

INTERSECTIONAL FEMINISM IN THE LAW: EXPLORING THE EXPERIENCES OF WOMEN OF COLOR

A symposium hosted by the *American University Journal of Gender, Social Policy & the Law* in collaboration with the Women's Bar Association of the District of Columbia on legal issues that impact women of color and the unique challenges that women of color attorneys face in the legal profession.

FRIDAY, APRIL 14TH

10:00 AM – 3:15 PM

**AMERICAN UNIVERSITY WASHINGTON COLLEGE
OF LAW NT01 (WARREN BUILDING)
4300 NEBRASKA AVE NW
WASHINGTON, DC 20016**

Sponsored by



Symposium Program

9:00 AM — 10:00 AM

Registration

10:00 AM — 10:15 AM

Welcoming Remarks

10:30 AM — 11:30 AM

Being Held Back: How the Experience of Women
of Color Differs in Educational Systems

11:30 AM — 12:40 PM

Lunch

12:00 PM — 12:40 PM

Fireside Chat with U.S. Associate Attorney General,
Vanita Gupta & Dean Roger A. Fairfax

12:45 PM — 1:45 PM

The Elephant in the Courtroom: How Legal
Institutions and Society Fail to Protect Women
of Color

2:00 PM — 3:00 PM

Redefining Representation: How Women of Color
Impact the Legal Field

3:00 PM — 3:15 PM

Closing Remarks

Welcome Remarks from the President of the Women's Bar Association of the District of Columbia

SPEAKER

Associate, Morgan, Lewis & Bockius LLP, & President,
Women's Bar Association of the District of Columbia



KANDIS C. GIBSON
(SHE/HER)

Kandis Gibson is an associate at Morgan, Lewis & Bockius LLP. She focuses her practice on Section 337 proceedings at the US International Trade Commission. She has participated in over 45 Section 337 investigations involving unfair trade practices, including patent, trademark, and copyright infringement, and misappropriation of trade secrets. Kandis also has experience in complex civil litigation matters and has handled matters before US district courts and agencies, including representing clients in enforcement issues related to Section 337 exclusion orders before the US Customs and Border Protection.

Kandis is the president-elect of the Women's Bar Association of the District of Columbia ("WBA"). Founded in 1917, the Women's Bar Association is one of the oldest and largest voluntary bar associations in metropolitan Washington, DC. The WBA's mission is to maintain the honor and integrity of the profession; promote the administration of justice; advance and protect the interests of women lawyers; promote their mutual improvement; and encourage a spirit of friendship among our members.

Prior to Morgan Lewis, Gibson was counsel at Foster, Murphy, Altman & Nickel, PC, and an associate at Miller & Chevalier. She was also a law clerk at the U.S. House of Representatives Committee on Homeland Security.

Kandis received her J.D. from Howard University School of Law and received a B.A. in Government and Africana Studies from Cornell University.

Panel 1

Being Held Back: How the Experience of Women of Color Differs in Educational Systems

MODERATOR

Professor, American University Washington College of Law



ANGI PORTER

Professor Angi Porter joined the American University Washington College of Law in 2022. She was previously a Research Fellow at Georgetown University Law Center and Adjunct Professor of Law at Mitchell Hamline School of Law. She teaches Torts, Higher Education Law, and Africana Legal Studies.

Prior to WCL, Professor Porter spent several years as a litigator at Dorsey & Whitney LLP in Minneapolis, Minnesota, where her practice centered on civil commercial litigation before federal and state courts and included work on health litigation, defamation, breach of contract, death penalty, asylum, housing, and criminal misdemeanor cases. She then worked as an Associate for the Office of Equal Opportunity and Affirmative Action at the University of Minnesota, where she served on a team of attorneys investigating discrimination and sexual misconduct. She received her Juris Doctor degree from Howard University School of Law, where she served as Editor-in-Chief of the Howard Law Journal. She earned her B.A. with high honors from Howard University, where she studied Communications and Africana Studies.

