HNBA/VIA Programs

Making a Difference in the Lives of Many
Su Comunidad
Community educational programs and outreach activities that support the HNBA/VIA’s objective of empowering the Hispanic community, and the HNBA’s mission to advocate on issues of importance to the community.

Su Carrera
Professional and leadership development programs assisting legal professionals advance in their careers, from landing their first job as a lawyer to achieving a promotion on their way to a top-level law firm, corporate or government position.

Su Futuro
Early mentoring and educational pipeline programs focusing on students from elementary school to law school, as well as young lawyers, and providing information, training, and key resources to help them progress through the educational and early professional pipeline.
Su Futuro Programs & Initiatives

EDUCATION, MENTORING, PLACEMENT & PIPELINE

- Career Fair
- Intellectual Property Law Institute™ (IPLI™)
- Latina Commission Pearls of Wisdom™
- Law Student Scholarships Programs
- Internship, Fellowship & Clerkship Opportunities
- Uvaldo Herrera National Moot Court Competition™
- Youth Symposium™
- Young Lawyers & Law Students National Speed Mentoring Program
- Young Lawyers & Law Students Recruiting Receptions
The Career Fair provides access and opportunity for employers and Hispanic law students. Law firms seeking to hire Hispanic law students from across the country can identify qualified diverse candidates at the HNBA/VIA Career Fair – the Nation’s largest career fair for Hispanic law students! Over the years, the Career Fair served both law students and laterals, and it was held during the Annual Convention. The first virtual Career Fair was in 2019. In 2022, the program was moved to the May-June period to provide opportunities for Hispanic law students before the annual on-campus recruiting activities.

Dates: Pre-program planning and logistics is February - May; Career Fair is May - June

Leadership: HNBA VP of Programs – Su Futuro and Director of Programs

Data: Since 2019, the Career Fair has served 922 participants and 51 employers.
The IPLI is a trailblazing intellectual property and tech law immersion program. The IPLI’s primary goal is to increase the presence and number of Hispanic lawyers practicing intellectual property law in the United States (currently less than 2 percent). Each year the IPLI selects up to 30 students from law schools across the country to participate in a robust intellectual property immersion and tech law program. Admittance to the program is highly selective and competitive. Scholars spend a week in Washington D.C. and participate in substantive educational programming, hands-on practical experiences, writing and interviewing workshops, and mentoring and networking opportunities. Scholars visit U.S. government institutions, including the Patent and Trademark Office, Copyright Office, House and Senate Judiciary Committee, United States International Trade Commission, and the United States Court of Appeals for the Federal Circuit. In addition, they attend briefings from leading intellectual property and tech law practitioners and congressional and executive branch authorities. The program, travel to and from Washington, D.C., accommodations and meals are funded and provided by the Institute and its many sponsors.

**Dates:** Pre-program planning and logistics is December - June; IPLI is the first week of June

**Leadership:** National Office & IPLI Steering Committee

**Data:** As of 2022, 242 scholars have completed the program and 49 students participated in the IP & Tech Law Camp in 2020. Nearly 70% of IPLI scholars who have graduated law schools are now practicing IP and tech law attorneys.
Internship, Fellowship & Clerkship Opportunities

Each year, HNBA/VIA partners with corporations like Prudential, Liberty Mutual, and Microsoft to provide career training and advancement opportunities to our law students. Initiatives like HNBA-Prudential 1L Summer Internship, Liberty Mutual-HNBA Summer Law Clerk Program, and IPLI Microsoft Fellowship Program help Hispanic students advance in their career path. In addition, the Law Students Career Opportunities Board offers job listings, externships, fellowships, volunteer, and other career opportunities for students during their tenure at a law school.

Dates: Summer internships' marketing is December - February

Leadership: National Office and Law Students Division

Data: Prudential’s and Liberty Mutual’s programs have been in existence since 2015. The Microsoft Fellowship Program began in 2018.
Since 2012, the Latina Commission Pearls of Wisdom Panels have reached thousands of underrepresented students across the United States. The panels introduce the practice of law to younger generations, with the goal of expanding the pipeline. Practicing Latina lawyers host groups of students ranging from middle schoolers through college students in small panel discussion settings. The practicing lawyers talk about the struggles, tribulations and triumphs of becoming and being Latina lawyers. Each year, the Commission partners with local schools, Boys & Girls Clubs, and other community organizations to hold Pearls of Wisdom Panels across the country.

**Date:** Throughout the year

**Leadership:** Latina Commission

**Data:** In 2022, Pearls of Wisdom reached over 800 students across the nation.
Law Student Scholarships Program

1. **General VIA**
   In the Fall, the General VIA Law Student Scholarships are awarded to benefit Hispanic law students in the United States and its territories. The scholarships are open to eligible Hispanic law students, regardless of immigration status, for educational purposes, including tuition, books and fees, or living expenses.

