



2026 WOMEN OF CMCP & MEN OF CMCP SUMMITS RECAP

Golden Gate Club at The Presidio

San Francisco

April 21-22, 2026



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FROM THE EXECUTIVE DIRECTOR

It is my great pleasure to reflect on the extraordinary energy, insight, and connection that defined the 2026 Women of CMCP and Men of CMCP Summits. Over two powerful days, our community came together at the Golden Gate Club at the Presidio in San Francisco to engage in meaningful dialogue, share lived experiences, and deepen relationships that will continue to shape the future of our profession.

These Summits are more than programs—they are spaces where authenticity meets opportunity. From candid conversations about leadership and career growth to dynamic discussions on culture, inclusion, and innovation, each session reinforced the strength and brilliance within our community. What stood out most was not only the caliber of our speakers, but the openness, generosity, and engagement of every attendee in the room.

Each participant also left with 2.5 hours of MCLE credit, a reflection of CMCP's commitment to delivering programming that is both meaningful and professionally valuable.

To our sponsors, speakers, planning committee members, and participants—thank you. Your commitment to showing up, leaning in, and investing in one another is what makes CMCP so impactful.

As we move forward, may the connections sparked and lessons shared continue to inspire action, elevate voices, and expand opportunity across our profession. Together, we are building something powerful.

Tracey Broadhead
CMCP Executive Director

2026 Women of CMCP SUMMIT

APRIL 21, 2026 | SAN FRANCISCO



Chloe Jackman Photography

2026
Women
of CMCP SUMMIT
APRIL 21, 2026 | SAN FRANCISCO



Chloe Jackman Photography



AGENDA

11:00 AM - 12:45 PM

FORUM

Staying Power or Strategic Exit? Knowing When to Push Through—and When to Pivot

1 Hour of Recognition & Elimination of Bias MCLE Credit

12:45 PM - 2:15 PM

GROUP PHOTO & LUNCH

Relationship Building in Action

2:15 PM - 3:45 PM

CONCURRENT SESSION A

Rooted & Rising: Leading with Purpose in Times of Change

1.0 Hour of General + 0.5 Hour of Wellness Competence MCLE Credit

2:15 PM - 3:45 PM

CONCURRENT SESSION B

From Counsel to Catalyst: Architecting Sponsorship & Board-Level Influence

1.0 Hour of General + 0.5 Hour of Recognition & Elimination of Bias MCLE Credit

3:45 PM -5:00 PM

RECEPTION

Celebrate, Connect, & Continue the Conversation

SPEAKERS



MARIE MA
Chief Legal Officer
ARTICULATE



ALYSON CABRERA
Partner
GORDON REES



D'LONRA ELLIS
Chief Legal Officer
ATHLETICS & QUAKES



IRENE LIU
Executive Director
STANFORD



BONNIE LAU
Partner
WILSON SONSINI



KRYSTAL DENLEY BOWEN
Chief Privacy Officer & VP
UBER



MICHELE DAVENPORT
CEO
MOSAIC COACHING SOLUTIONS



BEBATRIZ MEJIA
Partner
COOLEY LLP



VANESSA YEN
Partner
MINTZ



JAN KANG
VP, Legal & People Ops
TAARA CONNECT, INC.



PAMELA LUJAN
VP & Assistant General Counsel
OPPORTUN



PEGGY OTUM
Partner
WILMER HALE

SESSION DESCRIPTIONS

FORUM

Staying Power or Strategic Exit? Knowing When to Push Through—and When to Pivot

Senior women leaders are often praised for resilience—but rarely given space to interrogate when resilience serves us and when it silently costs us. In this candid, experience-driven conversation, distinguished general counsel and managing partners explore how to distinguish “hard but healthy” professional challenges from environments that signal deeper structural or cultural misalignment.

Designed for attorneys at all career stages, this session offers early-to-mid-career lawyers a rare opportunity to learn how experienced leaders think about career decisions long before the stakes are highest. Panelists will unpack how to recognize objective indicators versus temporary stress, imposter syndrome, or early-career self-doubt; how career stage, identity, and personal priorities shape what “worth it” looks like; and how to evaluate whether a role, team, or organization is helping you build the skills, credibility, and trajectory you want.