Professor Porter's scholarly work is in Africana Legal Studies, the extension of Africana Studies methodology to legal study. In this groundbreaking research, she explores continental and diasporic African ways of knowing governance and examines how those ways of knowing persisted despite the imposition of Western law on African people achieved through enslavement, colonialism, imperialism, and other forms of oppression.

Panel 1

Being Held Back: How the Experience of Women of Color Differs in Educational Systems

PANELIST

Director of Justice for Student Survivors & Senior
Council, National Women's Law Center



SHIWALI PATEL
(SHE/HER)

Shiwali leads policy development and advocacy, litigation, and education addressing gender-based harassment in schools, including sexual harassment and sexual assault at the National Women's Law Center. She also works to strengthen civil rights protections for LGBTQ students and works on Title IX religious exemptions and other issues of gender equity in education. Shiwali also currently serves as the Co-Chair of the Leadership Conference's Education Task Force and as an Advisory Board member of the Every Voice Coalition.

Previously, she was at the U.S. Department of Education, Office for Civil Rights (OCR), where she worked on civil rights policy and legal guidance interpreting Title IX's anti-discrimination protections, including schools' responsibilities in responding to sexual harassment, protections for transgender students, and the rights of girls of color. Before joining OCR, Shiwali was an Administrative Judge and investigator at the U.S. Department of Energy, Office of Hearings and Appeals, a Special Assistant United States Attorney in the District of Columbia in the Sex Offense and Domestic Violence Unit, and a law clerk to the Honorable Laura A. Cordero at the Superior Court for the District of Columbia.

Shiwali graduated from American University Washington College of Law and Boston University. Prior to law school, Shiwali was a community educator at the District of Columbia Rape Crisis Center, where she conducted workshops and educational presentations for adults and young people on sexual assault, domestic and dating abuse, and sexual harassment, and was a trained hotline counselor and hospital advocate.

Panel 1

Being Held Back: How the Experience of Women of Color Differs in Educational Systems

PANELIST

Director of Advocacy for Racial and Civil (ARC) Justice Clinic
& Associate Practice Professor of Law Penn Carey Law



CARA MCCLELLAN
(SHE/HER)

Cara McClellan is the Founding Director and Practice Associate Professor of the Advocacy for Racial and Civil (ARC) Justice Clinic, which provides students with hands-on experience working in civil rights litigation and policy advocacy around systemic racism. McClellan joins the Law School from her position as Assistant Counsel at the NAACP Legal Defense & Educational Fund, Inc., where her work focused on increasing education equity and ending the criminalization of Black people. She gained litigation experience as the lead counsel on several cases, including *I.S. et al. v. Binghamton School District*, a case challenging a school's discriminatory strip search of four Black and Latina middle school girls, and *Smith v. City of Philadelphia*, challenging the Philadelphia Police Department's indiscriminate use of military-style weapons against protesters, residents, and bystanders in a predominately Black West Philadelphia community. McClellan has also represented students and families in school desegregation cases, such as *Sheff v. O'Neill*, and students and alumni as amici in *SFFA v. Harvard*, defending Harvard's affirmative action admissions policy.

McClellan is a frequent media commentator on issues of civil rights and education policy and has provided on-air and in-print commentary for NBC Nightly News, The New York Times, The Washington Post, CNN, HLN, Education Week, and The Philadelphia Inquirer.

McClellan earned her undergraduate degree from Yale and an MEd from Penn's Graduate School of Education. She returned to Yale to earn a JD, serving both as an editor of the Yale Law & Policy Review and as the President of the Black Law Students Association. Following law school, she clerked for the Honorable Gregory M. Sleet, Chief Judge of the U.S. District Court, and the Honorable Andre M. Davis, Senior Judge for the Fourth Circuit.