2. **Moot Court**
   In March of each year, the top advocates of the Annual Uvaldo Herrera Moot Court Competition are celebrated and awarded scholarships by the HNBA VIA Fund. Scholarship funds can be used for educational purposes, including tuition, books and fees, or living expenses.

3. **IPLI™**
   Each year, the IPLI awards scholarships to qualified IPLI scholars to help them complete the Patent Bar preparatory course and related Patent Bar Exam fees, or to pay for the state Bar preparatory course. The Scholarship Committee evaluates applications based on passion for intellectual property and technology, and need.

Data: In 2022, HNBA/VIA made history by awarding $250,000 in scholarships to minority law students.
Launched in 1995, the Annual Uvaldo Herrera National Moot Court Competition brings together up to 32 teams of talented students from law schools across the country to compete in an advanced and complex appellate argument. Students are presented with a case currently pending before the U.S. Supreme Court and are required to draft appellate briefs and prepare for oral arguments to be presented before a panel of sitting or retired Judges. The Competition allows students the opportunity to brief and argue their positions and respond to spontaneous questions asked by the Judges, stimulating quick analytical thinking and forcing sharp advocacy skills. The Competition fosters and encourages teamwork and enables participants to strengthen their writing, analytical, research and oral skills.

**Dates:** Program planning and logistics begin in July; registration, brief submission, and scoring December - March; oral advocacy portion is in March in conjunction with the CCC

**Leadership:** HNBA Judicial Division, Moot Court Director, and Director of Programs

**Data:** The Moot Court has awarded over $500,000 in scholarships and $700,000 in registration subsidies to law students from across the country.
Young Lawyers and Law Students
Speed Mentoring

Launched in 2015, the Law Student and Young Lawyer Speed Mentoring Program is held during the Annual Convention in September. The goal of the program is to connect law students and young lawyers with experienced attorneys to facilitate conversations on career guidance and goals. The Speed Mentoring program consists of a series of short, focused conversations. Each young lawyer and law student meets with a number of experienced mentors during the designated time slots.

Date: Program pre-planning and logistics begins in July; program during the Annual Convention

Leadership: National Office and volunteer leadership

Data: Since 2018, the Speed Mentoring program has served 460 law students and young lawyers and 256 attorneys/mentors.
The Annual Youth Symposium is part of the September Annual Convention's programs and activities. Hispanic lawyers and judges spend the day with high school and college students discussing law school, job search strategies and skills, career goals, careers in the law, day-to-day realities of legal practice, various types of law practices, how to successfully join a legal work environment, networking, and work-life balance.

**Date:** Program pre-planning and logistics begins in July; program during the Annual Convention

**Leadership:** HNBA VP of Programs – *Su Futuro* and National Office

**Data:** For over a decade, the Youth Symposium has presented valuable information about careers in the law to thousands of K-12 and undergraduate students.
Su Carrera Programs & Initiatives

CAREER DEVELOPMENT, LEADERSHIP, TRAINING & PLACEMENT

- Career Center
- Collaborative Bar Leadership Academy (CBLA)
- Continuing Legal Education (CLE) Sessions
- Diverse Recruiting Meet & Greet
- Latina Executive Leadership Program
- Latina Leadership Academy
- PODER25™
- Speed Networking & Corporate Connections
The online Career Center was launched in 2014. It is one of the premiere job posting portals for Hispanic attorneys and legal professionals on the web, fulfilling one of HNBA/VIA’s objectives, to provide career advancement and placement opportunities for our members. The online Career Center also supports HNBA/VIA partners' diverse recruiting goals by reaching the best and brightest Hispanic legal professionals.

**Date:** Throughout the year

**Leadership:** National Office

**Data:** In addition to helping legal professionals and employers find each other, the Career Center is one of HNBA's diversified revenue streams, increasing by 576% since the Career Center's inception.
Launched in 2013, the Collaborative Bar Leadership Academy (“CBLA”) is designed to strengthen the pipeline of diverse bar association leaders through leadership training, professional development training, and networking. The CBLA is a joint initiative of the American Bar Association (Commission on Racial and Ethnic Diversity in the Profession and the Commission on Disability Rights), Hispanic National Bar Association, National Asian Pacific American Bar Association, National Bar Association, National LGBT Bar Association, National Native American Bar Association, and the South Asian Bar Association of North America. CBLA strives to empower attendees with enhanced leadership skills to become leaders in their respective bar organizations and community and foster diversity and inclusion in the legal profession.

