe for 2.5 years to teach high school science and math at a rural day school. She returned state-side and moved to Minneapolis in 2000 to attend the University of Minnesota Law School.

Tomizuka is a wife, a mother of two boys (ages 1 and 4), an avid Minnesota Twins fan and World Cup soccer fan, and an Olympics enthusiast. She hopes one day to give her kids the chance to have a fun pet (like Scruffy and Snowy, the chickens she kept as a child, and Mafuta Kapoto, her Zimbabwean pet goat)... or at least a dog.











Sung Yang is a 2014 LCLD Fellow Alumnus and Director, Corporate Counsel in the Law & Corporate Affairs (L&CA) department of Starbucks. He has been with Starbucks for nine years. He is a member of the Innovations, Global Supply Chain, and Commercial group within L&CA. He supports a number of business units, but his principal client is Global Supply Chain.

Yang fulfills a number of roles for his clients. He counsels business leaders on transactions. He collaborates closely with project leaders on strategic initiatives. He also advises his clients on pre-litigation disputes. Yang's transactional experience includes outsourcing engagements, acquisitions, intellectual property licensing, product development initiatives, equity and finance transactions, and joint ventures.

Prior to joining Starbucks, Yang was in the Legal Department of Expeditors International of Washington, Inc. Yang started his legal career in the Seattle office of Davis Wright Tremaine LLP where he was an associate in the Corporate Finance group. Yang received his B.A. from Whitman College and J.D. from Willamette University College of Law.

LCLD Fellows Region Colors

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|  DC Area |  Northeast |
|  International |  Southeast |
|  Midwest |  Texas Area |
|  New Jersey/
New York |  West |



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