

STATE BAR OF TEXAS
32nd Annual

TMCP

TEXAS MINORITY COUNSEL PROGRAM

Education | Client Development | Networking

October 23-25, 2024
AUSTIN

www.texasbar.com/tmcp



Texas Minority Counsel Program

32nd Annual

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AN INVITATION FROM THE TMCP CHAIRS

On behalf of the State Bar of Texas Office of Minority Affairs and the TMCP Steering Committee, we invite you to attend the 32nd Annual Texas Minority Counsel Program in Austin, October 23-25, 2024. Come find out why this nationally recognized program is one of the best legal diversity conferences in the country!

The TMCP's unique format provides valuable CLE credit and outstanding networking opportunities to maximize the possibility for attorneys to connect, develop future professional relationships and strengthen existing ones.

We are confident that you will benefit from your participation in the TMCP and we hope you will join us in October!



Marcus Brown
United Airlines, Inc.



Emma Cano
Jefferson Cano

WHAT IS THE TMCP?

The Texas Minority Counsel Program (TMCP) is the premier client development, networking, and CLE event for attorneys in Texas. The TMCP was created in 1993 with the mission of increasing opportunities for diverse attorneys who provide legal services to corporate and governmental clients, and to expose organizations to the legal talent of diverse attorneys in Texas. The program, which is open to all attorneys, aims to bolster the amount and significance of legal work provided by minority, women, LGBTQ+, and other historically underrepresented attorneys. Since its inception, the TMCP has been instrumental in enhancing opportunities for diverse attorneys.

WHY ATTEND? HERE'S WHAT TO EXPECT:

- 500+ attendees
- CLE from leading experts designed for practical use by both in-house and outside counsel
- Opportunities for one-on-one meetings between outside counsel and corporations
- Incomparable networking events including dine-arounds, golf, a spa retreat, receptions, and more
- Participate in one of our pipeline initiatives designed to reach middle school students and law school students

IMPORTANT DATES

September 6, 2024

Deadline for résumé submission for Counsel Connections (see pg. 5 for details) and early registration fee discount (Registration fee increases by \$50 after this date).

October 1, 2024

Deadline for discounted rate at the hotel (see pg. 6 for details). The block of rooms may fill up before the deadline. Reserve your hotel room soon!

WEDNESDAY | OCTOBER 23



NETWORKING THROUGH SERVICE

Develop your network while making a difference! Visit a local school in the host city and work in teams to present a curriculum designed to educate and encourage students to pursue careers in the legal profession.

It is free to participate, but registration is required. *Cancellation is discouraged.* To receive more info, select this option on the registration form in this brochure, or include it with your registration online at www.TexasBar.com/TMCP. *Deadline to register for Networking Through Service is Oct. 7.*



GOLF NETWORKING EVENT

Golf pros and beginners alike will enjoy a fun afternoon of competition and networking at Topgolf!

Golf schedule

1:45-2:00 Player check-in
2:00-4:00 Tournament
4:00-4:30 Golf reception

Golf info will be emailed to golf registrants before the event. Sign up by selecting this option on the registration form in this brochure, or by including it with your conference registration online at www.TexasBar.com/TMCP.



SPA RETREAT

Enjoy a relaxing spa treatment and network with fellow TMCP spa attendees at Viva Day Spa.

Spa schedule

10:00-4:00 Spa appointments

Spa registrants will be emailed instructions on selecting a service and booking an appointment. Appointments are for *Wednesday, Oct. 23, 2024 ONLY*. Sign up by selecting this option on the registration form in this brochure, or by including it with your conference registration online at www.TexasBar.com/TMCP.



CONFERENCE REGISTRATION

5:00-6:30 Registration

WELCOME RECEPTION

sponsored by our
Barrister Sponsors

5:00-6:30 Reception

Join us at the Welcome Reception for the official kickoff of the TMCP! Mingle with other TMCP attendees, presenters, and in-house counsel.

THURSDAY | OCTOBER 24

8:00-8:45 **Conference Registration**
Breakfast sponsored by our
Counselor Sponsors

8:45-9:00 **Welcome and Orientation**
President, State Bar of Texas
Steve Benesh, *Austin*
Bracewell LLP

TMCP Committee Chairs
Marcus Brown, *Chicago, IL*
United Airlines, Inc.