Panel 1

Being Held Back: How the Experience of Women of Color Differs in Educational Systems

PANELIST

Senior Counsel, NAACP Legal Defense & Educational Fund (LDF)



MICHAELE TURNAGE YOUNG
(SHE/HER)

Michaela N. Turnage Young serves as Senior Counsel at the NAACP Legal Defense and Educational Fund, Inc. (“LDF”), where she litigates education cases. Ms. Turnage Young serves as counsel in *Arnold v. Barbers Hill Independent School District*, wherein the Court enjoined enforcement of a dress code provision that would have confined students who wore uncut locs to in-school suspension and excluded them from school activities. The Court’s decision, which recognized LDF’s clients’ likelihood of success on their race discrimination, sex discrimination, and freedom of expression claims, has led multiple school districts to revise their dress codes to remove discriminatory language.

Ms. Turnage Young also represents 25 Harvard student and alumni organizations as amici curiae in *SFFA v. Harvard*, wherein she co-authored briefs arguing that the court should uphold settled law allowing universities to consider race, as one of many factors, in admissions so that universities can assemble diverse student bodies and students can enjoy the educational benefits of diversity.

Prior to joining LDF in 2017, Ms. Turnage Young served as a Trial Attorney with the Educational Opportunities Section of the Civil Rights Division of the United States Department of Justice. Following law school, she clerked for the Honorable Joan B. Gottschall of the United States District Court for the Northern District of Illinois.

Ms. Turnage Young received her law degree from Harvard Law School, where she served as a student attorney with the Harvard Legal Aid Bureau and as an editor of the Harvard Civil Rights-Civil Liberties Law Review. Ms. Turnage Young earned her undergraduate degree from UCLA.

Panel 1

Being Held Back: How the Experience of Women of Color Differs in Educational Systems

PANELIST

Legal Director, Asian American Legal Defense and Education Fund



BETHANY LI
(SHE/HER)

Bethany Li is the legal director at the Asian American Legal Defense and Education Fund, where she uses a community lawyering model to fight for social justice in Asian American communities and advance racial equity. Using an innovative and multi-faceted approach in collaboration with community organizers, Bethany has litigated cases and led advocacy work on a range of civil rights issues, including housing and displacement, workers' rights, immigration and deportation defense, education equity, language access, and hate violence.

Bethany led an amicus brief at the Supreme Court with 121 Asian American groups and educators in support of race-conscious admissions at Harvard University and the University of North Carolina. She is also co-counsel to a multi-racial coalition of organizations and families intervening in a lawsuit to support Boston Public Schools' shift in exam policy.

Bethany was previously the Asian Outreach Unit director at Greater Boston Legal Services, the Robert M. Cover Fellow in Yale Law School's Veterans Legal Services Clinic, and an Equal Justice Works Fellow and staff attorney at AALDEF. Bethany received her J.D. from Georgetown University Law Center and her undergraduate degree from Amherst College.

Fireside Chat with U.S. Associate Attorney General, Vanita Gupta & Dean Roger A. Fairfax



Vanita Gupta is the 19th United States Associate Attorney General and serves as the third-ranking official at the Department of Justice. She is the first woman of color to serve in this role. Associate Attorney General Gupta supervises multiple litigating divisions within the Department of Justice, including the Civil Division, Civil Rights Division, Antitrust Division, Tax Division, and Environmental and Natural Resources Division. She also oversees the grantmaking components of the Department, including the Office of Justice Programs, the Office on Violence Against Women, and the Office of Community Oriented Policing Services; and supervises the Office for Access to Justice, Office of Information Policy, the

Community Relations Service, the Executive Office for United States Trustees, the Foreign Claims Settlement Commission, and the Servicemembers and Veterans Initiative.

Associate Attorney General Gupta previously served as the President and Chief Executive Officer of the Leadership Conference on Civil and Human Rights, the nation's oldest and largest coalition of non-partisan civil rights organizations in the United States. Before serving in that capacity, from October 15, 2014, to January 20, 2017, Associate Attorney General Gupta served as Acting Assistant Attorney General and Head of the Department of Justice's Civil Rights Division. Appointed by President Barack Obama as the chief civil rights prosecutor for the United States, Associate Attorney General Gupta advanced a wide range of civil rights enforcement matters.

