



CCC2023 Agenda

THURSDAY, March 9, 2023 – SATURDAY, March 11, 2023

All times listed are Mountain Standard Time (MST)

The HNBA/VIA sought Continuing Legal Education (CLE) credits for eligible sessions in various states. Credit hours are estimated and are subject to each state's approval and credit rounding rules. There may be sessions that do not meet accreditation requirements in certain jurisdictions. All sessions submitted for CLE accreditation are indicated with a + after the session title.

Sessions with a 🗝 after the title require pre-selection and/or pre-registration and are not open to all CCC2023 registrants.

WEDNESDAY, MARCH 8, 2023

Updated as of 1/24/2023 10:12 AM

4:00 PM – 5:00 PM	CCC2023 Law Student Volunteer Orientation 🗝️
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THURSDAY, MARCH 9, 2023

8:00 AM – 6:00 PM	PODER25™ – Sponsored by DLA Piper 🗝️
12:00 PM – 5:00 PM	Registration
6:30 PM – 9:00 PM	Welcome Reception
9:30 PM – 11:30 PM	Young Lawyers & Law Students Networking Reception

FRIDAY, MARCH 10, 2023

8:00 AM – 5:00 PM	Registration		
8:00 AM – 9:00 AM	Friends of Bill W. Meeting		
9:00 AM – 9:30 AM	Plenary Breakfast		
9:30 AM – 10:45 AM	CCC2023 OPENING PLENARY		
10:00 AM – 4:00 PM	Exhibitor Showcase		
11:00 AM – 12:15 PM	CONTINUED LEGAL EDUCATION PANELS		
Advocacy & Litigation Track – Panel #1 +	Corporate Counsel Track – Panel #1 +	The Art of Successful Lawyering Track – Panel #1 +	Public Interest, Government, Nonprofit, and Military Track – Panel #1 +
<p><i>Fending Off Mass Arbitration: Preventive and Responsive Defense Strategies</i></p> <p>Mass arbitration is a new tactic of plaintiff's firms that file hundreds or thousands of arbitration demands against a</p>	<p><i>When Two Worlds Collide: Wage Transparency Laws, RIFs, and other Challenges Facing US Employers Hiring Foreign Talent in 2023</i></p> <p>Immigration and employment law are two parallel and equally complex areas of law. When they</p>	<p><i>Which Way? Tips for Navigating a Legal Career & Non-linear Legal Careers</i></p> <p>Many of us are confident in the legal career we'd like to pursue but not all of us. Join the panel of experienced attorneys to discuss</p>	<p><i>Martha's Vineyard and Beyond: Current Immigration Issues</i></p> <p>On September 14, 2022, approximately 50 migrants were dropped off unannounced to Martha's Vineyard via two charter planes, dispatched by Florida</p>

<p>company simultaneously in hopes of leveraging the prospect of arbitration fees to force a settlement. Massive fees, unfavorable processes for mass arbitration filings, and a judiciary that has been largely unreceptive to companies & challenges to such filings have emboldened the plaintiff's bar. Indeed, threats of initiating mass arbitration filings alone have extracted eight- and nine-figure settlements from some companies.</p> <p>This panel will discuss the development of this phenomenon following U.S. Supreme Court precedent blessing arbitration clauses and class action waivers in consumer and employment agreements, best practices for efficiently managing mass arbitrations, recent court challenges to mass arbitration filings, and how companies can revise their arbitration provisions to mitigate the risks of mass arbitration.</p>	<p>intersect, this can create compliance and other legal challenges for employers. A panel of Employment law and Immigration law specialists will discuss the latest employment law developments and their impact on US businesses hiring foreign workers.</p>	<p>tips on navigating a legal career. Discussion will be focused on what law students can do to prepare but also how lawyers can pivot their career trajectories. We will discuss how to embrace a non-linear career path and still get the job you want or practice in different fields; How to make the transition from government to private practice, from litigation to privacy, or from law firm to in-house; and how to seamlessly navigate the complexities of an ever-changing world and profession.</p>	<p>Governor Ron DeSantis. As soon as news spread, legal advocates and community members stepped up to provide assistance and legal support to the families. This panel will explore legal perspective on the crisis and discuss what unfolded on Martha's Vineyard, the mobilization efforts on the ground, and the legal action being taken in response to assist the asylum-seekers individually, as well as collectively, through a federal class action lawsuit filed on behalf of the affected migrants by Lawyers for Civil Rights. Panelists will also provide an overview of general immigration trends, including recent developments at the border and the important role played by private counsel in pro bono cases.</p>
<p>12:15 PM – 12:45 PM</p>	<p>Plenary Lunch</p>		
<p>12:45 PM – 2:00 PM</p>	<p>AFTERNOON PLENARY: <i>Rompiendo Barreras/Breaking Barriers: The Inclusion of Hispanic Attorneys with Disabilities in the Post-Pandemic Workplace and in the Legal Profession</i></p> <p>Disabilities, both visible and invisible, remain a highly stigmatized topic for many employers and as individuals leave academia and join the workforce, many are faced with discrimination during the hiring process and lack of</p>		