Emma Cano, *San Antonio*
Jefferson Cano

9:00-10:00 **General Counsel Panel 1 hr ethics**
Moderator
Lloyd Keith II, *Austin*
Apple

Panelists
Ashley Fischer, *Austin*
Tiff's Treats Cookie Delivery
Nate Isaacson, *Chicago, IL*
Sloan

Alexis Lewis, *Houston*
Wellby Financial

Bobby Perez, *San Antonio*
Spurs Sports & Entertainment

10:00-10:15 **Networking Break**

10:15-11:00 **Roundtable Discussions**
up to .75 hr (.75 ethics)

11:00-11:30 **Networking Break**

KEYNOTE AWARDS LUNCHEON

sponsored by our **Presidential Sponsor**

MCKESSON

11:30-12:15 **TMCP Awards Presentation**
Rising Star Award
Trailblazer of the Year Award
Corporate Counsel of the Year Award
Lifetime Achievement Award

12:15-1:00 **Keynote Presentation .75 hr.**
Moderator: Lisa Tatum, *San Antonio*
LM Tatum, PLLC

Jeffery Robinson, *Seattle, WA*
Founder & CEO,
The Who We Are Project



1:00-1:45 **Networking Break**

1:45-5:00 **Concurrent Breakout Sessions**

(All presentations are recorded and can be viewed online for MCLE credit following the conference. See **FREE ONLINE BENEFITS** on page 6.)

LITIGATION TRACK		TRANSACTIONAL TRACK		PROFESSIONAL DEVELOPMENT TRACK	
1:45-2:30	You've Been Served: Considerations for Companies and Their Legal Counsel When Interacting With Regulatory and Law Enforcement Agencies .75 hr Moderator Anthony Box, <i>Dallas</i> Gray Reed Panelists Jennifer Freel, <i>Austin</i> Jackson Walker Karima Maloney, <i>Houston</i> Steptoe LLP	1:45-2:30	AI Governance and Compliance: Preparing for the Future Today .75 hr Korin Munsterman, <i>Dallas</i> UNT Dallas College of Law Collin Smith, <i>Seattle, WA</i> Dell Technologies	1:45-2:30	Climbing the Ladder for Two: How Organizations Can Promote Gender Equity for Mothers .75 hr (.5 ethics) Moderator Nadia Bettac, <i>Austin</i> Bettac Advocacy and Mediation Panelists Punam Kaji, <i>Dallas</i> Fidelity Investments Nicole LeFave, <i>Austin</i> Littler Mendelson P.C. Mia Lorick, <i>Houston</i> Locke Lord LLP
2:30-3:00	A Conversation on Storytelling and Persuasive Writing in IP Litigation .5 hr Leah Bhimani Buratti, <i>Austin</i> Botkin Chiarello Calaf PLLC Hon. Susan Hightower, <i>Austin</i> Western District of Texas	2:30-3:00	Recent SEC Disclosure Developments and Challenges for Public Companies .5 hr Bryan K. Brown, <i>Houston</i> Jones Day	2:30-3:00	How to Address Subtle Acts of Exclusion in the Workplace .5 hr ethics Karla J. Aghedo, <i>Houston</i> The Aghedo Firm PLLC
3:00-3:30	Rules Update .5 hr Kennon Wooten, <i>Austin</i> Scott Douglass & McConnico LLP	3:00-3:30	M&A Developments – The One Secret They Don't Want You to Know About .5 hr Steven Otilar, <i>Houston</i> White & Case	3:00-3:30	How I Made Partner: Perspectives From a Junior Law Firm Partner .5 hr ethics Ben Montanez, <i>San Antonio</i> Norton Rose Fulbright US LLP
3:30-3:45	Networking Break	3:30-3:45	Networking Break	3:30-3:45	Networking Break
3:45-4:30	Non-Competes No More? Employment Litigation .75 hr Moderator Jasmine Tobias, <i>Dallas</i> Holland & Knight Panelists Anthony Bégon, <i>Dallas</i> Trellix Chris Lopez, <i>Irving</i> Michaels	3:45-4:30	EB-5 Essentials: Essential Insights for Lawyers in Real Estate, Tax, Securities, Corporate, and Litigation Lawyers on Investor Immigration .75 hr Wilka Toppins, <i>Houston</i> Toppins Law Firm, P.C.	3:45-4:30	Gaining Internal and External Recognition as an Essential Advisor .75 hr (.5 ethics) Debra L. Bruce, <i>Houston</i> Lawyer-Coach LLC
4:30-5:00	The Do's and Don'ts of ADR's .5 hr Kenneth Trujillo-Jamison, <i>Los Angeles, CA</i> Willenken LLP	4:30-5:00	From Sidelines to Dotted Lines: NIL for the Transactional Attorney .5 hr Meagan M. McNeely, <i>Dallas</i> Quadros, Migl & Crosby	4:30-5:00	Top 10 Things I Wish I Knew When I Went In-House .5 hr Erwin Caban, <i>The Woodlands</i> Howard Hughes Holdings, Inc.
5:00-6:30	Networking Reception sponsored by our <i>Chancellor Sponsors</i>				
7:00-8:30	Dine-Arounds				
9:00-12:00	TMCP Party				