Prior to her tenure leading the Civil Rights Division, Associate Attorney General Gupta served as Deputy Legal Director and the Director of the Center for Justice at the American Civil Liberties Union (ACLU). In addition to managing litigation, Associate Attorney General Gupta created and led the ACLU's Smart Justice Campaign aimed at promoting bipartisan justice reform while keeping communities safe. She began her legal career as an attorney at the NAACP Legal Defense & Educational Fund.

Associate Attorney General Gupta graduated magna cum laude from Yale University and received her law degree from New York University School of Law, where later she taught a civil rights litigation clinic for several years.

Fireside Chat with U.S. Associate Attorney General, Vanita Gupta & Dean Roger A. Fairfax



Roger A. Fairfax, Jr. is Dean of American University Washington College of Law ("AUWCL") and a prominent legal scholar, educator, and nationally known expert on criminal justice. Before joining AUWCL as Dean, Fairfax served as the Senior Associate Dean for Academic Affairs, Patricia Roberts Harris Research Professor of Law, and founding director of the Criminal Law & Policy Initiative at George Washington University Law School.

Dean Fairfax's scholarship has been published in books and leading journals, and he has taught courses and conducted research on criminal law and procedure, professional responsibility and

ethics, criminal justice policy and reform, racial justice, and grand jury and internal investigations. He has championed diversity, equity, and inclusion efforts throughout higher education and the legal profession.

Prior to his career in academia, he practiced law with the firm of O'Melveny & Myers LLP in Washington, DC, and served as a federal prosecutor through the Attorney General's Honors Program in the Public Integrity Section of the Criminal Division of the U.S. Department of Justice, and did details in the U.S. Attorney's Office for the Eastern District of Virginia, and the Office of the Assistant Attorney General for the Criminal Division. He began his legal career as a law clerk to Judge Patti B. Saris of the U.S. District Court for the District of Massachusetts, and to Judge Judith W. Rogers of the U.S. Court of Appeals for the DC Circuit.

Dean Fairfax has served on the boards of the National Bar Association, the Southeastern Association of Law Schools, and the Maryland Office of the Public Defender. He is an elected member of the American Law Institute and a fellow of the American Bar Foundation, and he currently serves on the boards of the National Institute for Trial Advocacy and the Historical Society of the DC Circuit. In 2019, Chief Justice John Roberts appointed him to the Judicial Conference of the United States, Advisory Committee on Criminal Rules, and he was reappointed in 2022. Also in 2022, Dean Fairfax was appointed to the Board of Directors of the Lawyers' Committee for Civil Rights Under Law.

Dean Fairfax graduated with honors from Harvard College, the University of London, and Harvard Law School, where he was an NAACP Legal Defense Fund/Shearman & Sterling Scholar and an editor of the Harvard Law Review.

Panel 2

The Elephant in the Courtroom: How Legal Institutions and Society Fail to Protect Women of Color

MODERATOR

Professor, American University Washington College of Law



BRENDA V. SMITH

Brenda V. Smith is professor of law at the American University Washington College of Law and Director of the Community Economic Development Law Clinic. From 2018-2020, Smith served as Senior Associate Dean for Faculty and Academic Affairs at the law school. Professor Smith has directed The Project on Addressing Prison Rape since 1998. In 1993, Professor Smith was awarded the Kellogg National Leadership Fellowship and, in 1998, inducted into the D.C. Women's Hall of Fame for her work on behalf of low-income women and children. In November 2003, Professor Smith was appointed to the National Prison Rape Elimination Commission by the United States House of Representatives Minority Leader, Nancy Pelosi.