For those who have faced pivotal decisions—whether choosing to stay, push through, or move on—panelists will share what they learned, what they might have done differently, and how early awareness can prevent misalignment later. This session reframes reassessment not as failure or flight, but as a strategic leadership skill—equipping attendees with practical frameworks to make thoughtful, values-aligned career choices with greater clarity, confidence, and agency.

SPEAKERS: Marie Ma (Moderator), D’Lonra Ellis, Irene Liu, and Alyson Cabrera

FROM THE ATTENDEES:

“All of the sessions were informative and I took away nuggets from each one that will help me in approaching plans I have been considering for my career.”

SESSION DESCRIPTIONS (CONT.)

CONCURRENT SESSION A

Rooted & Rising: Leading with Purpose in Times of Change

As workplace cultures, expectations, and language continue to evolve, many professionals are navigating a quiet but profound question: *How do I remain true to who I am and what I stand for while still advancing, leading, and making an impact?*

This powerful conversation creates space for Women of CMCP to explore how to stay grounded in purpose and identity during periods of organizational and societal change. Drawing on real-world leadership experiences and research on emotional, mental, and social resilience, panelists will share how they sustain clarity, courage, and effectiveness—even when the environment around them is shifting.

Together, we will examine how to:

- Lead in alignment with your values without overextending yourself
- Navigate internal conflict and uncertainty with strength and intention
- Maintain energy, focus, and purpose in demanding environments
- Support teams and communities through change in ways that are constructive and forward moving
- Translate personal commitments into everyday actions that shape culture and opportunity

This session is not about standing still—it is about remaining rooted so you can continue to rise, lead, and create impact.

Participants will leave with:

- A deeper understanding of what resilience looks like in today's legal landscape
- Practical strategies for sustaining authenticity and effectiveness
- Language and frameworks for advancing meaningful cultural progress within their spheres of influence
- Renewed clarity, community, and confidence in their leadership journey

SPEAKERS: Bonnie Lau (Moderator), Beatriz Mejia, Michele Davenport, and Krystal Bowen

SESSION DESCRIPTIONS (CONT.)

CONCURRENT SESSION B

From Counsel to Catalyst: Architecting Sponsorship & Board-Level Influence

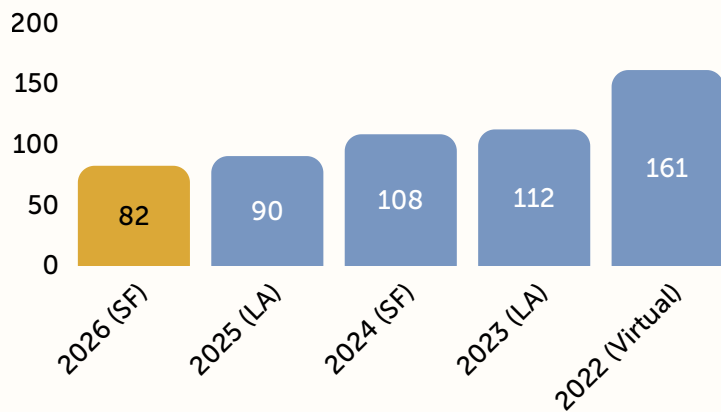
Mentorship matters - but sponsorship is often what drives real advancement, especially for women of color. This session breaks down how to transition to sponsorship, and intentionally build the relationships that lead to meaningful opportunities. Attendees will hear practical examples and case studies on how women of color can leverage influential networks to increase visibility even in the absence of a sponsor, access stretch opportunities, and position themselves for C-suite and board roles—while also exploring how innovation and strategic relationship-building can accelerate career growth.

- Sponsorship v. Mentorship
 - While mentorship provides the blueprint, sponsorship provides the key to the room. Why "being mentored" is often a plateau, and how to pivot into a sponsorship relationship where your sponsor's reputation is actively staked on your success.
 - Bridging the gap between being "well-liked" and being "well-positioned."
 - Attorneys will master the art of converting social capital into career equity, focusing on moving from passive mentorship to active, risk-sharing advocacy.
- Building Networks
 - How to "lead from where you are" by building horizontal alliances and institutional influence when a traditional senior sponsor isn't yet in the room.
 - Visibility as Currency: Practical frameworks for securing high-stakes "stretch" assignments and board-level exposure.
 - Using disruptive relationship-building to bypass traditional gatekeepers and accelerate the path to partnership or the C-suite.
- Building Executive Gravity and Board Readiness
 - How to identify and secure "high-beta" assignments that provide the exposure required for C-suite and Board consideration.
 - Translating legal expertise into "Board Speak." We'll cover how to position your risk-mitigation skills as a strategic asset for governance and oversight roles.