FOLLOW AND JOIN THE
CONVERSATION USING
#TMCP2024



@SBOTMINORITYAFFAIRS



@TEXASBAROMA

8:15-9:00 **Breakfast** sponsored by our *Associate Sponsors*

8:50-9:00 **Announcements**
TMCP Committee Chairs
 Marcus Brown, *Chicago, IL*
 United Airlines, Inc.
 Emma Cano, *San Antonio*
 Jefferson Cano

9:00-10:00 **Managing Partners Panel**
1 hr ethics
Moderator
 Michael D. Pegues, *Dallas*
 Polsinelli
Panelists
 Marianne M. Auld, *Fort Worth*
 Kelly Hart & Hallman LLP
 Edward A. Cavazos, *Austin*
 Pillsbury Winthrop
 Priya Coffey, *Houston*
 Jackson Walker LLP

10:00-10:15 **Networking Break**

10:15-11:00 **From One Court to Another: Applying Lessons From Sports Practice to Litigation Practice** .75 hr

Moderator
 Brittany Ringel Walton, *Houston*
 LyondellBasell

Panelists
 Sydney Scott, *Houston*
 Gibson Dunn

Hon. Joe Stephens, *Houston*
 Harris County Justice of the Peace
 Precinct 3, Place 1

11:00-11:45 **The Importance and Impact of a Diverse Judiciary** .75 hr ethics

Moderator
 Deborah Cordova, *Edinburg*
 Walsh McGurk Cordova Nixon, PLLC

Panelists
 Hon. Angelica Jimenez, *San Antonio*
 408th Civil District Court

Hon. Aurora Martinez Jones, *Austin*
 126th District Court

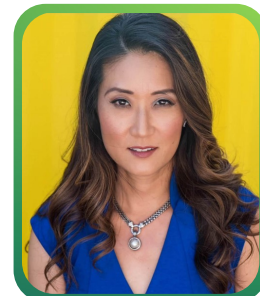
Hon. Beau A. Miller, *Houston*
 190th Civil District Court

11:45-12:15 **Networking Break**

FRIDAY LUNCHEON

sponsored by our *Advocate Sponsors*

12:15-1:00 **Luncheon Presentation** .75 hr



Katie Phang

Host of the Katie Phang Show, Legal
 Contributor and Legal Correspondent,
 NBC & MSNBC

1:00 **Closing Remarks**
 TMCP Committee Chairs

TMCP COUNSEL CONNECTIONS

WHAT TMCP Counsel Connections are brief introductory meetings between law firm attorneys and representatives from corporate and government legal departments to discuss outside counsel opportunities. Counsel Connections are held as 15-minute sessions during the conference at times selected by the corporate representative (see available time blocks below). TMCP Counsel Connections provide a great first step for lawyers and their firms to be considered for future work. Although the conference is not a job fair, and there is no guarantee that work will be obtained, these meetings provide an excellent opportunity to form new business relationships. A list of participating companies and more information can be found online at TexasBar.com/TMCP/CounselConnections.

