COALITION OF BAR ASSOCIATIONS OF COLOR (CBAC)

2018 ANNUAL MEETING

February 26-27, 2018 | Washington, DC
Since 1992, CBAC has advocated on issues of mutual interests to the various constituents represented by its four-member bar associations: the Hispanic National Bar Association (HNBA), National Asian Pacific American Bar Association (NAPABA), National Bar Association (NBA), and National Native American Bar Association (NNABA). Leaders from each Bar connect throughout the year and meet annually to discuss issues of mutual concern and to advocate in support of our shared interests with the executive branch and with elected officials.

February 26-27, 2018
Washington, D.C.
2018
CBAC RESOLUTIONS

1. Resolution in Support of Legislation to Protect the Status of, and Create a Path to Citizenship for, DACA

2. Resolution in Support of Funding to Provide Minor Children Asylum Seekers with Access to Legal Representation to Protect Their Rights

3. Resolution in Support of Criminal Justice Reform

4. Resolution in Support of Timely Confirmation of Diverse Judges to the Federal Bench and Diverse Nominees to the Executive Branch

5. Resolution Supporting Measures Addressing Puerto Rico’s Recovery from Hurricane Maria

6. Resolution in Support of the Federal Public Service Loan Forgiveness Program

7. Resolution in Support of Banning Harmful Sexual Orientation and Gender “Conversion Therapy” Practices on Children Under the Age of 18
CBAC 2018 RESOLUTION IN SUPPORT OF LEGISLATION TO PROTECT THE
STATUS OF, AND CREATE A PATH TO CITIZENSHIP FOR, DACA RECEPIENTS

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, the CBAC is invested in promoting the rich tapestry of backgrounds, ethnicities, cultures, experiences and interests that characterize the American population; and

WHEREAS, the United States’ immigration system should reflect our nation’s basic values of family, economic opportunity, and fairness; and

WHEREAS, the majority of Americans believe that the United States needs legislation that provides a permanent legal status and a pathway to citizenship for undocumented youth, commonly known as “DREAMers” [referring to the original 2001 legislation, entitled the Development, Relief, and Education for Alien Minors (DREAM) Act]; and

WHEREAS, the Deferred Action for Childhood Arrivals (DACA) program has empowered nearly 800,000 young people originating from all over the world including African, Asian, Caribbean, and Latin American nations, to come out of the shadows to work legally, get drivers licenses, go to college, serve in the military, meaningfully volunteer and serve their communities, and fulfill their economic and personal goals in greater measure, while simultaneously delivering significant benefits to the U.S. economy; and

WHEREAS, more than 97% of DACA recipients are in school or in the workforce and DACA helped recipients secure jobs with better pay, thus contributing in greater measure to the U.S. economy; and
WHEREAS, foreign nationals in the fields of science, technology, engineering, and mathematics (STEM) present special opportunities to the United States in innovation and advancement, and they should be permitted to “fast-track” their application for legal permanent residency; and

WHEREAS, it is estimated that losing the DREAMer population would cost our economy nearly half a trillion dollars in gross domestic product (GDP) loss over the next decade, and harm American employers by costing them an estimated $6.3 billion in unnecessary turnover costs to recruit, hire and train more than 700,000 new employees, at least, who are currently employed under DACA authorization; and

WHEREAS, for the past five years, because of the DREAMers’ contributions to the U.S. economy, our economy is stronger, has more businesses, and our tax base is larger; and

WHEREAS, because DACA recipients are more likely to start their own businesses than the general American population (five percent of all DREAMers and eight percent of DREAMers over the age of 25 have started their own businesses in the United States, compared to a 3.1 percent of the U.S. population), and small businesses are key source of job growth, DREAMers are integral to the future economic growth of this country; and

WHEREAS, because the DACA Program has helped almost 70 percent of DREAMers secure better-paying jobs than they likely would have been able to obtain if they had no legal status, and better pay leads to major purchases, the DACA Program has allowed DREAMers to contribute even more to this economy than they could have without the program; and

WHEREAS, history shows that our nation depends on the infusion of ideas, creativity and energy that immigrants bring with them; and

WHEREAS, it is estimated that the passage of legislation placing DREAMers on a path to legal status would add a total of $22.7 billion annually to the U.S. GDP, and an estimated $281 billion to the U.S. economy over the next ten years, and ultimately raise the average incomes of all Americans on a per capita basis; and

WHEREAS, if even half of all workers who are immediately eligible for the DREAM Act complete the educational requirements to move from conditional status to lawful permanent residency—as distinct from the military service or employment paths—the annual gains could be even greater, reaching as high as $728.4 billion cumulatively over a decade; and

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1 Nearly two-thirds of DACA recipients report buying their first car, and almost one in six report buying a new home, after their applications were approved; and DACA recipients also pay billions of dollars in federal, state and local taxes.

2 Last year, all six of the American winners of the Nobel Prize in economics and scientific fields were first-generation immigrants. First-generation immigrants or their children founded more than 40 percent of Fortune 500 companies in this country.
WHEREAS, the CBAC believes that Congress should heed to the more than 400 leaders of Fortune 500 companies who signed a letter to Congress in support of DREAMers and urging Congress to pass clean DREAM Act legislation, stating, “DREAMers are vital to the future of our companies and our economy. With them, we grow and create jobs,” and that DREAMers, “are part of why we will continue to have a global competitive advantage”\(^3\); and

WHEREAS, administrative or legislative efforts to expand the scope of enforcement priorities to target youth and immigrants with no criminal records do not make our country safer or more prosperous, do not help create a more fair or just society, and do not resolve the underlying issue of our broken immigration system;

NOW THEREFORE BE IT RESOLVED that the CBAC calls on Congress to pass legislation that codifies the benefits currently conferred upon recipients of the DACA program, including but not limited to authorization for employment, and clemency from immigration detention; as well as legal status that provides for a path to citizenship; and

NOW THEREFORE BE IT RESOLVED, that the CBAC opposes legislation for DACA Recipients that does not include: conditional permanent residence; lawful permanent residence; and an earned path to citizenship; and

NOW THEREFORE BE IT RESOLVED, that the CBAC calls for the passage of legislation to protect DREAMers that does not include provisions related to ancillary immigration or other unrelated issues and does not attempt in any way to undermine, diminish or remove DREAMers’ equal protection and due process rights under the Constitution; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports administrative relief that will address the harm caused to DREAMers by lack of action by Congress; and

NOW THEREFORE BE IT RESOLVED, that the CBAC opposes administrative efforts to target or remove immigrants DREAMers, who have been shown to pose no danger to this country.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be a legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.

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\(^3\) See https://www.businessleadersdreamletter.com/
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

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2/26/18
Erica V. Mason
President, Hispanic National Bar Association

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2/26/18
Pankit J. Doshi
President, National Asian Pacific American Bar Association

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2/26/18
Juan R. Thomas
President, National Bar Association

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2/26/18
Diandra Benally
President, National Native American Bar Association
CBAC 2018 RESOLUTION IN SUPPORT OF FUNDING TO PROVIDE MINOR CHILDREN ASYLUM SEEKERS WITH ACCESS TO LEGAL REPRESENTATION TO PROTECT THEIR RIGHTS

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, over 100,000 unaccompanied minor children seeking asylum have arrived in the United States over the past 5 years from countries around the world\(^4\); and

WHEREAS, the majority of the unaccompanied minor children seeking asylum who arrived during this period are from Mexico, Guatemala, Honduras, and El Salvador\(^5\), and are fleeing violence from drug cartels, gang violence, and other crimes or threats to physical safety; and

WHEREAS, the vast majority of these unaccompanied minor children have lawfully entered this country to seek asylum under the Trafficking Victims Protection Act (“TVPRA of 2013”) until such time that their case can be adjudicated in Immigration Court\(^6\); and

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WHEREAS, the United States has not afforded unaccompanied minor children seeking asylum with a legal right to attorney representation at hearings or legal proceedings that could result in their detention or deportation, or any support of “public defender” system for unaccompanied minor children seeking asylum⁷; and