SPEAKERS: Vanessa Yen (Moderator), Jan Kang, Pamela Lujan, and Peggy Otum

ATTENDEE OVERVIEW

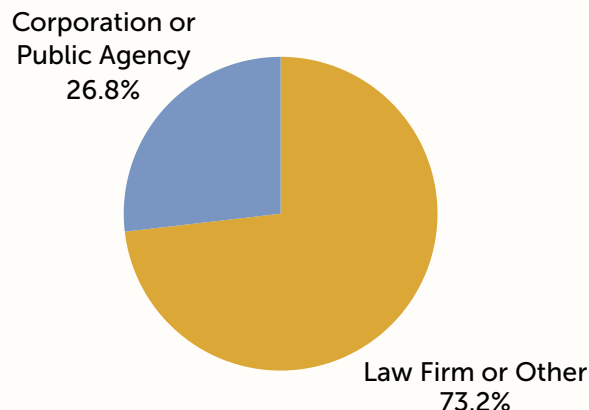
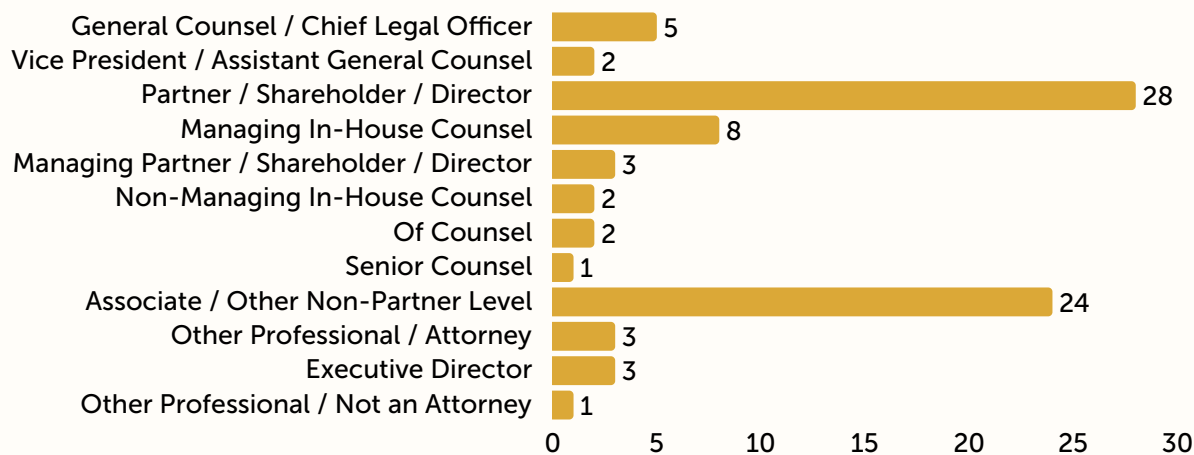
ATTENDANCE BY YEAR



YEAR PASSED THE BAR

1999 - earlier	8
2000-2010 (16 to 26 years of practice)	29
2011-2026 (first 15 years of practice)	44