WHEN 15-minute consecutive sessions are held during the following time blocks*:

TUESDAY, OCTOBER 22: Virtual Counsel Connections 9:00 a.m. - 5:00 p.m.

THURSDAY, OCTOBER 24: In-person Counsel Connections 9:00-10:00 a.m.; 1:45-3:00 p.m.; 3:15-5:00 p.m.

FRIDAY, OCTOBER 25: In-person Counsel Connections 9:00-10:00 a.m.; 10:15-11:45 a.m.

HOW Corporations and government agencies interested in participating should complete the Counsel Connections form found online at TexasBar.com/TMCP/CounselConnections. This form signs up the company. Corporations participating in the TMCP Counsel Connections receive complimentary conference registrations (up to two) for the representatives conducting the Counsel Connections.

Law firm attorneys interested in being considered for Counsel Connections should select the option when registering for the conference to receive a link to upload a personal résumé/firm résumé including a narrative description of the firm's practice, area(s) of expertise, and office locations. Registration and résumé(s) must be received by **September 6, 2024**.

Corporate and government agency representatives review résumés of TMCP law firm attendees prior to the conference and choose those who may have the requisite skills or expertise needed by their organization, either now or in the future. To best facilitate a match between law firm attendees' areas of expertise and a company's outside counsel hiring interests, Counsel Connections participants are selected in advance and there are no on-site signups at the conference. Only law firm attendees who register and upload their résumé by the deadline will be considered.

**Schedule is subject to change.*

CONFERENCE | INFO



AT&T Hotel and Conference Center
1900 University Avenue
Austin, TX 78705
TMCP Group Rate: \$269/night
Deadline: October 1, 2024
Reservations: bit.ly/tmcp24hotel
or 877-744-8822

EARLY REGISTRATION/COUNSEL CONNECTIONS DEADLINE: SEPTEMBER 6, 2024 Register by this deadline and save \$50. Law firm attorneys interested in being considered for the Counsel Connections should register and upload their résumé by the deadline.

HOTEL ACCOMMODATIONS & PARKING Rooms have been blocked at the AT&T Hotel and Conference Center at a discounted rate of \$269/night on a space-available basis. For reservations, visit bit.ly/tmcp24hotel or call 877-744-8822 and mention the Texas Minority Counsel Program 2024. The reserved block of rooms may fill up before the deadline of October 1, 2024. Parking: self-parking in the parking garage is \$3/hour; \$21 for overnight guests. Valet is \$21 daily or \$38 overnight.

COMPLIMENTARY REGISTRATIONS FOR SPONSORS & COUNSEL CONNECTION COMPANIES Sponsoring organizations and corporations participating in the TMCP Counsel Connections are entitled to complimentary conference registrations. Visit www.TexasBar.com/TMCP to download the sponsorship form or Counsel Connections form. Submit the appropriate form to receive a code to claim the complimentary registrations.

À LA CARTE REGISTRATIONS À la carte registrations are for individuals who would like to attend the Keynote Awards Luncheon or the social events, but do not plan on registering for the entire conference. The "Social Events" registration allows access to the Wednesday Welcome Reception, the Thursday Networking Reception, and the Thursday night TMCP Party.

LAW STUDENTS Law students are invited to attend the following TMCP events for free: Law Student Networking Event, TMCP Save-the-Date Reception, and the TMCP Friday Luncheon. Title sponsors for the 2024 TMCP Law Student Program are AT&T and Thurgood Marshall School of Law. For more info and to RSVP, visit the bit.ly/TMCP2024LawStudent.

JUDGES Active Texas State/County, Federal, and Administrative Law Judges, Hearing Examiners, and Judge's Staff Attorneys may attend for free, provided: (1) the course directly relates to the judge's/tribunal's jurisdiction, (2) the judge is a full-time judge or retired under a judicial retirement system, and (3) space is available for all paying registrants. This privilege does not extend to prosecutors, receivers, trustees, other court staff, or persons serving part-time in a judicial capacity. Actual attendance is required to receive course materials.

