

## LEGAL ACADEMY ON EQUITY AND INCLUSION



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1



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2

**MONICA PHILLIPS  
PRESIDENT  
SPARK PLUG LABS**



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3

**WHAT IS YOUR DIVERSITY PERSPECTIVE**



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4

## CLARITY COMES FROM ACTION, NOT IDEAS.

Stuck in your head? Not sure what direction to take? Go ahead and try something. The people who make things happen are the people who take action, show up, and do the hard work that matters.



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5

“You may be 38 years old, as I happen to be. And one day, some great opportunity stands before you and calls you to stand up for some great principle, some great issue, some great cause. And you refuse to do it because you are afraid.... You're afraid that you will lose your job, or you are afraid that you will be criticized or that you will lose your popularity, or you're afraid that somebody will stab you, or shoot at you or bomb your house; so you refuse to take the stand. Well, you may go on and live until you are 90, but you're just as dead at 38 as you would be at 90.”

~Martin Luther King Jr.



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6

## BEFORE YOU LEAVE TODAY

Deepen your learning of challenges and opportunities in legal equity and inclusion.

Identify an action item.

Identify an accountability partner.

Engage in conversation in the Mighty Networks group.



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7

**JOHN PIERRE  
CHANCELLOR  
SOUTHERN  
UNIVERSITY LAW  
CENTER**



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8

# SOUTHERN UNIVERSITY LAW CENTER



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9




### Best Law Schools for African Americans

		% Black students	% Minority faculty	Student services grade	Final GPA
1	Howard University School of Law	92.9%	80.2%	4.00	4.25
2	Southern University	64.1%	75.2%	4.00	4.25
3	Texas Southern University	56.2%	79.1%	4.00	4.25
4	North Carolina Central University	54.1%	55.1%	4.00	4.25
5	Florida A&M University	47.1%	68.1%	4.00	4.25
6	University of the District of Columbia	45.7%	47.1%	2.66	3.91
7	Florida Coastal School of Law	17.3%	20.6%	3.66	3.83
8	UIC John Marshall	15.1%	19.5%	4.33	3.75
9	CUNY School of Law	14.0%	36.7%	4.00	3.67
10	Loyola University New Orleans	17.9%	19.8%	2.66	3.50
11	Golden Gate University	16.1%	20.5%	3.00	3.50
12	UNT Dallas I College of Law	20.2%	18.2%	2.33	3.42
13	University of Memphis	17.1%	12.1%	3.33	3.42
14	University of Dayton	15.6%	11.6%	4.00	3.41
15	University of La Verne	11.4%	31.3%	3.33	3.33
16	University of Baltimore	21.2%	14.9%	2.66	3.33
17	Thomas Jefferson School of Law	14.4%	17.0%	3.33	3.33
18	American University	9.8%	20.2%	4.00	3.25
19	Atlanta's John Marshall	34.0%	25.4%	0.00	3.17
20	Mississippi College	22.2%	15.7%	1.66	3.17
21	Southwestern Law School	9.6%	26.6%	4.33	3.17

*Chart continued on page 30*

of diversity. Today, the student body is made up of 64.1% blacks and 34% whites. About 2% are Hispanic. "Southern University is different," she said. "The students pretty much all come from the same backgrounds. They're skin color may be different, but everyone has had similar experiences."

Okeke-Oraeki is from Houston and went to undergrad at Howard University in Washington, D.C., another historically black university. She then went to



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10

**CONNIE BRENTON  
CHIEF OF STAFF  
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11

**JAN KANG  
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12

**SAMANTHA AKWEI  
DIVERSITY AND  
PIPELINES  
PROGRAM  
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13

**RUKAYATU  
"RUKY" TIJANI  
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FIRM FOR THE  
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14



At Firm for the Culture, we believe powerful social entrepreneurs, organizations, and founders deserve brand ownership and a lawyer who supports their innovative and dynamic spirit.



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15

## DIVERSITY IN THE PIPELINE PANEL



**Samantha Akwei**  
 Diversity and Pipeline Programs Director  
**Bar Association of San Francisco**



**Connie Brenton**  
 Chief of Staff  
**NetApp** and **Community of Legal Interns** and **CLOC**



**Jan Kang**  
 Acting General Counsel  
**Makani** Founder  
**Women's General Counsel Network**



**Rukayatu Tijani**  
 Founder  
**Firm for the Culture**  
 @firmfortheCulture



**John Pierre**  
 Chancellor  
**Southern University Law Center**



**Monica Phillips**  
 President  
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16



## EQUITY AND INCLUSION PANEL



**Jacquie Katzel**  
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and Assistant  
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Secretary  
**PayPal**

**John Kuo**  
Senior Vice  
President, General  
Counsel &  
Corporate Secretary  
**Varian Medical**

**Elizabeth O'Callahan**  
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Corporate Legal  
and Chief Privacy  
Officer  
**NetApp**

**Jessica Perry**  
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Silicon Valley  
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**Phuong Phillips**  
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17



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18