ATTENDANCE BY ROLE & TYPE

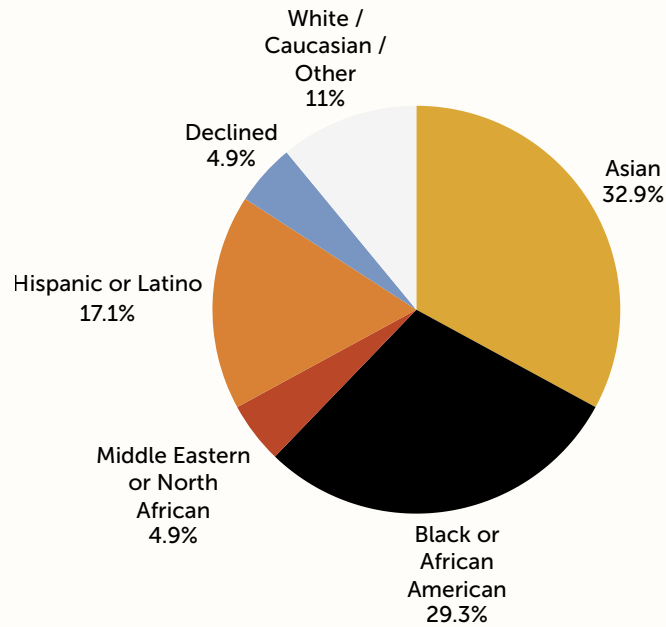


FROM THE ATTENDEES:

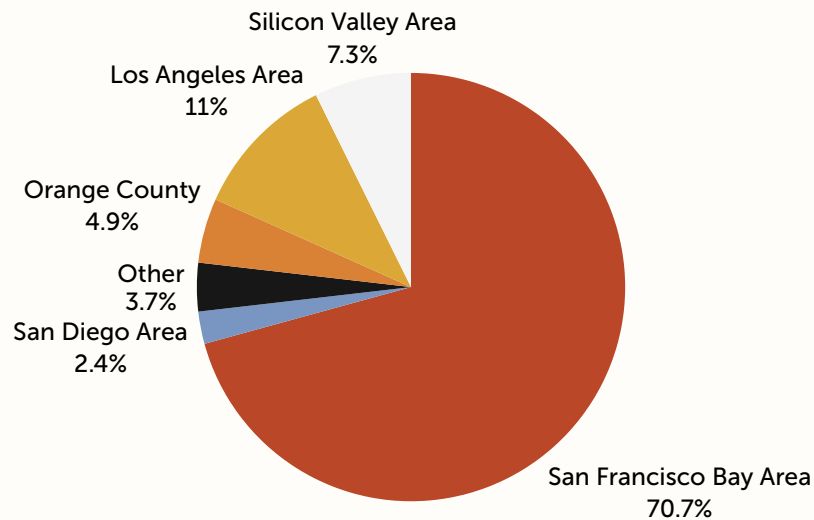
"Everything was excellent. I greatly appreciated the opportunities during the initial session and lunch to mingle and chat with new faces."

DEMOGRAPHICS

RACE / ETHNICITY



REGION / LOCATION



Men 2026
of CMCP SUMMIT
APRIL 22, 2026 | SAN FRANCISCO



Chloe Jackman Photography

Men 2026
of CMCP SUMMIT
APRIL 22, 2026 | SAN FRANCISCO



Chloe Jackman Photography



AGENDA

11:00 AM - 12:45 PM

FORUM

*Leading with Intention: Lessons from the Inside Seat -
A Conversation with Che Chang, General Counsel at
Open AI*

1 Hour of General MCLE Credit

12:45 PM - 2:15 PM

GROUP PHOTO & LUNCH

Relationship Building in Action

2:15 PM - 3:45 PM

SESSION

*Beyond the Seat at the Table: Converting Opportunity
into Influence*

1.5 Hours of General MCLE Credit

3:45 PM - 5:00 PM

RECEPTION

Celebrate, Connect, & Continue the Conversation

SPEAKERS



CHE CHANG
General Counsel
OPENAI



ERIC CASHER
Partner
REDWOOD PUBLIC LAW



DERRICK BOSTON
President
GOLDEN ARROW ADVISORS



DAVID MARTINEZ
Partner
ROBINS KAPLAN



ABIEL WONG
Managing Counsel
CHEVRON CORPORATION

FROM THE ATTENDEES:

"Each of the speakers provided valuable insights."

SESSION DESCRIPTIONS

FORUM

Leading with Intention: Lessons from the Inside Seat - A Conversation with Che Chang, General Counsel at Open AI

In this intimate fireside chat, Che Chang reflects on his leadership journey—from early career decisions to navigating complexity at the executive level. The conversation will explore how Che built credibility and influence over time, balanced ambition with authenticity, and learned when to speak, when to listen, and when to lead decisively. Attendees will gain insight into how trust is built in high-stakes environments, how leaders grow into influence, and how to remain grounded while operating at the highest levels of responsibility.