Prior to Professor Smith's faculty appointment at the Washington College of Law, she was the Senior Counsel for Economic Security at the National Women's Law Center and Director of the Center's Women in Prison Project and Child and Family Support Project. Professor Smith's scholarly work and writing focuses on the intersections of gender, crime and sexuality. She is widely published and has received the Emmalee C. Godsey Research Award for her article Battering, Forgiveness and Redemption, 12 AM. U. J. GENDER SOC. POL'Y & L. 921 (2003) and the 2017 Pauline Ruyle Moore Scholar for Outstanding Scholarship Area of Public Law: Boys, Rape, and Masculinity: Reclaiming Boys' Narratives of Sexual Violence in Custody, 93 N.C. L. REV. 1559 (2015). Her most recent scholarship is Promise Amid Peril: PREA's Efforts to Regulate An End To Prison Rape, 57 AMER. CRIM. L. REV. 1599 (2020). Relevant speaking engagements include the Convening on Women and Girls in the Criminal Justice System in June 2016 at the White House, Testimony before the United States Commission on Civil Rights hearing in Women in Custody: Seeking Justice Behind Bars in 2019, and Testimony before the U.S. Department of Justice Review Panel on Prison Rape in 2020.

Panel 2

The Elephant in the Courtroom: How Legal Institutions and Society Fail to Protect Women of Color

PANELIST

Attorney/Playwright/Screenwriter



MARY KATHRYN NAGLE
(SHE/HER)

Mary Kathryn Nagle is an enrolled citizen of the Cherokee Nation. She is an attorney whose work focuses on the restoration of tribal sovereignty and the inherent right of Indian Nations to protect their women and children from domestic violence and sexual assault.

From 2015 to 2019, she served as the first Executive Director of the Yale Indigenous Performing Arts Program. Nagle is an alum of the 2013 Public Theater Emerging Writers Program. Productions include *Miss Lead* (Amerinda, 59E59), *Fairly Traceable* (Native Voices at the Autry), *Sovereignty* (Arena Stage), *Manahatta* (Oregon Shakespeare Festival), *Return to Niobrara* (Rose Theater), and *Crossing Mnisose* (Portland Center Stage), *Sovereignty* (Marin Theatre Company), *Manahatta* (Yale Repertory Theatre), *On the Far End* (Round House Theater). She has received commissions from Arena Stage, the Rose Theater (Omaha, Nebraska), Portland Center Stage, Denver Center for the Performing Arts, Yale Repertory Theatre, Round House Theater, Oregon Shakespeare Theater, the Kansas City Repertory Theatre, and the Santa Fe Opera. She also works in film and television. Most recently she served as an Associate Producer on the film *PREY*.

She is most well known for her work on ending violence against Native women. Her play, *Sliver of a Full Moon*, has been performed in law schools from Stanford to Harvard, NYU and Yale. She has worked extensively on VAWA re-authorization, and she has filed numerous briefs in the U.S. Supreme Court, as a part of the National Indigenous Women's Resource Center's VAWA Sovereignty Initiative, including most recently, *Denezpi v. United States*, *United States v. Cooley*, *Oklahoma v. Murphy*, *Oklahoma v. McGirt*, *Oklahoma v. Castro-Huerta*, and *Brackeen v. Haaland*. She represents numerous families of Murdered and Missing Indigenous Women and Girls, including Kaysera Stops Pretty Places' family who have brought a public campaign demanding an investigation into her murder. More can be read here: www.justiceforkaysera.org.

Panel 2

The Elephant in the Courtroom: How Legal Institutions and Society Fail to Protect Women of Color

PANELIST

Founder and Executive Director of The National Council for Incarcerated and Formerly Incarcerated Women and Girls



ANDREA JAMES

Andrea James is an abolitionist community organizer. She is the Founder and Executive Director of The National Council for Incarcerated and Formerly Incarcerated Women and Girls; Founder of Families for Justice as Healing; and Author of *Upper Bunkies Unite: And Other Thoughts on the Politics of Mass Incarceration*.

As a former criminal defense attorney and a formerly incarcerated woman, Andrea uses her professional and personal experiences to end the incarceration of women and girls through reimagining our communities and creating infrastructures to facilitate people-led, thriving neighborhoods.