WHEREAS, because unaccompanied minor children seeking asylum have no right to a court-appointed attorney and there is no government funding for such attorneys, only 34% of unaccompanied minors are represented by counsel in the 88,069 cases currently pending across the country; and

WHEREAS, seventy-three percent of unaccompanied minors represented by counsel before the Immigration Court are granted relief and allowed to remain in the United States, but 88% of unaccompanied minors appearing before the Immigration Court without legal representation are not granted relief or allowed to remain in the United States⁸; and

WHEREAS, the CBAC believes that a nation’s moral compass can be judged by how it treats its most vulnerable populations, such as refugees, asylum seekers, and children; and

WHEREAS, the CBAC believes that forcing unaccompanied minor children to represent themselves, pro se, against licensed U.S. Immigration attorneys in hearings that could result in their detention or deportation is unfair, cruel, mentally and emotionally traumatic, and a potential violation of their Due Process and Equal Protection rights; and

WHEREAS, the CBAC is committed to protecting the rights and safety of this vulnerable population of unaccompanied minor children asylum seekers, and helping them navigate our complex immigration system;

NOW THEREFORE BE IT RESOLVED, that the CBAC supports federal legislation requiring that unaccompanied minor children seeking asylum who cannot afford to pay for an attorney will be provided with a court-appointed and government-funded attorney for proceedings in Immigration Court; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports Congressional appropriation of funding to cover the costs of court-appointed attorneys assigned to unaccompanied minor children seeking asylum who cannot afford an attorney to protect their rights in Immigration Court.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

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⁷ TRAC Immigration, Representation for Unaccompanied Children in Immigration Court, http://trac.syr.edu/immigration/reports/371/
⁸ TRAC Immigration, Representation for Unaccompanied Children in Immigration Court, http://trac.syr.edu/immigration/reports/371/
BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be a legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.

CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

__________________________________________
Erica V. Mason  2/26/18
President, Hispanic National Bar Association

__________________________________________
Pankit J. Doshi  2/26/18
President, National Asian Pacific American Bar Association

__________________________________________
Juan R. Thomas  2/26/18
President, National Bar Association

__________________________________________
Diandra Benally  2/26/18
President, National Native American Bar Association
CBAC 2018 RESOLUTION IN SUPPORT OF CRIMINAL JUSTICE REFORM

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, the United States is home to four percent of the world’s population, but twenty percent of the world’s prisoners and spends $80 billion a year to sustain these incarceration rates; and

WHEREAS, the per capita rate of prison incarceration in the United States has increased four-fold since 1970; and

WHEREAS, research supports that minorities are more likely to be convicted of an offense that requires a mandatory-minimum sentence that strips sentencing judges of their discretion at sentencing; and

WHEREAS, in recent years, legislators from both parties in both chambers of Congress have introduced comprehensive criminal-justice reform legislation that would ease some federal sentencing guidelines for drug-related crimes, and allow some current prisoners held on drug-related convictions to have their sentences reduced; and

WHEREAS, research suggests that among the major racial or ethnic groups, Latinos are most likely to be required to pay bail to gain release, and on average receive the highest bail amounts, and are the group least able to pay bail; and

WHEREAS, one of the fundamental and immediate needs of prisoners upon release is employment and education; and
WHEREAS, research supports that after a certain number of years a lower-level felony conviction no longer supports a credible likelihood of recidivism; and

WHEREAS, law enforcement’s use of body cameras provides benefits to the judicial fact-finding function by virtue of their ability to provide documented evidence that lends greater accuracy and credibility to court and jury determinations in contexts ranging from suppression hearings to jury verdicts; and

WHEREAS, in 2017, five states had enacted laws that required at least some officers to use body-worn cameras, and thirteen states and the District of Columbia had approved funding opportunities for state and local law enforcement to purchase body camera equipment; and

WHEREAS, approximately 500,000 youth were brought to detention centers in 2015, and approximately 71,000 juveniles were incarcerated in youth detention facilities; and

WHEREAS, the general adolescent population is estimated to have a rate of 9% to 21% in occurrence of diagnosable psychiatric disorders and in comparison, researchers have established that the juvenile offender population has a disproportionately high rate of mental health problems, with estimates suggesting it is as high as 50% to 70%; and

WHEREAS, in the 2010 Survey of Youth in Residential Placement: Youth’s Needs and Services (Survey) conducted in partnership with the Office of Juvenile Justice and Delinquency Prevention, the U.S. Department of Justice found that 70% of youth in custody reported that they “had something very bad or terrifying” happen to them in their lives; and 67% reported having seen someone severely injured or killed; and

WHEREAS, the Survey found that youth in custody have more extensive histories of drug and alcohol use than youth in the general population; and

WHEREAS, the Survey also reported that, of those in custody, 63% of girls and 47% of boys have problems with anger; 49% of girls and 16% of boys have had hallucinatory experiences; and 37% of girls and 18% of boys had suicidal thoughts and feelings; and

WHEREAS, thirty-three percent of youth in detention reported exposure to “adverse” events including accidents, serious illnesses, physical and sexual abuse, domestic and community violence, and the majority of these youth were exposed to six or more adverse events; and

WHEREAS, youth of color remain disproportionately represented at nearly all contact points in the juvenile justice system—from arrest through charging, confinement, and transfer to adult court; and

WHEREAS, the Children’s National Health System (Children’s National), which is based in Washington, D.C. and has been serving the nation's children since 1870, believes that a public health approach is critical in preventing criminal behavior among juveniles; and
WHEREAS, Children’s National believes that legal and health care communities must work together to develop tools to identify and care for juveniles who may have experienced trauma, or who have behavioral, mental or substance use disorders.

NOW THEREFORE BE IT RESOLVED, that the CBAC supports any and all legislative and executive measures aimed at addressing prior sentencing disparities through revised statutory penalties, sentencing guidelines, and a reinvigorated use of clemency, with special regard to the juvenile justice system; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports law enforcement’s use of body cameras in a manner that thoughtfully addresses privacy and Fourth Amendment issues, data storage and retention, open records laws and police training; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports the use of best-available technologies, including the use of GPS devices, as an alternative to pre-trial and post-trial incarceration; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports adequate funding for prisoner re-entry programs, including those support programs that provide a high school diploma, GED, and training in computer science and technology fields, with special attention to juveniles; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports expungement of criminal records for lower-level felony offenses after a certain time period for which research demonstrates there is low chance of recidivism; and

NOW THEREFORE BE IT RESOLVED, that CBAC supports the end of solitary confinement, especially for youth.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be a legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

Erica V. Mason
President, Hispanic National Bar Association

Pankit J. Doshi
President, National Asian Pacific American Bar Association

Juan R. Thomas
President, National Bar Association

Diandra Benally
President, National Native American Bar Association

2/26/18
Date
CBAC 2018 RESOLUTION IN SUPPORT OF TIMELY CONFIRMATION OF DIVERSE JUDGES TO THE FEDERAL BENCH AND DIVERSE NOMINEES TO THE EXECUTIVE BRANCH

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, there are currently approximately 147 judicial vacancies, of which 46 have been rated “judicial emergencies,” and these vacancies have caused extraordinary caseloads for federal courts;

WHEREAS, there are at least 27 future federal judicial vacancies that will continue to exacerbate the judicial emergency crisis; and

WHEREAS, the United States’ system of justice cannot function effectively without a fully staffed judiciary because these vacancies impede access to justice; cause delays in criminal defendants’ Constitutional right to speedy trials; increase the number of pleas taken by defendants to avoid longer detention; increase legal costs; slow resolution of all civil and criminal disputes; and interfere with business growth; and

WHEREAS, the federal appointments process should be an apolitical process involving the selection of the brightest legal minds reflecting the people and communities served by the federal courts, including diversity of gender, racial and ethnic background, law practice experience, educational background, socio-economic background and more to sustain the confidence of the people in the fairness and integrity of the justice system; and
WHEREAS, seventy-five percent of the current members of the federal judiciary are white and 45.6% are white males;