COURSE MATERIALS Course materials are provided as a PDF download prior to the conference. You will receive an email when the download is accessible at TexasBarCLE.com.

MCLE CREDIT COURSE NO: 174248214

Calculate your hours by adding up the credit for each of the presentations you attended. Portions of this CLE activity may qualify for TBLS specialization credit upon request. Contact TBLS for individual credit in your specialty area.

FREE ONLINE BENEFITS Videos of the presentations and PDFs of the materials will be available online for registrants starting 10 to 12 weeks after the course. Provide your email address when registering to be notified when and how these benefits may be accessed. There is no extra charge; it's included with your registration! Note: presentation lengths may vary from those which were advertised.

REGISTERED BUT CAN'T ATTEND? Take the course online later so you can still earn MCLE credit and receive the course materials. See FREE ONLINE BENEFITS section on this page.

REFUNDS Refund requests must be received via email to MinorityAffairs@TexasBar.com by 5 p.m. CST on Friday, October 18, 2024. Registrations will not be refunded after this date.

OUT-OF-STATE CONTINUING EDUCATION CREDIT If you are applying for continuing education credit with another state, please request a Uniform Certificate of Attendance. Attendees are responsible for filling out the form and submitting it directly to other entities for credit.

DISCLAIMER By registering for the TMCP, all attendees and speakers acknowledge they may be photographed during the conference. They agree that such photographs will be the sole property of the State Bar of Texas, and they consent to the State Bar of Texas' unrestricted use of their name, photograph, or other likeness in any and all commercial, promotional, and advertising material without any monetary compensation.

VIEWS EXPRESSED Presentations, materials, advertisements, and other information distributed at the TMCP should not be deemed an endorsement by the State Bar of Texas of the views expressed therein. MCLE presentations are offered to help registrants improve the quality of legal services offered to clients. Views expressed at the event are those of the individual speakers and do not represent a position of the State Bar of Texas.

POLICY OF IMPARTIALITY The State Bar of Texas does not endorse political candidates. When a candidate running for public office is included in promotion for or participates in a State Bar event, the State Bar is not taking a position for or against anyone's candidacy.

SAFETY PROTOCOLS If you are experiencing any symptoms of illness or have been diagnosed with or tested positive for COVID-19, please do not attend an in-person event. See FREE ONLINE BENEFITS information on this page about taking the course online later, or the REFUNDS section.

SPECIAL ACCOMMODATIONS If you need special accommodations to attend or have special dietary needs, please call (512) 427-1538 in advance of the conference.

TMCP | 2024 STEERING COMMITTEE

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Marcus Brown
United Airlines, Inc.
Emma Cano
Jefferson Cano

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Karen DeSouza
Baker Hostetler
Natalie Gonzales
Yetter Coleman
Alicia Grant
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Noelle Hicks
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Sara Inman
Faegre Drinker
Samantha Jarvis
Steptoe LLP
Krystal Studavent Ramsey

Quentin Smith
Vinson & Elkins LLP
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Baylor University School of Law
Courteney Harris
Christian Menefee
Harris County Attorney's Office
Meghan Riley
City of Austin Law Department

STATE BAR OFFICE OF MINORITY AFFAIRS STAFF

Caren Cheavens, Director
Sarah Rich, Program Coordinator
Macey Erhardt, Administrative Assistant

THANK YOU TO OUR TMCP SPONSORS*

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Lord**

ReedSmith
Driving progress
through partnership



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Always by your side

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*Sponsors as of June 7, 2024. Interested in sponsoring? Download the sponsorship brochure from www.TexasBar.com/TMCP.

TMCP REGISTRATION FORM

32nd Annual Conference
October 23-25, 2024 | Austin

To register online, visit www.texasbar.com/tmcp

1 ATTENDEE INFORMATION

Registrant Name _____ Texas Bar No. _____

Company Name _____ Website _____

Address _____ City _____ State _____ Zip _____

Email _____ Phone _____

Job Title _____

Practice Area (select ONE from list in section 3 below) _____

Company Type: ☐ Law Firm: Majority-owned ☐ Law Firm: Minority or woman-owned* ☐ Corporation (not law firm)

☐ Government Agency ☐ Judiciary ☐ Other (please specify) _____

Include my contact info in the TMCP mobile app: ☐ Yes ☐ No *A minority/woman-owned law firm is one in which at least 51 percent of the ownership interest is controlled by minority/women attorneys.