	reasonable accommodations that impact their performance and livelihood. This plenary session focuses on promoting accessibility and reasonable accommodations afforded in academic spaces to the workplace. This panel seeks to discuss the ways in which these maladies can be addressed from the perspectives of leaders who have lived experience as disabled individuals fighting for greater accessibility for all of us. The speakers are leaders in the Diversity, Equity, and Inclusion field with a specialization in disability and access. They bring decades of legal, governmental, and academic experience in the field of disability inclusivity and accommodations.		
2:15 PM – 3:30 PM	CONTINUED LEGAL EDUCATION PANELS		
Advocacy & Litigation Track – Panel #2 +	Corporate Counsel Track – Panel #2 +	The Art of Successful Lawyering Track – Panel #2 +	Public Interest, Government, Nonprofit, and Military Track – Panel #2 +
<i>Climate Change Risks and Exposures</i> With climate change concerns on the rise, companies across industries are facing potentially serious first-party risks and third-party liability exposures. Navigating this landscape with an increased emphasis on Environmental Social Governance (ESG) also raises challenges for companies. This panel will discuss these potential climate change exposures, best practices for companies facing these challenges, and insurance strategies to help mitigate these risks.	<i>Blockchain and Intellectual Property Trends</i> This program will provide an update on the intersection of blockchain, digital assets, and intellectual property and the legal implications corporate counsel should know about. We will also discuss what are the opportunities/challenges posed by this new technology? What are Use Cases? Where are the opportunities: Stable coins, currency fluctuations, remittances, royalties, tracing ownership, shipping/logistics, NFTs, Digital Art, collectibles, IP, AML, and KYC.	<i>Mental Health in a (sort of) Hybrid World</i> This panel will focus on advocacy and litigation issues related to mental health law, especially in light of the increased psychological distress brought on by the pandemic and crises of the past two years. The panel will include an overview of pending legislation and implications for the LatinX/Hispanic community across various areas and industries, including increased awareness about mental health, the critical need for support and services and the role that businesses play in encouraging open dialogue and help-seeking behaviors.	<i>What to Expect in the New Congress and in Key States</i> As a result of the November 2022 congressional elections, we entered a new political environment in January 2023 with a divided Congress in Washington, D.C. As President Biden starts the final two years of his term, we will discuss what to expect from a GOP controlled House and a Democratic controlled Senate. We will also discuss some key states in the U.S. and what may be in store for them in light of the November 2022 elections.
2:15 PM – 3:45 PM	HNBA/VIA SU DINERO™ – Sponsored by Prudential <u>PRESENTER:</u> Silvia Tergas, Financial Planner, Prudential Advisors, Washington, DC		
3:30 PM – 5:00 PM	Diverse Recruiting Meet & Greet – Sponsored by Apple 🗝️		

3:30 PM – 5:00 PM	HNBA <i>Familia</i> Networking Events (For All CCC2023 Attendees)	
5:30 PM – 7:00 PM	CCC2023 VIP Reception 🗝️	
7:00 PM – 9:30 PM	Top Lawyers Under 40 Awards Reception	Off-site: Heard Museum

SATURDAY, MARCH 11, 2023			
8:00 AM – 3:00 PM	Registration		
8:00 AM – 9:00 AM	Friends of Bill W. Meeting		
9:00 AM – 9:30 AM	Plenary Breakfast		
9:30 AM – 10:45 AM	Latina Commission Plenary		
10:00 AM – 2:00 PM	Exhibitor Showcase		
11:00 AM – 12:15 PM	CONTINUED LEGAL EDUCATION PANELS		
Advocacy & Litigation Track – Panel #3 +	Corporate Counsel Track – Panel #3 +	Public Interest, Government, Nonprofit, and Military Track – Panel #3 +	Legal Trends Track – Panel #1 +
<p><i>So, you want to be an Energy Lawyer?</i></p> <p>Energy plays a significant role in worldwide geo-politics and in virtually every facet of the global economy. This requires lawyers of diverse backgrounds, practices and experiences. The panel will provide an insight into the meaning of "energy law", the roles energy lawyers play, the expertise necessary for energy</p>	<p><i>EQ in IP—Building In-House/Outside Counsel Relationship in IP</i></p> <p>This panel will discuss tips for managing and building a successful long-term relationship between in-house and outside IP counsel. Topics will include tips on frequency and tone of work-product communications, setting goals and expectations, and engaging one another for feedback. Panelists will also share</p>	<p><i>The Fourth Branch of Government: State Attorneys General and Why They're Different</i></p> <p>The panel will focus its discussion on the topic of the State Attorneys General, how they organize, what their focus areas are, and strategies that companies can employ to prepare themselves for possible enforcement actions from the States' top lawyers.</p>	<p><i>The Evolution of Anti-Corruption Compliance: Best Practices for a Successful Anti-Corruption Compliance Program</i></p> <p>Topics to be discussed will be recent enforcement actions under the FCPA and the UK Bribery Act. (US v. Glencore International AG, US v. GOL LINHAS A&E; REAS INTELIGENTES S.A., US v. The Goldman Sachs Group, Inc., US v. Herbalife Nutrition LTD). The panel will discuss how those recent</p>