WHEREAS, ninety-two percent (55 of 60) of individuals that the current President of the United States has nominated for Article III judicial appointments are male, and 72% (43 of 60) are white males; and

WHEREAS, while CBAC recognizes that some progress has been made in diversifying the federal judiciary, it also believes that the President of the United States and the U.S. Senate can and must do more to accomplish the necessary goal of a judicial branch that adequately reflects the diverse composition of the population of the United States; and

WHEREAS, each member organization of the CBAC has a strict vetting and endorsements process available to any and all candidates for a position on the federal bench or the federal Executive Branch; and

WHEREAS, each member organization of the CBAC has worked vigorously to identify, vet, and endorse qualified judicial nominees to fill the numerous vacancies in the federal court system and has endorsed and provided the current administration and U.S. Senators with a number of endorsed diverse candidates for federal judicial vacancies, including at the Circuit Court level and in Florida, Minnesota, New Mexico, New York, and New Jersey – as examples; and

WHEREAS, that the CBAC supports the nomination and confirmation of the many highly-qualified, diverse judicial candidates endorsed by the CBAC, ABA, NAPABA, NBA, NNABA, and The National LGBT Bar Association, because the confirmation of these individuals as Article III judges would demonstrate respect for diverse individuals who reflect the changing demographics of our country and the rich tapestry of backgrounds, ethnicities, cultures, experiences and interests that characterize the American population, inspire the confidence of minority populations in our justice system; and

WHEREAS, including Asians, African Americans, Latinos, and Native Americans at all levels of the federal workforce enables our government to better execute policies that will effectively reach and serve Asian, African American, Latino, and Native American citizens.

NOW THEREFORE BE IT RESOLVED, that the CBAC will continue to seek out and promote talented Asian, African American, Latino, and Native American attorneys for positions on the federal bench and the federal Executive Branch and is committed to working with Senators and the Trump Administration in order to bring them a slate of talented Asian, African American, Latino, and Native American attorney candidates for judicial and executive branch appointments; and

NOW THEREFORE BE IT RESOLVED, that the CBAC calls on the President of the United States to timely identify and nominate a greater number of Latino, Asian, Native American and African American attorneys to fill judicial vacancies and for the U.S. Senate and the President of the United States to fully support the confirmation of Asian, African American, Latino, and Native American judicial candidates in a number that shows greater parity with the
total U.S. Asian, African American, Latino, and Native American populations, and

NOW THEREFORE BE IT RESOLVED, that the CBAC calls on the President of the United States to nominate in particular Native American attorneys to fill judicial vacancies and for the U.S. Senate and the President of the United States to fully support the confirmation of Native American judicial candidates because there is currently only one Native American federal judge (Judge Diane Humetewa, D. Arizona) and there is not and never has been a Native American federal appellate judge; and

NOW THEREFORE BE IT RESOLVED, that the CBAC stands ready to assist in identifying and supporting diverse candidates for the federal bench because a full complement of judges from diverse backgrounds insures both access to justice and citizen confidence in the justice system.

BE IT FURTHER RESOLVED that the CBAC authorizes its presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

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2/26/18
Date

Erica V. Mason
President, Hispanic National Bar Association

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2/26/18
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Pankit J. Doshi
President, National Asian Pacific American Bar Association

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2/26/18
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Juan R. Thomas
President, National Bar Association

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2/26/18
Date

Diandra Benally
President, National Native American Bar Association
WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, on September 20, 2017, Hurricane Maria devastated the Commonwealth of Puerto Rico, a territory of the United States (“Puerto Rico” or “the Island”), destroying most of its infrastructure and natural resources and leaving its 3.4 million residents without electricity and the majority without water or the ability to communicate via telephone or internet; and

WHEREAS, since Hurricane Maria hit Puerto Rico, hundreds of thousands across the Island remain without potable water, electricity or any means to communicate effectively via telephone or internet, and a significant number of the roads, streets, and bridges in Puerto Rico that were destroyed by Hurricane Maria have yet to be fully repaired, leaving many in the remote parts of the Island with limited options to seek out, or receive, aid; and

WHEREAS, as a result of the devastation in Puerto Rico caused by Hurricane Maria, thousands of U.S. citizens previously residing on the Island, including families with young children and the elderly, have relocated and will continue to relocate to the mainland United States; and

WHEREAS, displaced residents from Puerto Rico will require comprehensive relocation assistance, including access to appropriate housing accommodations, healthcare, and education in the United States; and

WHEREAS, as noted in the CBAC’s 2016 “RESOLUTION SUPPORTING MEASURES ADDRESSING PUERTO RICO’S FISCAL CRISIS,” even without Hurricane Maria, Puerto Rico is in a deep recession with severe fiscal, economic, and liquidity challenges that have placed
immediate and growing hardships on the Island’s 3.4 million U.S. citizens, including, continuously increasing unemployment and poverty rates; and

WHEREAS, the almost complete destruction of Puerto Rico’s infrastructure caused by Hurricane Maria has significantly exacerbated its economic recession, decreased revenues, increased unemployment, suppressed wages, and caused Puerto Rico to sink into a deeper financial crisis; and

WHEREAS, under the current tax code, Puerto Rico is treated as a foreign country and U.S. companies with subsidiaries on the Island are taxed at a higher rate than their operations on the mainland; and

WHEREAS, Puerto Rico’s fiscal crisis will continue to undermine the Island’s ability to recover from Hurricane Maria and its overall economic recovery; and

WHEREAS, Puerto Rico needs short and long-term solutions to recover from the impact of Hurricane Maria that are comprehensive, fair, and sustainable, and which inure to the benefit of the residents of Puerto Rico, help restart and sustain its economic growth, restore the Island’s infrastructure, and provide humanitarian relief for residents of Puerto Rico; and

WHEREAS, studies estimate that the adverse effects of the Merchant Marine Act of 1920, commonly referred to as the Jones Act. are costing Puerto Rico an estimated $537 million per year, which has significantly contributed to the Island’s fiscal crisis; and

WHEREAS, Section 404 of the Stafford Act allows the President to authorize the federal government to cover up to 75% of the cost of hazard mitigation measures that “reduce the risk of future damage, hardship, loss or suffering in an area affected by a major disaster,” capped at not more than 7.5% of total costs of major disasters costing $10 billion; and

WHEREAS, the federal Child Tax Credit (CTC) currently applies only to families in Puerto Rico with three or more children, but approximately 355,000 working Puerto Rican families have two or fewer children; and

WHEREAS, most residents of Puerto Rico do not currently qualify for the Earned Income Tax Credit; and

WHEREAS, U.S. citizens living on the Island are not currently allowed to receive Supplemental Security Income (SSI); and

WHEREAS, the CBAC lauds Congress for the recent bipartisan budgetary agreement that serves as a significant step in the right direction to assist Puerto Rico with its recovery, but recent management scandals of the Federal Emergency Management Agency (FEMA) contracts demand greater scrutiny of government contracts in order to ensure that resources are being used for their intended purpose and that the recovery advances at a faster rate; and
WHEREAS, Congress is considering a fourth supplemental bill that must include much needed investment of funds for infrastructure, both remedial and a forward-looking expansion, that would improve connections to remote areas across Puerto Rico and help modernize the Island’s transportation network, boosting the chances for an improved economy; and

WHEREAS, the CBAC finds it unacceptable and unviable to add to the Island’s current debt load by making repayment a condition of some or any funding provided to Puerto Rico by Congress for the purposes of disaster relief, rebuilding, or restructuring.