Conference t-shirt: ☐ no t-shirt ☐ S ☐ M ☐ L ☐ XL ☐ 2XL ☐ 3XL

2 REGISTRATION

Select ONE type of conference registration

Includes all CLE, luncheons, and social events

☐ General Registration **\$500**

☐ In-House, Government, or
Non-Profit Attorney **\$200**

Wednesday event (optional)

☐ Golf Tournament **\$100**

☐ Spa Retreat **\$185**

☐ Networking Through Service **Free**

Involves a commitment to visit an elementary school.
Cancellation is discouraged.

À la carte registration (optional)

Only for those not registering for the full conference.

☐ Keynote Awards Luncheon **\$50**

☐ Social Events (receptions and party) **\$100**

3 COUNSEL CONNECTIONS

This section should be completed ONLY by law firm attorneys interested in one-on-one meetings with in-house counsel. You'll receive a link to upload your résumé. Registration and résumé(s) must be received by **September 6, 2024**. See pg. 5 for details.

Firm Info: # of Partners: _____ # of Associates: _____ # of Of Counsel: _____

Your Practice Area: **Indicate your top TWO practice areas below by filling in the blank(s) with % of total practice. Percentages MUST add up to 100%.**

EXAMPLE:
100% Administrative Law

<input type="checkbox"/> Antitrust	<input type="checkbox"/> Immigration	<input type="checkbox"/> Real Estate/Construction
<input type="checkbox"/> Appellate	<input type="checkbox"/> Intellectual Property	<input type="checkbox"/> Regulatory
<input type="checkbox"/> Commercial Litigation	<input type="checkbox"/> International	<input type="checkbox"/> Securities
<input type="checkbox"/> Corporate	<input type="checkbox"/> Labor & Employment	<input type="checkbox"/> Taxation
<input type="checkbox"/> Finance	<input type="checkbox"/> Oil, Gas & Mineral	
<input type="checkbox"/> Government	<input type="checkbox"/> Personal Injury/Tort Lit	
<input type="checkbox"/> Health Care	<input type="checkbox"/> Privacy/Cybersecurity	

4 DISCOUNTS

Discounts apply to conference registration only; not golf, spa, or à la carte events.

☐ **\$50 OFF** if registering by **September 6, 2024**.
(If by mail, date of postmark will determine discount.)

☐ **\$25 OFF** because I'm a member of one of the following
State Bar of Texas Sections or Committees:

<input type="checkbox"/> African-American Lawyers	<input type="checkbox"/> Women and the Law
<input type="checkbox"/> Asian Pacific Interest	<input type="checkbox"/> Disability Rights and Issues
<input type="checkbox"/> Hispanic Issues	<input type="checkbox"/> Diversity in the Profession
<input type="checkbox"/> LGBT Law	<input type="checkbox"/> Outreach and Engagement
<input type="checkbox"/> Native American Law	<input type="checkbox"/> Women in the Profession

☐ Complimentary:

☐ Speaker ☐ Sponsor ☐ Counsel Connections In-House Atty
☐ Award Winner or Finalist ☐ TMCP Committee
☐ Judge (I affirm I qualify for complimentary registration under
State Bar Policy Manual §7.03.06.)

5 PAYMENT

My total is \$ _____

I am paying by:

☐ Check (enclosed) payable to: State Bar of Texas

☐ AMEX ☐ Discover ☐ Mastercard ☐ Visa

Card No. _____ Exp. Date _____

Name on card (please print): _____

Signature: _____

HOW TO SUBMIT
THIS FORM

MAIL (check or credit card)
State Bar of Texas, Minority Affairs
P.O. Box 12487
Austin, TX 78711-2487

EMAIL (credit card only)
MinorityAffairs@TexasBar.com

FAX (credit card only)
(512) 427-4439

Questions?
(800) 204-2222, ext. 1538
MinorityAffairs@TexasBar.com
www.TexasBar.com/TMCP