**Dates:** Pre-program planning and logistics begin in January; program during late June

**Leadership:** Board Leadership with National Office support
Continuing Legal Education (CLE)

HNBA/VIA is nationally accredited to provide Mandatory Continuing Legal Education (MCLE) credits for attorneys to maintain their law licenses. Each year, accredited CLE sessions and plenaries are offered during the Corporate Counsel Conference and Annual Convention, where leading practitioners across the country present on a broad spectrum of legal topics.

Dates: Pre-program planning and logistics begin six months prior to event; program during Annual Convention & Corporate Counsel Conference

Leadership: CLE Chair & Director of Programs

Data: In 2022, a total of 18 CLE credits we offered during the Corporate Counsel Conference and Annual Convention. CLE Tracks focused on advocacy and litigation, corporate counsel, public interest/government, hot button issues, and career development for young and seasoned lawyers.
Launched in 2018, the program supports our Corporate and Law Firm partners with their recruiting needs, providing them with access to top diverse candidates in a time- and cost-effective way. The program connects partners’ legal/ recruiting teams with Hispanic attorneys from a variety of practice areas and at various levels of experience. The program also supports our partners’ diversity, equity, and inclusion initiatives, which advance the professional development of and opportunities for Hispanic attorneys. Based on the partner’s criteria, HNBA/ VIA identifies potential candidates, inviting them to participate in-person or virtually. The meet-and-greet event includes the partner’s presentation, Q&A session, and tailored networking and recruiting opportunities.

**Dates:** Pre-program planning and logistics begin two months prior to event; program during Annual Convention, Corporate Counsel Conference, and throughout the year

**Leadership:** National Office

**Data:** The program has partnered with top corporations such as Amazon, Apple, Meta, Google, and Netflix. To date, over 20 participants have been hired. In addition, the program is another source of revenue outside of conferences.
The Latina Executive Leadership Program is an exciting initiative of the Latina Commission. This nine-month leadership program is geared towards high potential Latina lawyers who have been in the profession for more than 10 years. The program currently serves participants who work at a law firm or in a corporate legal department. The curriculum is focused on executive legal management, soft skills leadership training, and executive coaching. Through monthly interactive group presentations and individual coaching, participants strengthen the skills needed to effectively manage legal teams, capitalize on opportunities for advancement, and effectively navigate barriers to authentic leadership.

**Dates:** Program is 9 months with multiple sessions

**Leadership:** Latina Commission and Facilitator

**Data:** 15 Latinas participated in the 2022 LELP. One participant became a GC and multiple participants received promotions or compensation increases during or shortly after their participation.
Latina Leadership Academy

The Latina Leadership Academy (Academy) offers relevant professional development and leadership training aimed at Latina lawyers who have been in the profession 10 years or less. The Academy's curriculum builds off the successful programs on Grit and Growth Mindset and delves into concepts of executive presence, cultivating leadership skills, and what it means to be authentic in organizations where Latinas remain underrepresented at all levels. In addition, Leadership Academy attendees gained insights into the importance of mindfulness and resilience in their daily lives and how mindful practice increases opportunities for advancement in the workplace. Through interactive presentations, attendees leave with skills to manage difficult conversations, create opportunities for growth and development, and effectively navigate stereotypes that create barriers for advancement. Participants also have the opportunity to participate in a highly discounted executive coaching program for an additional 6 months after completion of the Academy.

Dates: Various throughout the year

Leadership: Latina Commission

Data: Since 2021, the Academy expanded to be a national level program with more than 10 regional Academies touching the lives of over 500 women.
The PODOERTM program aims to increase the number of Hispanic General Counsels at Fortune 500 companies to 20 by the year 2025. Today, only approximately 3% of Fortune 500 General Counsel are Hispanic. General Counsel of Fortune 500 corporations drive diversity in the legal industry and impact the culture and composition of their corporations, as well as the way they do business.

The HNBA/VIA is committed to being a catalyst for greater diversity, including increased representation of Hispanics in the Fortune 500 GC ranks. PODOER25 is the first GC pipeline initiative that specifically targets Hispanic attorneys and tackles the unique challenges faced including lack of mentorship and sponsorship, and lack of exposure to the networks required to gain entrance into the highest levels of the legal profession.

Dates: Throughout the year

Leadership: VP of Programs – Su Carrera, Steering Committee and Facilitator, with National Office support
Launched in 2012, the Speed Networking and Corporate Connections Program is one of the HNBA/VIA’s signature professional and business development initiatives held annually at the Corporate Counsel Conference. To further our mission of enriching and diversifying the legal profession, Speed Networking is designed to promote meaningful business relationships between America’s leading corporate law departments, as well as federal agencies, and Hispanic attorneys. The Program focuses on intimate networking opportunities, allowing in-house counsel and government agencies with hiring authority to identify outside counsel in practice areas where the legal department has an identified need. Law departments also use the program as a cost-effective recruiting tool for the internal placement of highly qualified Hispanic attorneys.