NOW THEREFORE BE IT RESOLVED, that the CBAC supports action by Puerto Rico to make the structural and fiscal reforms that would allow the Island to recover from Hurricane Maria, including by repairing, rebuilding and improving its infrastructure, providing humanitarian relief to the residents of Puerto Rico, and improving its economic efficiency and growth, and that the federal government be supportive of said measures; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports the restructuring process currently underway pursuant to the Puerto Rico Oversight, Management, and Economic Stability Act (PROMESA), but urges the Governor of Puerto Rico and the fiscal oversight board to revise the current fiscal plan to eliminate austerity measures, and implement comprehensive restructuring or forgiveness of Puerto Rico’s debt; and

NOW THEREFORE BE IT RESOLVED, that the CBAC urges the Supreme Court of Puerto Rico to adopt the American Bar Association (ABA) Model Court Rule on Provision of Legal Services Following Determination of a Major Disaster in order to allow out-of-state attorneys to provide legal assistance to individuals in the jurisdiction on a temporary basis; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports action by the ABA and other legal organizations for the creation of hotlines, task forces, training and other avenues for lawyers in the United States and Puerto Rico to assist with FEMA claims and other actions related to housing, insurance, employment, and other vital issues, and otherwise provide legal assistance to the residents of Puerto Rico impacted by Hurricane Maria; and

NOW THEREFORE BE IT RESOLVED, that the CBAC calls on Congress to take the following immediate actions:

1. Enact legislation that assists Puerto Rico’s recovery and rebuilding and places Puerto Rico on a path towards economic growth including, Congressional appropriation for additional funding for both disaster relief recovery and rebuilding, and for the improvement of the Island’s existing infrastructure for purposes of hazard mitigation, hurricane readiness, and climate adaption;
2. Approve FEMA funds under Section 404 of the Stafford Act to substantially improve Puerto Rico’s electricity grid;
3. Authorize a permanent waiver or exemption of the Jones Act for Puerto Rico that
affords Puerto Rico more access to emergency and building supplies and lowers the cost of all imported goods needed for reconstruction efforts and future economic recovery and growth;
(4) Make immediate changes to the current tax reform plan in order to classify Puerto Rico as a domestic territory, thereby removing the 20% tax on U.S. mainland businesses operating on the island and saving up and around 250,000 jobs that lay in the balance;
(5) Ensure that funding provided through FEMA and the Community Development Block Grant-Disaster Recovery Program is allocated to Puerto Rico on terms and conditions no less advantageous than those applicable to the fifty states and the District of Columbia;
(6) Approve a temporary waiver of the local matching requirement for federal Medicaid funding and enact legislation that eliminates the annual Medicaid/Mi Salud funding cap on Puerto Rico and replaces those funding caps with the Federal Match for Medicaid (FMAP) funding calculation used for the 50 states and the District of Columbia;
(7) Enact legislation or include a provision in future disaster relief legislation that would permit families in Puerto Rico with one or two children to claim the Child Tax Credit and extend the Earned Income Tax Credit to Puerto Rican residents under the same criteria under which mainland U.S. citizens are allowed to claim it;
(8) Enact legislation that extends Supplemental Security Income (SSI) benefits to residents of Puerto Rico;
(9) Enact legislation that pays for or forgives Puerto Rico’s approximately $70 Billion debt; and

NOW THEREFORE BE IT RESOLVED, that the CBAC calls on the President of the United States and the Executive Branch agencies under his authority to take the following immediate actions:

(1) Deploy the necessary resources to Puerto Rico, and to provide all the tools available to the U.S. military and U.S. government agencies to provide logistics, communication and engineering assets to get Puerto Rico’s power grid up, repair mobile and fixed telecommunications systems throughout the Island to pre-Hurricane Maria levels, rebuild or replace infrastructure destroyed or damaged by Hurricane Maria, remove debris, clear and fix roads and bridges, and ensure that assistance is received immediately;
(2) Waive the federal matching requirements for FEMA disaster public assistance programs beyond the current 180-day extended waiver period;
(3) Extend FEMA’s 60-day deadline for filing individual claims for disaster relief for an additional 120 days (and possibly longer for individuals who continue without power or a means to communicate after the extended deadline);
(4) Approve the use of FEMA funds under Section 404 of the Stafford Act to substantially improve Puerto Rico’s electricity grid;
(5) Make all residents of Puerto Rico and those who have relocated to the mainland eligible to receive USDA Supplemental Nutrition Assistance Program (SNAP) benefits, subject to that program’s eligibility criteria and the additional rule that those receiving SNAP benefits may not simultaneously receive Puerto Rico Nutrition Assistance Program (NAP) benefits;

(6) Issue an Executive Order directing federal agencies to prioritize hiring residents of Puerto Rico and local organizations on the Island over non-Puerto Rican residents, to: ensure that disaster survivors participate in recovery activities and directly benefit from recovery funds; help Puerto Rico reduce its high unemployment rate and low labor force participation; generate local economic activity that can lead to additional tax revenue for the Government of Puerto Rico; and reduce the costs associated with disaster relief and recovery by reducing the costs associated with transporting and housing workers from the mainland;

(7) Support debt forgiveness of Puerto Rico’s approximately $70 billion debt through Executive Order or legislation;

(8) Extend the temporary moratorium on mortgage foreclosures by twelve months to March 19, 2019 in light of the extensive damage caused by Hurricane Maria which has created significant difficulties to homeowners’ ability to pay their mortgages, including incurring exorbitant energy costs (for generators) and reduced or lack of income; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports immediate action by all states to which Puerto Rico residents have relocated as a result of Hurricane Maria or its economic crisis to provide appropriate assistance and access to their healthcare, housing and education systems, including the waiver of certain deadlines and requirements for seeking such assistance, and to ensure that such assistance is available in Spanish to mitigate language barriers that may hinder a person’s ability to take advantage of such assistance; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports immediate action through the Emergency Management Assistance Compact process to facilitate the provision of assistance to Puerto Rico by states and other U.S. jurisdictions.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

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Erica V. Mason       2/26/18
President, Hispanic National Bar Association

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Pankit J. Doshi       2/26/18
President, National Asian Pacific American Bar Association

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Juan R. Thomas        2/26/18
President, National Bar Association

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Diandra Benally       2/26/18
President, National Native American Bar Association
CBAC 2018 RESOLUTION IN SUPPORT OF THE FEDERAL PUBLIC SERVICE LOAN FORGIVENESS PROGRAM

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, the Federal Public Service Loan Forgiveness Program (PSLF) was established to incentivize new lawyers to seek careers in the public service sector in exchange for a reduction or forgiveness of their student loan obligations, qualifying lawyers being required to remain employed in qualifying public sector jobs for a period of ten years during which they are required to make 120 qualifying monthly payments (typically 10 years) under a qualifying repayment plan; and

WHEREAS, according to The Graduate Student Debt Review by the new America Education Policy Program, law students are graduating with more debt than ever before; in 2012, 86.3 percent of graduates with a law degree had student loan debt at graduation, which is a 5 percent increase from 2008; the 90th percentile had debt from undergraduate and law school of over $224,000 and the 75th percentile had debt of almost $194,000; and the median debt was over $140,000; and

WHEREAS, according to the American Bar Association, there is a sizeable gap in salaries between the private sector and the non-profit/public sector employment; and

WHEREAS, due to the sizeable gap in salary, non-profit and public service employers rely on PSLF to attract legal talent, without this additional incentive, many new lawyers would be forced to choose between a higher-paying position, regardless of their interest in the job, and PSLF has given lawyers in the public sector financial peace of mind and employers a stable workforce; and
WHEREAS, the President’s FY2018 budget proposal includes eliminating funding for PSLF in its entirety which could significantly affect the legal profession and diverse communities; and

WHEREAS, the diverse communities would face both direct and indirect consequences if PSLF is eliminated as, according to statistics from 2008, four years after graduation, the average African American with a bachelor’s degree had over $52,000 in debt, the average Asian Pacific American with a bachelor’s degree had over $26,000 in debt, and the average Latino with a bachelor’s degree had over $29,000 in debt, with the burden of this debt only increasing if the person pursues law school; and

WHEREAS, the general low-income and diverse communities are also affected as, without PSLF, many public service organizations that serve and aid these communities could face skilled-labor shortages because those who aspire to work for these organizations may be forced to pursue other opportunities because they cannot financially justify public-service work, and if these organizations are understaffed, their capabilities will be severely restricted; and