SPEAKERS: Eric Casher (Moderator) and Che Chang

GENERAL SESSION

Beyond the Seat at the Table: Converting Opportunity into Influence

This topic focuses on practice strategies for advancement, including promotion pathways, origination credit, sponsorship, and leadership developments. In particular, panelists will discuss their upbringing in their organization, how they got a seat at the table, and how they were able to leverage that seat at the table to where they are now. Panelists will examine how to navigate organizational dynamics, increase visibility and influence, and how to lead authentically while driving institutional success.

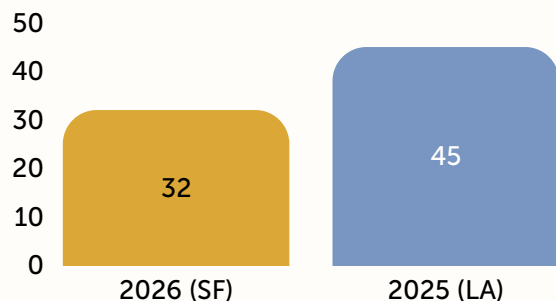
SPEAKERS: Andres Michel (Moderator), David Martinez, Derrick Boston, and Abiel Wong

FROM THE ATTENDEES:

"I found the discussion between Che Chang particularly well moderated and thought-provoking."

ATTENDEE OVERVIEW

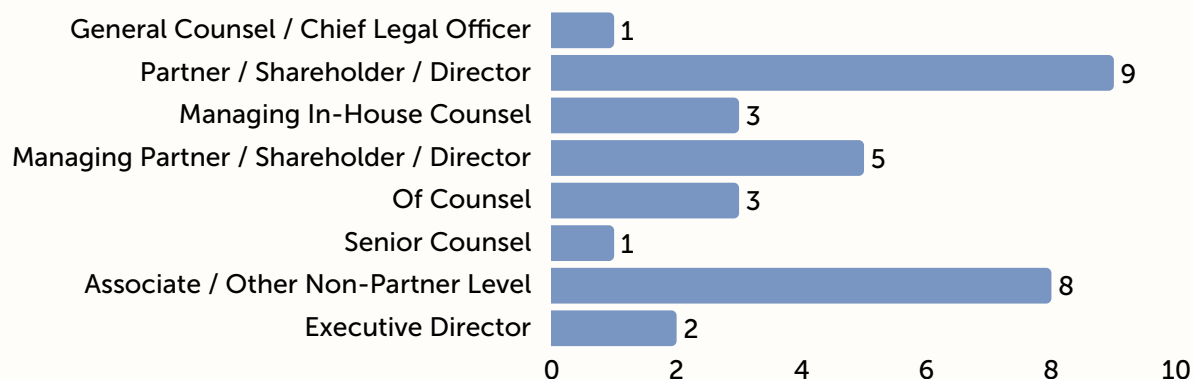
ATTENDANCE BY YEAR



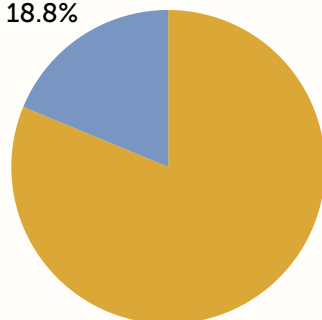
YEAR PASSED THE BAR

1999 - earlier	6
2000-2010 (16 to 26 years of practice)	7
2011-2026 (first 15 years of practice)	18