<p>law, and ways to either expand your practice or get involved in this exciting, impactful and transitioning field.</p>	<p>their perspectives on the IQ and EQ skills they seek from their counterparts, whether related to IP litigation, transactions, or other related work.</p>		<p>actions, coupled with recent guidance issued by the DOJ, have impacted their compliance programs. Panelists will share their perspectives on what makes a successful anti-corruption program.</p>
<p>12:15 PM – 12:45 PM</p>	<p>Plenary Lunch</p>		
<p>12:45 PM – 2:00 PM</p>	<p>AFTERNOON PLENARY: The United States-Mexico Partnership and the Role of the HNBA The HNBA began its life as a local organization of lawyers from California. The HNBA has since cultivated a national reputation, reach, and impact. At the same time, the HNBA recognizes the immense number and talent of Hispanic lawyers who practice internationally. These international lawyers are an integral part of the legal profession with whom we should ally on issues of common interest. The HNBA recently recreated Special Committee for Foreign Trained Attorneys. The timing is rich with meaning. The United States and Mexico recently celebrated 200 years of diplomatic relations and the HNBA just celebrated its 50th anniversary. In the words of President Biden, “[a]s the closest of neighbors and friends, we share a set of values that form the root of our strength. We share an enduring commitment to freedom, democracy, and rule of law. And we share a strong and deepening economic and security partnership that has made North America the most competitive and dynamic region in the world.” This Plenary will examine the vital partnership between Mexico and the United States and the role that the HNBA can play to strengthen ties between U.S. lawyers, businesses, and non-profits with their counterparts in Mexico.</p>		
<p>2:15 PM – 3:30 PM</p>	<p>CONTINUED LEGAL EDUCATION PANELS</p>		
<p>Advocacy & Litigation Track – Panel #4 +</p>	<p>Corporate Counsel Track – Panel #4 +</p>	<p>The Art of Successful Lawyering Track – Panel #3 +</p>	<p>Legal Trends Track – Panel #2 +</p>
<p>Protecting Competitive Interests in a World Without Non-Competes</p> <p>With states increasingly curtailing - and even penalizing - the use of non-compete agreements, businesses must look for other means of protecting themselves against unfair competition. This panel will explore the changing landscape in state law and discuss the remaining legal</p>	<p>ESG Trends: What Corporate Counsel Needs to Know</p> <p>Following the unprecedented market and policy momentum behind ESG in 2022, investors, corporate boards, and government leaders have raised expectations for progress on climate pledges in 2023 and beyond. Alongside climate, biodiversity, and other environmental concerns, social issues appear poised to remain in the spotlight, particularly as they</p>	<p>Navigating Attorney Client and Work Product Privilege in a Hyper-Communication Pandemic State</p> <p>The pandemic has driven more and more employees to work remotely, increasing the use of virtual recorded meetings, email, text, and internal company direct messages. Maintaining and ensuring these relevant communications are covered by the attorney-client and/or work-product privilege pose a tremendous challenge for in-</p>	<p>The Pay Gap is Real: Is Pay Transparency the Gamechanger Needed?</p> <p>This panel will discuss gender and racial pay gap issues that affect the workplace. New pay transparency legislation in several states may help narrow the pay gap issue, but have significant implications for employers. This panel will address recommendations for addressing pay gap issues, and whether</p>

<p>tools available to businesses. We will explore how businesses can draft and enforce enhanced non-solicitation, non-disclosure, and other provisions in ways that stay ahead of recent trends in competition law while maintaining hard-earned competitive advantages - perhaps even more efficiently than the status quo ante.</p>	<p>are increasingly woven into broader ESG discussions.</p>	<p>house counsel. Educating your internal client is at an all-time high.</p> <p>This panel will discuss and provide insight on:</p> <ul style="list-style-type: none"> • The current state of the attorney-client and work product privilege • How to mitigate the risk of breaching these privileges • The dangers with improperly using emails and text messages • Overseeing HR or internal audit investigations • Recent corporate and individual embarrassments 	<p>transparency is truly the key to solving these issues.</p>
<p>3:00 – 5:00 PM</p>	<p>Speed Networking and Corporate Connections Program & Reception 🗝️</p>		
<p>6:30 PM – 7:30 PM</p>	<p>Gala Reception</p>		
<p>7:30 PM – 12:00 AM</p>	<p>Gala Dinner & Closing Celebration</p>		