WHEREAS, the CBAC recognizes that PSLF benefits diverse attorneys who are integral to the legal community and provide valuable public-interest and public-sector perspectives, which are critical to enhancing national-level conversations and policy setting;

NOW THEREFORE BE IT RESOLVED, that the CBAC supports continued and full funding of the Public Service Loan Forgiveness Program, including funding to cover the costs of individuals who have relied on the program; and

NOW THEREFORE BE IT RESOLVED, that the CBAC supports any expansion or modifications of the Public Service Loan Forgiveness Program that provides support for attorneys serving in the public sector or public interest; and

NOW THEREFORE BE IT RESOLVED, that the CBAC opposes cuts to funding or the elimination of the Public Service Loan Forgiveness Program.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

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2/26/18
Erica V. Mason
President, Hispanic National Bar Association

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2/26/18
Pankit J. Doshi
President, National Asian Pacific American Bar Association

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2/26/18
Juan R. Thomas
President, National Bar Association

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2/26/18
Diandra Benally
President, National Native American Bar Association
CBAC 2018 RESOLUTION IN SUPPORT OF BANNING HARMFUL SEXUAL ORIENTATION AND GENDER “CONVERSION THERAPY” PRACTICES ON CHILDREN UNDER THE AGE OF 18

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, the member organizations of the CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

WHEREAS, according to the 2008 U.S. Census, approximately 34% of the Native Hawaiian and Pacific Islander population is under the age of 18; and

WHEREAS, according to the 2010 U.S. Census, approximately 32 percent of American Indians and Alaska Natives are under the age of 18, compared to only 24% of the total population who are under the age of 18; and

WHEREAS, around the time the 2020 Census is conducted, more than half of the nation’s children are expected to be part of a non-white race or ethnic group and it is expected that by 2060, just 36 percent of all children (people under age 18) will be single-race non-Hispanic white, compared with 52 percent today, according to U.S Census Bureau Projections; and

WHEREAS, the American Academy of Child and Adolescent Psychiatry in 2012 published an article in its journal, Journal of the American Academy of Child and Adolescent Psychiatry, stating: “Clinicians should be aware that there is no evidence that sexual orientation can be altered through therapy, and that attempts to do so may be harmful. There is no empirical evidence adult homosexuality can be prevented if gender nonconforming children are influenced to be more gender conforming. Indeed, there is no medically valid basis for attempting to prevent homosexuality, which is not an illness. On the contrary, such efforts may encourage family rejection and undermine self-esteem, connectedness and caring, important protective factors against suicidal ideation and attempts. Given that there is no evidence that efforts to alter sexual orientation are effective, beneficial or necessary, and the possibility that they carry the risk of significant harm, such interventions are contraindicated.”; and
WHEREAS, the American Psychological Association issued a resolution on Appropriate Affirmative Responses to Sexual Orientation Distress and Change Efforts in 2009, which states: “[T]he [American Psychological Association] advises parents, guardians, young people, and their families to avoid sexual orientation change efforts that portray homosexuality as a mental illness or developmental disorder and to seek psychotherapy, social support, and educational services that provide accurate information on sexual orientation and sexuality, increase family and school support, and reduce rejection of sexual minority youth.”; and

WHEREAS, the American Psychiatric Association published a position statement in March of 2000 in which it stated: “Psychotherapeutic modalities to convert or ‘repair’ homosexuality are based on developmental theories whose scientific validity is questionable. Furthermore, anecdotal reports of ‘cures’ are counterbalanced by anecdotal claims of psychological harm. In the last four decades, ‘reparative’ therapists have not produced any rigorous scientific research to substantiate their claims of cure. Until there is such research available, [the American Psychiatric Association] recommends that ethical practitioners refrain from attempts to change individuals’ sexual orientation, keeping in mind the medical dictum to first, do no harm; and

WHEREAS, the American Psychiatric Association published a position statement in March of 2000 in which it stated: “The potential risks of reparative [conversion] therapy are great, including depression, anxiety and self-destructive behavior, since therapist alignment with societal prejudices against homosexuality may reinforce self-hatred already experienced by the patient. Many patients who have undergone reparative [conversion] therapy relate that they were inaccurately told that homosexuals are lonely, unhappy individuals who never achieve acceptance or satisfaction. The possibility that the person might achieve happiness and satisfying interpersonal relationships as a gay man or lesbian is not presented, nor are alternative approaches to dealing with the effects of societal stigmatization discussed. Therefore, the American Psychiatric Association opposes any psychiatric treatment such as reparative or conversion therapy which is based upon the assumption that homosexuality per se is a mental disorder or based upon the a priori assumption that a patient should change his/her sexual homosexual orientation”; and

WHEREAS, minors who experience family rejection based on their sexual orientation face especially serious health risks, as reported in one study that, lesbian, gay, and bisexual young adults who reported higher levels of family rejection during adolescence were 8.4 times more likely to report having attempted suicide, 5.9 times more likely to report high levels of depression, 3.4 times more likely to use illegal drugs, and 3.4 times more likely to report having engaged in unprotected sexual intercourse compared with peers from families that reported no or low levels of family rejection; and

WHEREAS, being lesbian, gay, bisexual, asexual, pansexual, gender nonconforming or Two Spirit is not a disease, disorder, illness, deficiency, or shortcoming, as supported by the relevant medical literature; and

WHEREAS, American Indian, Alaska Native, Native Hawaiian and all youth of color should have the right to express their gender identity and sexual orientation, without risking psychological and emotional harm;
NOW THEREFORE BE IT RESOLVED that the CBAC supports and urges federal, state, tribal and local governments to fully protect children under the age of 18 from harmful “conversion therapy” practices by banning licensed professionals and unlicensed counselors from attempting to change the gender identity or sexual orientation of minors under the age of 18.

BE IT FURTHER RESOLVED that the CBAC authorizes the presidents, boards, and staff of each CBAC organization to communicate the content of this resolution to its members, affiliates, other bar associations, members of Congress, the Administration, the press, and others to take steps to implement this resolution, as they deem necessary; and

BE IT FURTHER RESOLVED that the CBAC supports this resolution as a policy priority until it is withdrawn or modified by subsequent resolution; and

BE IT FINALLY RESOLVED that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.
CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.

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Erira V. Mason Date
President, Hispanic National Bar Association

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Pankit J. Doshi Date
President, National Asian Pacific American Bar Association

___________________ ____________________________________________
Juan R. Thomas Date
President, National Bar Association

___________________ ____________________________________________
Diandra Benally Date
President, National Native American Bar Association
CBAC LEADERSHIP
In addition to serving as the HNBA’s National President, Erica V. Mason is a Partner in the Atlanta, GA office of national Labor & Employment law firm Constangy, Brooks, Smith & Prophete, LLP, where she serves as an employment counsel to large and medium-sized companies across the country that are grappling with issues of discrimination, harassment, and retaliation, as well as questions about public accommodations, restrictive covenants, and wage and hour disputes. She has extensive experience successfully defending enforcement actions brought by the United States Equal Employment Opportunity Commission (EEOC) alleging single-plaintiff or pattern-and-practice violations of federal antidiscrimination laws, as well as private Rule 23 class actions and Section 216(b) collective-actions brought under Title VII, ADEA, ADA, Equal Pay Act and the FLSA. Based on the insights she has acquired from her experience, Erica has also become a sought-after trainer on EEO, diversity and inclusion, implicit bias, respectful workplace norms, leadership skills training, and a number of other employment-related issues.

Erica received her bachelor’s degree in Economics from Georgia State University, *cum laude*, and her Juris Doctor from the University of Pennsylvania School of Law. She has been named one of Women Works Media Group’s "Most Powerful and Influential Women in Law" (2017-2018); Lawyer Monthly's Top Women in the Law (2017); Latino Leaders Magazine's "Top Latino Lawyers List" (2017); Best Lawyers in America® (2016-2018), and a "Georgia Super Lawyer” in Labor and Employment Defense (awarded to less than 5% of attorneys in Georgia) in 2010-2017, among other honors.