ATTENDANCE BY ROLE & TYPE



Corporation or
Public Agency
18.8%



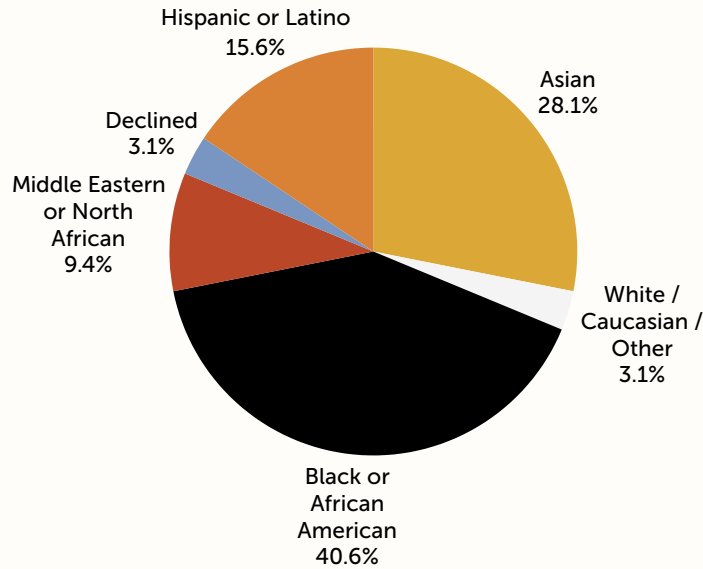
Law Firm or Other
81.3%

FROM THE ATTENDEES:

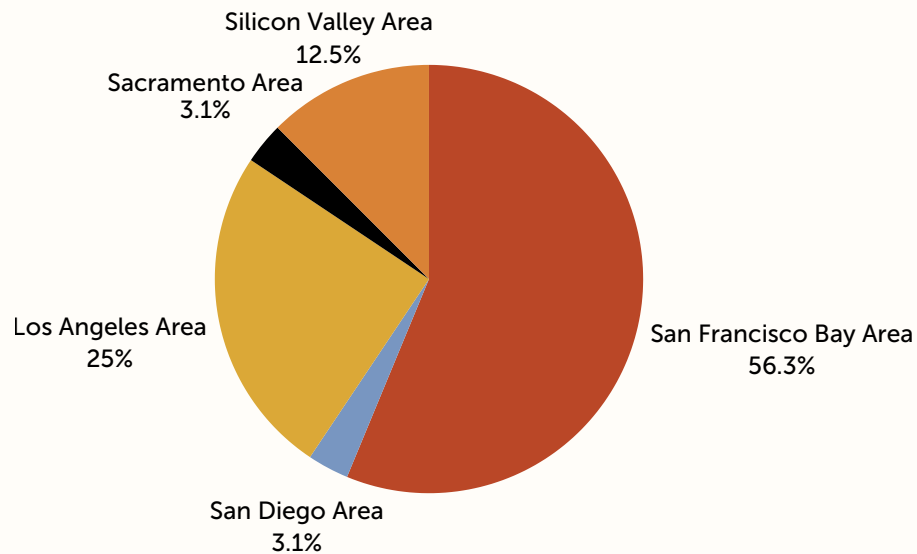
"Break-out sessions were useful for encouraging group discussions."

DEMOGRAPHICS

RACE / ETHNICITY



REGION / LOCATION





THANK YOU PLANNING COMMITTEE

WOMEN OF CMCP SUMMIT PLANNING COMMITTEE

- **Heather Horn** | Attorney, *Seyfarth Shaw LLP*
- **Monique Jewett-Brewster** | Partner & Financial Services Group Leader, *Lathrop GPM LLP*
- **Nakeena Taylor** | Senior Director, *CZI*
- **Natassia Kwan** | Special Counsel, *Sheppard Mullin LLP*
- **Nicole Diaz** * | Associate General Counsel, *OpenAI*
- **Nioura Ghazni** | Partner, *Sheppard Mullin LLP*
- **Preeti Singh** | Head of Insurance Legal / RCL, *Google*
- **Rasha Gerges Shields** * | Partner, *Jones Day*

MEN OF CMCP SUMMIT PLANNING COMMITTEE

- **Andres Michel** | Senior Counsel, *Wilson Turner Kosmo LLP*
- **James Sargent** | Partner, *Glaser Weil*
- **Kenneth Trujillo-Jamison** * | Managing Partner, *Willenken LLP*
- **Paul Rivera** * | Special Counsel, *Cooley LLP*
- **Tommy Du** | Partner, *Robins Kaplan LLP*

* CMCP Board Member



THANK YOU SPONSORS

A sincere thank you to our incredible sponsors whose generous support made the 2026 Women of CMCP and Men of CMCP Summits possible. Your commitment to our mission and community is what allows us to create meaningful spaces for connection, growth, and leadership. We are deeply grateful for your partnership and look forward to continuing this journey together.

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