Panel 2

The Elephant in the Courtroom: How Legal Institutions and Society Fail to Protect Women of Color

PANELIST

Executive Director, Asian American Scholars Forum (AASF)



GISELA KUSAKAWA
(SHE/HER)

Gisela Perez Kusakawa is the Executive Director of Asian American Scholar Forum ("AASF"), a national non-profit and non-partisan organization that works to promote academic belonging, openness, freedom and equality for all. She is a leader in the Asian American civil rights and legal community, currently serving on multiple non-profit boards including the Asian Pacific American Bar Association Education Fund, the Conference on Asian Pacific American Leadership, the National Filipino American Lawyers Association, and the Filipino American Lawyers Association of Washington, DC, where she is also their President-elect. She is a proud member of Pinay Powerhouse, which seeks to uplift Filipino American women in law in order to overcome challenges that come from the intersection of racial and gender discrimination. She has been a trailblazer and expert on policy and advocacy on anti-profiling, national security, and civil rights, having appeared on multiple media publications such as NBC News, Science, Nature, NPR, Law 360, Financial Times, and MIT Technology Review.

Gisela was formerly the Founding Director & Supervising Attorney of the Anti-Profiling, Civil Rights & National Security department at Asian Americans Advancing Justice | AAJC, one of the most prominent Asian American national civil rights organizations in the country. During her time there, Gisela spearheaded the coalition work, including with AASF, to effectively end the Department of Justice's "China Initiative."

Gisela's personal experience as an immigrant from Tondo, Manila in the Philippines has fueled her desire to use her legal background to make a positive impact on vulnerable communities to break cycles of poverty, trauma, and violence. Her focus is on compassionate advocacy that brings comfort and kindness to those who have been hurt, gives them a chance at a better life, and lifts up the dignity of all communities.

Panel 2

The Elephant in the Courtroom: How Legal Institutions and Society Fail to Protect Women of Color

PANELIST

Staff Attorney, Transgender Gender Variant and Intersex Justice Project (TGIJP)



WHIT WASHINGTON
(THEY/THEM)

Whit Washington (they/them) is a staff attorney at Transgender Gender Variant Justice Project ("TGIJP"). At TGIJP, Whit coordinates the pro bono program and the development of legal resources for TGI people in custody. Whit began this work as a 2017 Equal Justice Works Fellow when they began the Project for Transgender Incarcerated Survivors ("PTIS") at the American University Washington College of Law's Center for Human Rights & Humanitarian Law.

In addition to their work at TGIJP, Whit also consults with organizations that address social injustice generally and inhumane prison conditions specifically. Whit provides project management, grant management, and litigation support through their consulting work.

Whit also lectures at colleges and universities around the country about racial and gender-based violence in the United States criminal legal system, and serves on the board for Trans Lifeline.

Whit received a BA from the Johnston Center for Integrative Studies at the University of Redlands, a JD from the American University Washington College of Law, and an MA in International Affairs from the American University School of International Service.

Panel 3

Redefining Representation: How Women of Color Impact the Legal Field

MODERATOR

Professor, American University Washington
College of Law



LIA EPPERSON
(SHE/HER)

Lia Epperson, Professor of Law at American University Washington College of Law, is a nationally recognized expert in the areas of constitutional law, civil rights, and education policy. Published in leading journals, her scholarship centers on the constitutional dialogue between federal courts and the political branches, and its implications for educational equity.

From 2014-2018, Epperson served as Senior Associate Dean for Faculty and Academic Affairs at the law school. In 2018, she was awarded an Institute for Advanced Studies fellowship with the Collegium de Lyon in Lyon, France, working with scholars at the University of Lyon and from around the world on issues of constitutional law. Among other international engagements, she has served as a visiting professor and lecturer at University of Navarra in Pamplona, Spain, Central European University in Budapest, Hungary, and National University of Ireland in Galway. Epperson has appeared on news outlets including CNN, NBC News, and C-SPAN.

Prior to her appointment at American University, she served on the law faculties of the University of Maryland and Santa Clara University. She has also served as a Senior Fellow at the Center for American Progress, focusing on federal civil rights enforcement of educational policies and practices. Additionally, prior to becoming a law professor, Epperson directed the education law and policy group of the NAACP Legal Defense & Educational Fund ("LDF"). While there, she litigated in federal and state courts, advocated for federal administrative and legislative reforms, and co-authored multiple amicus briefs to the United States Supreme Court.