Erica is also a Board Director of OnBoard Now, dedicated to increasing the number of women on corporate boards in Georgia (2014-present); sits on the MCCA/ABA Bias Interrupters Working Group (2016-present), whose goal is to develop best-practice metrics and bias interrupting programs and tools designed for law firms and in-house legal departments; and serves on the ABA’s Standing Committee on the American Judicial System, Subcommittee on Federal Courts (2016-2019).
For the 2017-2018 term, Jennifer Trusso Salinas is the President-Elect for the Hispanic National Bar Association. She previously served as the VP of Sections and Committees and VP of Programs, among other leadership roles.

Jennifer Trusso Salinas is a litigator who focuses her practice on intellectual property litigation as well as strategic counseling on patent, trademark, trade secret and copyright matters. Jennifer has lead counsel and trial experience for a number of large patent and trademark infringement matters and is particularly skilled in managing large client teams. She has extensive experience in patent infringement litigation involving computer hardware and software, electrical and mechanical technologies, semiconductor manufacturing equipment, medical devices, pharmaceuticals, nutraceuticals, and packaging. Jennifer has a track record of successfully resolving cases on summary judgment. She has appeared in federal courts around the country, including the Eastern District of Texas, Delaware District Court, and all District Courts in California. Jennifer has also litigated patent licensing disputes before the International Chamber of Commerce (ICC). Jennifer has argued before the Federal Circuit, 9th Circuit and California Court of Appeals.
MARIANA D. BRAVO
HNBA VP OF EXTERNAL AFFAIRS
Washington, DC

For the 2017-2018 term, Mariana serves as the Hispanic National Bar Association’s Vice President of External Affairs. She previously served as the HNBA’s VP of Programs and Regional President for the District of Columbia, Virginia, Maryland and West Virginia.

Mariana Bravo concentrates her practice on professional liability, construction, real estate, and catastrophic personal injury disputes. She has extensive experience in successfully representing attorneys, construction companies, real estate professionals, insurance professionals, and businesses and corporations before administrative tribunals, state, and federal courts. She also advises companies, including Fortune 500 companies, concerning risk management and business practices.

Mariana heads the Pro Bono initiative at the firm, including the firm’s participation with the Washington Lawyer’s Committee’s D.C. Public School Partnership Program, which matches area law firms with individual public schools in the city to bring tutoring, mentoring, and other programs and services to thousands of children. She also actively participates in a number of charitable events throughout the year including the used clothes drive for the homeless and area shelters, sponsored by Gifts for the Homeless, a non-profit corporation comprised of lawyers and staff from area law firms to serve area shelters, and the annual book drive for Turning the Page.

While in law school, Mariana interned at the US Department of Justice, in the Organized Crime and Racketeering Section, assisting in the prosecution of white-collar crime. Mariana, who is fluent in Spanish, also studied a semester of law in Argentina, where she interned for the Criminal Court of Investigation in Buenos Aires and assisted in investigating criminal cases. Before entering private practice, Mariana served as law clerk for the Honorable William D. Quarles in the Circuit Court for Baltimore City.

Martindale-Hubbell® has recognized Mariana with the AV Preeminent® rating, placing her at the highest level of professional excellence.
Pedro J. Torres-Díaz is the Immediate Past President for the Hispanic National Bar Association.

Pedro J. Torres-Díaz is a Principal in the Miami and San Juan offices of Jackson Lewis P.C. His practice concentrates in employment discrimination and wage and hour counseling and litigation exclusively on behalf of employers, both in Florida and Puerto Rico.

Mr. Torres-Díaz graduated from Washington University in St. Louis in 1991 with a bachelor’s degree in business administration, and minors in French and Economics. During his undergraduate studies, he completed an Internship in European Business in the École Européenne des Affaires in Paris, France. After completion of his undergraduate studies, Mr. Torres-Díaz worked as a fiscal analyst in the corporate headquarters of McDonnell Douglas in St. Louis, Missouri. In 1996, he obtained a Juris Doctor (magna cum laude) from the University of Puerto Rico School of Law. After his graduation from law school, he clerked for Hon. Aida M. Delgado-Colón, United States Magistrate-Judge (now Chief United States District Judge), at the United States District Court for the District of Puerto Rico.
Alba Cruz-Hacker is serving in her fifth year as the Chief Operating Officer and Executive Director of the Hispanic National Bar Association (HNBA)—a national nonprofit, nonpartisan membership organization which represents the interests of Hispanic legal professionals in the United States and its territories. The HNBA also advocates on issues of importance to the 58+ million people of Latino/a heritage living in and contributing to the social and economic development of the United States.

Alba has over eighteen years of professional experience in organizational operations, corporate, public and government relations, strategic communications, and business/program development and management. She is charged with conducting and overseeing all aspects of the HNBA’S daily operations, including the management of the staff, programs, events and initiatives, as well as the cultivation of external and internal relations. She helps develop and monitors the HNBA’s financial operations and works closely with the HNBA Executive Committee and Board of Governors on all programs, initiatives and executive-level decisions regarding the organization. In addition, Alba is the HNBA’s representative before the National Hispanic Leadership Agenda’s (NHLA) Latina Task Force.

Prior to joining the HNBA, she served for eight years as Senior Director of Development and Special Projects for the General Consulate of the Dominican Republic in the U.S. Western Region, with jurisdiction in 13 states. She also worked as an Adjunct and Visiting Assistant Professor at the University of California Riverside and the University of California Riverside Palm Desert Graduate Center. Ms. Cruz- Hacker holds a Bachelor’s Degree, *magna cum laude*, from the California State University San Bernardino and a Master’s Degree from the University of California Riverside.
PANKIT J. DOSHI

NAPABA NATIONAL PRESIDENT
San Francisco, CA

Pankit J. Doshi is a Partner in the San Francisco, California, office of DLA Piper. Mr. Doshi’s practice focuses on employment litigation on behalf of management and preventive counseling. Mr. Doshi has represented employers in both state and federal litigation involving trade secret misappropriation, whistleblower, restrictive covenants, wage and hour, wrongful termination, sexual harassment, discrimination, statutory leave, retaliation, and breach of contract claims. Mr. Doshi has also represented employers in complex class action and representative action litigation and at administrative hearings and during investigations by various state and federal agencies. Mr. Doshi regularly provides advice and counseling to employers of all sizes, ranging from start-ups to Fortune 100 companies, and has spoken on a number of panels and published articles related to employment law issues across the country.

Mr. Doshi is presently the President of the National Asian Pacific American Bar Association (NAPABA), the national association of Asian Pacific American attorneys, judges, law professors and law students and represents the interests of over 50,000 attorneys and over 80 local bar associations. Mr. Doshi previously served as the Convention Chair of the 2017 NAPABA Annual Convention, the largest in history. Prior to then, Mr. Doshi served on the NAPABA Board of Governors in various capacities, including as Vice President of Programs and Operations, Treasurer and Regional Governor. Mr. Doshi is also active at the local level with community organizations and NAPABA affiliates, having served as President of the South Asian Bar Association of Southern California, on the Board of Governor of the Asian Pacific American Bar Association of Los Angeles County and on the Executive Advisory Council of Asian Americans Advancing Justice - Los Angeles. He was previously appointed by the State Bar of California Board of Governors to serve a three-year term on the State Bar of California Council on Access and Fairness, whose focus had been to promote diversity in the legal profession and fix the pipeline to the profession through early education outreach. He was also selected to participate in the American Bar Association's Tort Trial & Insurance Practice Section 2012 Leadership Academy, selected with a group of approximately 20 lawyers across the country identified as emerging bar leaders.
Daniel Sakaguchi is a Partner at Alto Litigation, PC in San Francisco, CA. He handles litigation, arbitration and appeals in a variety of areas, including complex commercial and intellectual property disputes, and has tried jury cases to verdict in state and federal courts from California to Missouri to Illinois. Prior to joining Alto Litigation, Daniel was a litigation partner at Armstrong Teasdale LLP. He holds a J.D. from Berkeley Law School.

