

2021 American Bar Association/State Bar of New Mexico Young Lawyers' Division Summit Legal Diversity & Inclusion Hackathon

The American Bar Association/State Bar of New Mexico Young Lawyers' Division Summit is working to hack the legal profession's toughest diversity and inclusion challenges.

WHAT IS A HACKATHON?

Hackathons are events where communities come together to exchange ideas about and work collaboratively to provide solutions to a common problem. Hackathons may produce multiple outcomes, including the analysis and visualization of new data, websites, apps, research designs, consensus documents, policy proposals, and plans for social interventions. While the goal of a hackathon is ostensibly to develop products, participants frequently cite their impact on cognitive horizons, social networks, and community-building.

Our main goal is to build on past and present efforts by the legal community and its component organizations to promote diversity and inclusion by creating a collaborative, diverse, and inclusive space for participants to come together. At the hackathon, teams will develop strategies that address key challenges facing the profession, build partnerships, and plans to move forward. This event and approach will not solve all the complex problems associated with diversity and inclusion, but it will help nudge us in the right direction.

HACKATHON CHALLENGE & TEAM TOPICS

How do we successfully recruit allies to the racial justice, equity, diversity, and inclusion (REDI) cause to change culture within the legal profession?

- How is "REDI" received in the profession?
- How can we make it better received, especially in less diverse or more geographically isolated parts of our communities?
- Who needs to come into these conversations but isn't here yet?
- How do we encourage lawyers to show up for the REDI movement?

HACKATHON AGENDA

- 3:00-3:10** Welcome, Introductions, & Ground Rules
- 3:10 – 4:30** HACK! Team breakouts & Hack Diversity Challenges/Topics (See Above)
- 4:30- 5:00** Presentation of Team Outcomes & Next Steps

RECOMMENDED READING MATERIALS

- <https://www.resourcesolutions.com/latest-news/allyship-diverse-hiring.html>
- <https://hbr.org/2020/11/be-a-better-ally>
- <https://www.pratt.edu/the-institute/diversity-and-inclusion/dei-allies/anti-racism-resources/>
- <https://www.saplinghr.com/blog/5-ways-to-get-employees-more-involved-in-your-dei-efforts>
- <https://www.greenhouse.io/blog/how-to-host-meaningful-dei-conversations-at-your-company>

TEAM LEADER BIOGRAPHIES

Tamara P. Nash (she/her)

Tamara P. Nash serves as a prosecutor in Sioux Falls, South Dakota. Her practice focuses on the prosecution of firearm and narcotics offenses. Tamara also serves as an adjunct Professor of Law at the University of South Dakota Knudson School of Law.

Outside of work, Tamara maintains her commitment to public service by remaining active in the South Dakota State Bar. Tamara is a past President of the South Dakota Young Lawyers Section (2018-2019). Tamara also represents South Dakota at the national level by volunteering within the American Bar Association Young Lawyers Division (ABA YLD). During the 2021-2022 bar year, Tamara will serve as Secretary of the ABA YLD.

Tamara holds a Bachelor of Arts degree in Social Sciences from Wayne State College (Wayne, Nebraska) where she graduated magna cum laude. She earned her Juris Doctor from the University of South Dakota Knudson School of Law (Vermillion, South Dakota) where she graduated with Honors in 2013.

J. Ryann Peyton (she/they)

Ryann serves as the Director of the Colorado Attorney Mentoring Program (CAMP), a program of the Colorado Supreme Court. A former litigator and a seasoned consultant and advocate on professionalism, diversity, and equity in the legal field, Ryann is a frequent commentator, presenter, and lecturer. Prior to joining CAMP, Ryann focused their law practice on civil litigation with an emphasis on LGBTQ+ families and civil rights. Ryann has been routinely recognized for their legal practice, most recently earning the 2019 American Bar Association Rosner & Rosner Young Lawyer Professionalism award. Ryann sits on the boards of several Colorado legal organizations and was recently appointed as President-Elect of the Colorado Bar Association. Ryann earned their law degree from the University of St. Thomas School of Law and holds an LLM and undergraduate degree from the University of Denver.

Jessica Perez (she/her)

Jessica Perez currently works as an Assistant District Attorney in Sandoval County within New Mexico. There, she primarily works as a felony trial attorney as well as manages the review of expungement cases and extraditions cases for the Sandoval Office. Within her local New Mexico YLD board, Jessica served as the Region 5 director and the 2020–2021 year vice-chair and has been involved with the division since her time in law school. In addition to her time with the New Mexico YLD, Jessica serves as a delegate for the State of New Mexico within the ABA YLD Assembly and serves as a board member on the ABA Women of Color Initiative. Jessica also had the privilege to be an ABA YLD Scholar for the 2020-2021 year where she was on the Wellness Committee and participated on the Commission on Sexual Orientation and Gender Identity.

Spencer Rubin (he/his)

Spencer is an associate in the Boulder office of Bryan Cave Leighton Paisner. Mr. Rubin represents emerging and established companies in technology and intellectual property transactions, including the licensing of proprietary software and cloud platforms, the commercialization of data products, the monetization of brands through an array marketing and advertising agency transactions, and the protection of personal information through the application of the privacy and security standards that today's global markets demand.

Not only committed to the success of his clients, Mr. Rubin is also invested in helping to foster a positive culture within BCLP. He is an active member of the global LGBTQ* Network and Lawyers Affinity Group, with fresh ideas for better internal engagement and community partnerships, and he sits on the firm's Wellness Committee for Colorado offices.