Prior to her time at LDF, Professor Epperson was an attorney with Morrison & Foerster in Palo Alto, CA, and a law clerk to the Honorable Timothy K. Lewis of the United States Court of Appeals for the Third Circuit. She received her law degree from Stanford University, where she served as an editor of the Stanford Law Review as well as the Stanford Law and Policy Review. She earned her bachelor's degree in sociology, magna cum laude, from Harvard University.

Panel 3

Redefining Representation: How Women of Color Impact the Legal Field

PANELIST

Presidential Professor, University of Pennsylvania
(Carey) Law School



LISA FAIRFAX
(SHE/HER)

Lisa M. Fairfax is a Presidential Professor and Co-Director of the Institute for Law & Economics (ILE) at the University of Pennsylvania Carey Law School. An award-winning teacher, scholar, and author, Professor Fairfax has written two text books, one on Business Organizations and the other co-authored on Securities Compliance. Professor Fairfax's teaching and scholarship focuses on corporate law, corporate governance, board oversight, board duties, board composition and diversity, shareholder engagement and activism, and corporate engagement around environmental, social and governance ("ESG") matters. Throughout her career, Professor Fairfax has made a special effort to evaluate issues at the intersection of corporate and securities laws and diversity, equity, and inclusion.

Professor Fairfax has played a critical role in highlighting the devastating impact of affinity fraud—securities and investment fraud targeting identifiable racial, ethnic, and religious groups. Professor Fairfax also is a leading expert on board composition and diversity, as well as board oversight of social issues including those involving racial and gender equity. In 2021, the Securities and Exchange Commission (the "SEC") extensively cited Professor Fairfax's comment letter on board diversity in its July 2021 order approving NASDAQ's land-mark board diversity rule. Professor Fairfax has served on the Investor Advisory Committee of the SEC, and two committees of the Financial Industry Regulation Authority (FINRA), providing expert insight to protect investors and shape our securities laws. Professor Fairfax is a member of the American Law Institute (ALI) and its Advisory Group for the Restatement of Law, Corporate Governance. Professor Fairfax serves on the board of the SEC's Historical Society, and formerly served on the board of DirectWomen, an organization aimed at increasing public company board diversity. Professor Fairfax graduated from Harvard Law School and Harvard College with honors.

Panel 3

Redefining Representation: How Women of Color Impact the Legal Field

PANELIST

Counsel, Kaplan Hecker & Fink LLP



CARMEN IGUINA GONZÁLEZ
(SHE/HER)

Carmen Iguina González is counsel at Kaplan Hecker & Fink, resident in the DC office. Carmen specializes in appellate and complex civil litigation and has substantial experience representing clients in matters related to administrative, constitutional, and civil rights law. She is a nationally renowned civil rights litigator whose work has advanced the rights of immigrants and people of color, including litigation concerning the right to legal representation, basic fairness in removal proceedings, and critical protections against arbitrary detention. In addition to her legal work, Carmen advocates for immigrants' rights and has frequently written on related topics, including California immigration legislation, injustices in the asylum-seeking process, and the mistreatment of immigrants with serious mental disabilities in immigration detention centers.

Carmen is a member of the Hispanic Bar Association of the District of Columbia, the Hispanic National Bar Association, and the DC Circuit Standing Committee on Pro Bono Legal Services. In 2022, Carmen was recognized by the Hispanic National Bar Association among their "Top Attorneys Under 40." She has also been recognized in 2018 as a "40 Under 40 Rising Star" by the NYU Law Alumni of Color Association and in 2016 as a California Attorney of the Year (Immigration).

Prior to Kaplan Hecker & Fink, Carmen was a Senior Staff Attorney at the ACLU Immigrants' Rights Project. At the ACLU, Carmen developed and led complex civil rights litigation and engaged in advocacy to protect the rights of immigrant communities, including constitutional, statutory, and administrative law challenges to detention practices, restrictions on asylum, and immigration enforcement abuses.