Cyndie M. Chang is the Los Angeles Managing Partner of Duane Morris LLP handling litigation and counseling involving complex business disputes and torts, real estate, trademarks, class actions, and products liability. Her services have spanned various industries, including fashion, retail and consumer goods, manufacturing, utilities, and telecommunications services. She also handles insurance coverage claims involving large, multimillion dollar environmental, asbestos and toxic tort matters. Cyndie has obtained favorable results as first chair for many kinds of businesses at trial and arbitration.
Tina Matsuoka is serving in her tenth year as the executive director of the National Asian Pacific American Bar Association (NAPABA) based in Washington, D.C. Tina is an experienced manager and advisor with over a decade of experience in civil rights, community engagement, and project management. She has worked collaboratively with state and local law enforcement officers, elected officials, and historically marginalized groups — including communities of color and LGBT communities — to prevent and respond to civil rights violations and conflicts. She also has coordinated national communications strategies and spoken about civil rights, hate crimes, and diversity/inclusion issues to media, schools, law enforcement agencies, nonprofit organizations, and community groups. Tina received a B.A. in Philosophy from American University and a J.D. from the Fordham University School of Law, where she was a Stein Scholar in Public Interest Law and Ethics.
Juan R. Thomas, the 75th President of the National Bar Association (NBA), is Of Counsel to Quintairos, Prieto, Wood & Boyer, P.A., and the founder and principal of the Thomas Law Group. Mr. Thomas' practice includes real estate/estate planning, labor and employment, and family law. His passion is community and public service, which began in law school as he successfully ran for the West Aurora School Board, and continued as he served his hometown of Aurora as a member of the A+ Foundation Board of Directors for West Aurora School District #129. He has also served as an adjunct professor at North Park University, Aurora University, and Robert Morris College.

Mr. Thomas currently serves on the Board of Directors of Mutual Ground Inc., the Board of Directors for the University of Illinois College of Law Alumni Association and the Leadership Greater Chicago Fellows Association. He previously served on the boards of the Community Renewal Society, the Illinois Campaign for Political Reform, and the University of Illinois College of Education Board of Visitors. He served as Chairman of the Board of Directors of the Quad County African-American Chamber of Commerce (2006-08) and as Chairman of the Board of the City of Aurora African-American Heritage Advisory Board (2007-08). He has been featured in *Who’s Who in Black Chicago*, *Ebony Magazine*, and the *Chicago Sun Times*. He received the NAACP DuPage County Branch’s *President’s Award* in 2013 and 2014, and the NAACP, DuPage County Branch’s *Claude Audley Award of Leadership Excellence* in 2014. In 2011, he was invited to become a *Fellow of the American Bar Foundation*.

Mr. Thomas holds a B.A. in Political Science from Morehouse College. He received his Juris Doctor and Master in Educational Policy degrees from the University of Illinois in Champaign-Urbana. In addition to his professional and civic involvement, Mr. Thomas is an ordained Baptist minister and is completing a Master of Arts degree in Religious Studies at the University of Chicago School of Divinity in Hyde Park.
JOSEPH DRAYTON  
NBA NATIONAL PRESIDENT-ELECT  
New York, NY

Joseph Drayton's practice background includes a broad range of intellectual property and complex commercial matters. He is experienced in patent litigation, trademark and copyright usage, trade dress, design patents and false advertising.

Joe also counsels clients in all aspects of intellectual property acquisition, transfer, protection and enforcement. He has represented leading companies in the media, telecommunications, banking, private equity, pharmaceutical, electronics and retail industries. He practices before both state and federal courts, as well as the International Trade Commission. He has been a lead member of numerous patent trial teams, including four over the past few years. He has handled temporary restraining orders, preliminary injunctions, all facets of motion practice and complex discovery.

KEVIN D. JUDD  
NBA IMMEDIATE PAST PRESIDENT  
Washington, DC

Kevin D. Judd is a proactive and strategic person, who is grounded by progressive leadership and service. In organization and business settings, he has developed a strong reputation of tackling problems head on and eradicating them, while fostering a conciliatory environment among stakeholders. Therefore, it is no surprise that he was President of the National Bar Association (“NBA”), the oldest and largest national voluntary legal association with a network of over 66,000 predominantly black lawyers, judges, educators and law students. He received one of the NBA’s highest award, the Ronald Harmon Brown Award of
International Distinction. In addition to Kevin’s commitment to the NBA, he has demonstrated stellar leadership through his affiliation with a number of other professional organizations. Kevin is currently serving on the Local Rules Advisory Committee for the United States Bankruptcy Court for the District of Columbia. He served as President for the Washington Bar Association, National President of Howard University Law Alumni Association, President of the D.C. Chapter of the Federal Bar Association; Board Member of the National Council of the Federal Bar Association; Grand Chief Justice of Sigma Delta Tau Legal Fraternity, Inc.; Member of the Bankruptcy Bar Association for the District of Maryland; and Member of the American Bar Association. All the organizations he has served as President, Kevin has left them in a better place than when he started as their President. He improved their infrastructure and operations, while improving their financial posture. Likewise, as President of the National Bar Association, Kevin improved the NBA’s internal operations and enhanced its national and international voice on significant legal matters affecting communities of African-Descent. Kevin is an illustrious Fellow Member of the American Bar Association Foundation, a graduate of Howard University School of Law and is licensed to practice law in the District of Columbia, the State of New York and in Maryland Federal Courts.

NORMA B. HUTCHÉSON
NBA CHAIR OF ISSUES AND RESOLUTIONS
Washington, DC

Norma B. Hutcheson retired from the position of Deputy Managing Counsel for the Capital Metro Law Office of the U.S. Postal Service Law Department, after 36 years of service in the federal government. She served as liaison and legal counsel to senior postal management and represented the Postal Service in unique cases of significant organizational impact. She managed, litigated and trained in the areas of labor and employment law, ethics, and revenue protection. Starting her legal career at the United States Postal Service in 1980, she also held other positions as acting manager and attorney/advisor at Postal Service Headquarters (where she practiced with the Rates and Classification Group) and its Eastern Regional and Mid-Atlantic Field Law Offices.

Norma has served on the National Bar Association (NBA) Board of Directors as Regional Director for Region XII. She is a past president of the Greater Washington Area Chapter of the Women Lawyers Division, NBA (“GWAC”) and past chair of the GWAC Foundation, Inc. Norma has been an active participant in the Lawyers Committee for Civil Rights Under the Law/NBA Election Protection project. She served as Secretary to the Board of the Women’s Bar Association Foundation and as a board member of the Women’s Bar Association of DC. She also has served as Vice President for Programming and Treasurer for the Potomac Chapter (VA) of
The Links, Inc. and historian and Chair of the Social Justice and Human Rights Committee for Alpha Kappa Alpha Sorority, Incorporated, Theta Omega Omega Chapter. She was on the Board and was treasurer for Ivy Vine Charities, Inc. until December 2015. She has been a Loaned Executive to the Combined Federal Campaign for the National Capital Area.

Norma has been the Chair of the NBA Issues and Resolutions Committee since 2004. She is Health and Human Services Chair for the Eastern Area of The Links, Inc. She chairs the Family Strengthening Committee for Alpha Kappa Alpha Sorority, Inc., Theta Omega Omega Chapter. She sits on the Board of the YMCA for Metropolitan Washington. She is a deacon at Zion Baptist Church in northwest Washington, DC and secretary to Zion’s Board of Church Administration. She is a member of Leadership Greater Washington – Class of 2000. A native Washingtonian, Norma is a graduate of Bucknell University (B.A. in History and Political Science) and the University of Pennsylvania Law School (J.D.). She is admitted to practice in the District of Columbia (active) and the Commonwealth of Pennsylvania (inactive).

CHERYL GRAY EVANTS
NBA INTERIM EXECUTIVE DIRECTOR
Washington, DC

Cheryl Gray Evans is a graduate of Stanford University and Tulane University Law School. She currently serves as the Interim Executive Director of the National Bar Association, the nation’s oldest and largest organization of African American attorneys, judges and law school students. She worked in the law firm of Gray & Gray, A PLC (1998 – 2013), where she specialized in personal injury cases, in addition to handling sexual harassment cases and estate matters. She served as managing partner at Gray & Gray (1998-2003).

