2025 CMCP Annual Business Conference

TITLE: C3 Reimagining the Future: Strengthening the Pipeline for a More Inclusive Legal Profession

DATE & TIME: September 11, 2025; 3:45 pm - 5:00 pm

LOCATION: Hyatt Regency Downtown San Francisco SOMA - 50 3rd St., SF 94134

SESSION DESCRIPTION: Join us for a candid and solutions-driven conversation about the systemic barriers that impact the legal talent pipeline—from early education to professional practice. This session will explore how institutions and individuals alike can reimagine and strengthen the path to a more inclusive legal profession. Attendees will leave with actionable strategies to enhance pipeline programs and practical steps in-house counsel and law firm attorneys of all sizes can take to foster lasting change.

SPEAKERS:

- Moderator: Kristi Nevarez (Fragomen Worldwide)
- Panelists:
    - Jonathan Hicks (Netflix)
    - Cindy Lopez (LEAP)
    - Thiadora Pina (Santa Clara School of Law)

MCLE Written Materials

📰 Articles

Monica Martinez, *New Report: Mapping California's Higher Ed Advocacy Coalitions*, Evelyn & Walter Haas, Jr. Fund (Perspectives blog) (June 17, 2025), available at https://www.haasjr.org/perspectives/new-report-mapping-californias-higher-ed-advocacy-coalitions. Evelyn and Walter Haas, Jr. Fund

The State Bar of California, *The State Bar of California's Biennial Report to the Legislature on Policies and Activities to Enhance Access, Fairness, and Diversity in the Legal Profession and the Elimination of Bias in the Practice of Law: 2024-2025* (Mar. 30, 2025), pursuant to Cal. Bus. & Prof. Code § 6001.3, available at https://www.calbar.ca.gov/Portals/0/documents/reports/State-Bar-Biennial-Access-Fairness-Diversity-Report-2025.pdf. California State Bar

U.S. Department of Justice, Office of the Attorney General, *Guidance for Recipients of Federal Funding Regarding Unlawful Discrimination*, Memorandum for All Federal Agencies (July 29, 2025), available at https://www.justice.gov/ag/media/1409486/dl?inline=&utm_medium=email&utm_source=govdelivery

Travis Whitsitt, *Diversity Initiatives in BigLaw: Are Firms Walking the Talk in 2025?*, Vault Law Blog (Feb. 4, 2025), available at https://vault.com/blogs/vaults-law-blog-legal-careers-and-industry-news/diversity-initiatives-in-biglaw-are-firms-walking-the-talk-in-2025. Vault+1