Carmen has served as a law clerk at every level of the federal judiciary, having clerked for the Hon. Sonia Sotomayor of the Supreme Court of the United States, the Hon. Stephen R. Reinhardt of the United States Court of Appeals for the Ninth Circuit, and the Hon. Kiyo A. Matsumoto of the United States District Court for the Eastern District of New York.

Panel 3

Redefining Representation: How Women of Color Impact the Legal Field

PANELIST

Principal, Beveridge & Diamond, P.C.



ALYSE CONSTANTINIDE
(SHE/HER)

Alyse is a Principal at Beveridge & Diamond, P.C. As a former Assistant U.S. Attorney, Alyse offers firm clients strategic counsel on high-stakes enforcement and compliance matters, particularly in complex or large-scale white-collar litigation and internal investigations. Her strong background in criminal investigation, prosecution, and litigation complements the firm's robust environmental and natural resource regulatory practices.

Highlights of her career include:

- Serving as the U.S. Attorney's Office Deputy Chief of the Felony Trial Unit, capping a distinguished seven-year career at the Department of Justice (DOJ) in which she received multiple DOJ Special Achievement Awards in recognition of her trial and investigative work.
- Serving as the Early Case Assessment Section's first Deputy Chief, supervising more than 20 attorneys involved in case screening, warrant review, and arraignment and detention hearings. She received the 2020 U.S. Attorney Team Award for her work in establishing this new section, which is responsible for all case initiation (except for sex offense and homicide) in the Superior Court for the District of Columbia.
- Arraigning on local charges the first defendants arrested in the January 6th U.S. Capitol insurrection.
- Trying over 40 cases (15 of which were jury trials), consisting of various criminal offenses, with complex cases including counts of obstruction of justice and conspiracy. She also served in the Appellate Division, where she authored appellate briefs and prepared oral arguments.

Throughout her career, Alyse has participated in numerous diversity, equity & inclusion efforts in various capacities, including serving as Eastern Regional Director of the National Black Prosecutor's Association, Co-Chair of the Diversity Committee of the DC Women's Bar Association, and on the Diversity Committee in the U.S. Attorney's Office for the District of Columbia. She also speaks frequently on the topic of diversity in the legal field.

Panel 3

Redefining Representation: How Women of Color Impact the Legal Field

PANELIST

Associate, Eversheds Sutherland (US) LLP



ARIANA CHENG
(SHE/THEY)

Ariana's practice focuses on cross-border disputes and international arbitration bolstered by a solid foundation of broad litigation experience, advising clients on complex business litigation and dispute resolution matters, including international arbitration, cross-border disputes, financial services, securities enforcement, professional liability and commercial litigation.

Prior to joining Eversheds Sutherland, Ariana was a judicial intern for the Honorable Lawrence Leonard, Magistrate Judge on the "Rocket Docket", the United States District Court for the Eastern District of Virginia. In 2018, Ariana participated in an international job shadow program at Eversheds Sutherland's office in Vilnius, Lithuania while completing an internship at a think tank, the Vilnius Center for Advanced Studies. Then, in 2019, Ariana participated in the Eversheds Sutherland Summer Associate program in Washington, DC.

Ariana has also served as an unofficial co-instructor at Georgetown University Law Center for the Spring 2022 semester, teaching the course on International Commercial Arbitration with a Foreign Sovereign with Will O'Brien and Allen Green.

Ariana is also a passionate and strategic diversity, equity, and inclusion advocate and has formal experience as a member of a DEI task force at W&M Law School. Ariana currently serves on the Board of Directors, Strategic Planning Committee, and Racial Justice Committee of the ACLU of Virginia while maintaining an active pro bono practice that includes various asylum, racial justice, and international law related matters. Ariana was recognized in the Lawyers of Color "Hot List" in 2022. The publication recognizes early- to mid-career attorneys who have demonstrated excellence in their respective practice areas. Ariana was also awarded the George Wythe Award for their service to William & Mary Law School, and recognized as a William & Mary Woman of Influence in 2020.