Attorney Evans most recently served as the Project Manager for Hampton University’s Minority Men’s Health Initiative (2013-2016). She was responsible for the day to day administrative operations of the grant, including managing the $13.5 million-dollar budget (over 5 years). She coordinated meetings with the Principal Investigator, researchers and community partners at several colleges and universities across the country, and was responsible for reporting to the National Institute on Minority Health and Health Disparities (NIMHD) officials and planning and implementing meetings with the Consortium Steering Committee, which included University presidents.

Attorney Evans was elected to serve the people of District 5 in the Louisiana State Senate (2007-2010). She served as Chairman of the Local and Municipal Affairs Committee. Senator Gray also served on the Environmental Quality, Health and Welfare, and Revenue and Fiscal Affairs committees, and as Parliamentarian of the Women’s Legislative Caucus. She worked closely
with schools and neighborhoods in her district through visits and participation in community and neighborhood meetings. In November 2003, Attorney Evans was elected to serve the people of District 98 in the Louisiana House of Representatives. She served on the Appropriations, Health and Welfare, and Municipal, Parochial and Cultural Affairs committees. Representative Gray also served on the Joint Legislative Committee on the Budget and the Special Committee on the Effects of Term Limits on the House of Representatives. She served as the chairperson of the Voter Registration/Education Committee for the Louisiana Legislative Black Caucus and the Secretary for the Louisiana Legislative Women’s Caucus. Attorney Evans served in the House from 2004-2008.

Attorney Evans is a Lifetime member of the National Bar Association. She has served as an Affiliate Representative; Director, Region V; Board Member at Large, and Vice-President of Membership. As Chair of the Legislative Division, Attorney Evans and her committee designed and implemented the NBA Day on the Hill. Attorney Evans is also member of Delta Sigma Theta Sorority, Incorporated and The Links, Incorporated. She served as Chair and/or Co-Chair of the Louisiana Links Day at the Capitol for more than ten years. Attorney Evans currently serves as a member of the National Social Action Commission of Delta Sigma Theta Sorority, Incorporated and a member of the National Legislative Issues and Public Affairs Committee of The Links, Incorporated. Attorney Evans’ professional career and volunteer efforts have focused on the empowerment of communities of color through voting and advocacy. In the legislature, she was a leader on issues related to the improvement of our judicial system and the treatment of children.
DIANDRA BENALLY
NNABA NATIONAL PRESIDENT
Washington, DC

Diandra is the General Counsel of the Fort McDowell Yavapai Nation and the first female to hold this position. Her daily legal practice entails a variety of legal areas that range from tribal government matters, gaming law to water law. Before coming to Fort McDowell, she was a staff attorney with the Navajo Nation Department of Justice. Diandra is a strong proponent of community service, and serves in other leadership roles throughout Indian Country. She currently serves as the President of the National Native American Bar Association (NNABA), a national organization founded in 1973 aimed at advancing justice for Native Americans. She is also the Vice Chair of the Board of Directors of the Navajo Nation Oil and Gas Company, one of the Navajo Nation’s premier energy companies. She has served in a number of leadership positions within the Native American Bar Association of Arizona (NABA-AZ) and other non-profit organizations serving Native Americans and tribal communities. She was the recipient of the NABA-AZ Member of the Year Award and the State of New Mexico Young Lawyer of the Year Award. Diandra is a citizen of the Navajo Nation and originally from Shiprock, New Mexico.
Joel, a citizen of the Cherokee Nation, grew up in Little Rock, Arkansas. He obtained degrees in Psychology and Religious Studies from Naropa University. At Naropa, he was awarded the President’s Leadership Scholarship and his senior project in the religious studies department focused on Cherokee history and religion. Joel earned his J.D. at Delaware Law School, where he was a student attorney at the environmental law clinic and represented citizen groups pursuing lawsuits under the Clean Air Act, Clean Water Act, and Administrative Procedures Act. He was also awarded a certificate of achievement by Joseph R. Biden. Additionally, he earned an LL.M. in Environmental Law from Vermont Law School and wrote his thesis on tribal treaty rights to water quality.

After graduating from law school, Joel was Assistant Counsel with the Pennsylvania Governor’s Office of General Counsel, where he represented the executive branch as a trial and appellate attorney. Immediately before joining NARF, Joel was Senior Legislative Officer with Cherokee Nation and director of the tribe’s Washington, DC office.

Joel is a past-president of the Native American Bar Association of DC, and currently serves as President-Elect of the National Native American Bar Association.
Jennifer Weddle (Northern Cheyenne) is the Co-Chair of Greenberg Traurig's American Indian Law Practice and has wide-ranging experience in complex regulatory and jurisdictional issues, with a focus in Indian law, handling a variety of matters for tribal and non-tribal clients. She has a dynamic, inter-disciplinary practice that centers on providing solutions for complex jurisdictional problems. Much of her practice focuses in the areas of tribal economic development and natural resources development. Jennifer also has U.S. Supreme Court experience. She currently serves on the American Bar Association Commission on Veterans’ Legal Services and the Advisory Commission to the Standing Committee on the Law Library of Congress. She is past chair of the Federal Bar Association Indian Law Section and past president of the Colorado Indian Bar Association.

Makalika Destarte Naholowaa (Kanaka Maoli/Native Hawaiian) is a Trademark Attorney for Microsoft Corporation in Redmond, Washington. Her work includes strategic trademark counseling, rights procurement, portfolio management, and management of enforcement matters in the U.S. and internationally. Before joining Microsoft, Makalika was an Associate in the Trademark and Copyright Group of Perkins Coie LLP, sitting in the firm’s Seattle office. She serves on the Boards for the National Native American Bar Association and Washington Lawyers for the Arts, and on the U.S. Subcommittee of the International Trademark
Association’s Amicus Committee. For part of the year, Makalika also teaches intellectual property to Masters students as an adjunct professor at Seattle University.

Makalika is admitted to practice law in the State of Washington. She holds a J.D. from Columbia Law School. At Columbia she was a Stone Scholar and an editor for the Science and Technology Law Review. Makalika also holds a B.S. in Mathematics with a Concentration in Computer Science from Arizona State University.

THOMASINA REAL BIRD
NNABA TREASURER
Louisville, CO

Ms. Real Bird is Sicangu Lakota, Ihanktonwan Nakota, and an enrolled member of the Yankton Sioux Tribe. As a Partner for the law firm of Fredericks Peebles & Morgan, LLP, Ms. Real Bird represents clients in all areas of Tribal and Federal Indian Law. Ms. Real Bird is dedicated to representing tribes, tribal corporations, and individual tribal members. Ms. Real Bird’s approach to serving her clients is to listen, be courteous, be respectful, and to always be reverent to tribal custom, history, and solutions. She serves as the Treasurer of the National Native American Bar Association as well as on the American Bar Association Center for Professional Responsibility Diversity Committee and the ABA Commission on Racial and Ethnic Diversity in the Profession.

Ms. Real Bird was honored in 2013 by the National Center for American Indian Enterprise Development with a Native American 40 Under 40 award that recognizes emerging American Indian leaders from across Indian Country who have demonstrated leadership, initiative, and dedication and made significant contributions in their community. She was also selected by the American Bar Association in 2014 to receive the Rosner & Rosner Young Lawyers Professionalism Award that honors a young lawyer’s commitment to legal and judicial ethics, lawyer professionalism, client protection and professional regulation. She was selected as a Colorado Rising Star in multiple years for exhibiting excellence in practice. Ms. Real Bird attended Stanford University and earned both her Bachelors of Arts and Masters of Arts degrees. She received her Doctorate of Jurisprudence from Columbia Law School in the City of New York. Ms. Real Bird is licensed in Colorado, South Dakota, and numerous Tribal and Federal courts.