**Dates:** Pre-program planning and logistics begin in January; program during CCC

**Leadership:** VP of Programs – *Su Carrera* with National Office support

**Data:** Since 2019, HNBA has connected 44 attorneys seeking to go in-house and 172 outside counsel with 69 government/corporate law departments.
Su Comunidad Programs & Initiatives

COMMUNITY EDUCATION, OUTREACH & ADVOCACY

- Advocacy Days
- Coalition of Bar Associations of Color (CBAC)
- Judicial & Executive Endorsements
- Su Dinero™
Advocacy Days

In May of each year, the HNBA hosts Advocacy Day activities in Washington, D.C. Members of the HNBA Board of Governors, leaders from affiliated Hispanic bar associations, and HNBA members from across the country meet in the nation’s capital to participate in advocacy efforts before members of Congress, Cabinet members, Federal agencies, and Executive Branch officials.

Dates: HNBA Board of Governors votes on advocacy initiatives each December; January to May logistics and resolutions are finalized; advocacy meetings are in May

Leadership: VP of External Affairs with National Office support

Data: 2022 advocacy priorities included initiatives related to immigration reform, family unification, voting rights, criminal justice reform, mental wellness, judicial diversity, Puerto Rico’s economic recovery, and judicial security.
Since its organization in 1992, the Coalition of Bar Associations of Color (CBAC) serves as a collective voice on issues of mutual interest and common concern to the national legal communities represented by its five-member bar associations: the Hispanic National Bar Association (HNBA), National Asian Pacific American Bar Association (NAPABA), National Bar Association (NBA), the South Asian Bar Association of North America (SABA-NA), and National Native American Bar Association (NNABA). The leaders of the coalition convene annually to ensure active and continuing collaboration between the bar associations, including working together on important advocacy issues to present leaders on Capitol Hill and in the Administration for our communities and members.

**Date:** Program pre-planning and logistics begin in November; program in February

**Leadership:** Bars rotate organizing this event. HNBA coordinated CBAC in 2018 and 2022.

**Data:** CBAC2022 resolutions included initiatives supporting judicial security, mental health responses to hate and discrimination, investigations of scientists of Chinese origin, human rights abuses at Indian boarding schools, immigration reform and executive action, judicial diversity, and voting rights.
Judicial & Executive Endorsements

The HNBA has robust vetting and endorsement programs for judicial and executive branch candidates who seek the organization’s endorsement. The principal goal in endorsing candidates for judgeships is to promote the selection of qualified Hispanic judges across the country with an emphasis on the federal courts. The principal goal in endorsing candidates for appointed (not elected) federal executive positions such as general counsel of federal departments and agencies, U.S. Attorneys, and other posts in the U.S. Department of Justice is to promote the selection of qualified Hispanics for such roles. The HNBA endorses candidates who have demonstrated a commitment to equal treatment of all litigants, the fair administration of justice and the rule of law, and who have been involved in, supportive of, and responsive to issues, needs, and concerns impacting the Hispanic community.

**Dates: Throughout the year**

**Leadership: Board & Committee Leadership**

**Data:** HNBA has vetted over 100 judicial and executive candidates during the Biden Administration. In 2022, HNBA has endorsed 24 candidates for judicial and executive positions.
Launched in 2018, the Su Dinero program is offered in partnership with Prudential. The program provides education and strategies intended to promote the economic empowerment of Hispanic legal professionals and our communities.

Program participants have access to a variety of information, educational materials, and financial tools to achieve overall financial wellness for themselves, their families, and even future generations. This important two-prong program also features an online tool that allows participants to access digital financial wellness content as well as virtual and in-person educational seminars. Among other targeted topics, the Su Dinero curriculum focuses on key financial concepts such as budgeting, debt management, protection of assets, tax implications of investment decisions, preparing for retirement and creating a financial legacy for your loved ones.

**Date:** During Corporate Counsel Conference, Annual Convention, and virtually throughout the year

**Leadership:** National Office

**Data:** Since its inception in 2018, the Su Dinero program has provided financial literacy information and resources to 639 Hispanic legal professionals, law students, and community members.
QUESTIONS?

HNBA/VIA NATIONAL OFFICE

Alba Cruz-Hacker, HNBA COO & Executive Director and HNBA VIA Fund President
ACRUZHACKER@HNBA.COM

Erika Lopez-Tello, HNBA/VIA Director of Operations
FLOPEZTELLO@HNBA.COM

Carla Martin, HNBA/VIA Director of Programs
CMARTIN@HNBA.COM

Grace Leroy, HNBA/VIA Communications and Membership Services Manager
GLEROY@HNBA.COM

2020 Pennsylvania Ave. NW, Ste. 279, Washington, DC 20006
www.hnba.com