

16th Annual
**WOMEN AND THE LAW
CONFERENCE**

and
**RUTH BADER GINSBURG
LECTURE**



CONFERENCE PROGRAM

PURSuing EXCELLENCE: DIVERSITY IN HIGHER EDUCATION

February 5, 2016, 9:00am–5:00pm

THOMAS JEFFERSON
SCHOOL OF LAW
SAN DIEGO • CALIFORNIA

Welcome to the 16th Annual Women and the Law Conference and Ruth Bader Ginsburg Lecture. Today's event, *Pursuing Excellence: Diversity in Higher Education*, brings together leading scholars, educators, institutional leaders, and policymakers to examine how diversity in higher education both affects and is inspired by students, faculty members, and leaders.

The purpose of the conference is to share multidisciplinary perspectives on numerous facets of diversity. To that end, our featured speakers represent a range of academic disciplines, from Law to Sociology, and Medicine to Asian American Studies. We are also fortunate to have institutional, political, and judicial leaders available to share their insight and experience with us.

These speakers will highlight a number of critically important and timely topics, which together comprise much of the debate around diversity. While each panel focuses separately on students, faculty, and leadership, a number of overarching themes run throughout the conference as a whole. By day's end, we will have explored opportunities to facilitate educational access for undocumented and other underrepresented students, especially in light of both legislative and legal attacks on affirmative action, including Prop. 209 and *Fisher v. University of Texas*. We also will discuss novel efforts at training students in professional programs to better serve diverse populations. Our speakers will discuss challenges and opportunities facing underrepresented faculty members at predominantly white institutions and share best practices to nurture a diverse educational environment to best serve society as a whole.

One highlight of our annual conference is the Ruth Bader Ginsburg Lecture, which this year will be delivered by Bryant Garth, Chancellor's Professor at UC Irvine School of Law and Thomas Jefferson School of Law Trustee. His interdisciplinary lecture combines law with social science, drawing from the ongoing *After the J.D.* study to highlight the interplay of diversity, power, and hierarchy in the legal profession.

On behalf of the many individuals and groups who helped organize today's event, we thank you for attending and invite you to engage fully throughout the day. We look forward to learning from our incredibly knowledgeable speakers and the informative discussions during each panel's Question and Answer session. We hope to continue these productive conversations in the months and years to follow. Thank you for participating, and enjoy!

Meera E. Deo

Julie A. Greenberg

2016 Women and the Law Conference Co-Chairs

8:00–9:00 REGISTRATION

9:00–9:30 WELCOME & INTRODUCTORY REMARKS

Thomas Guernsey, Dean, Thomas Jefferson School of Law

Susan Tiefenbrun, Professor of Law, Thomas Jefferson School of Law

Meera E. Deo, Professor of Law, Thomas Jefferson School of Law

Susan Bisom-Rapp, Professor of Law, Thomas Jefferson School of Law

9:30–11:00 FACILITATING STUDENT DIVERSITY

Marisol Clark-Ibáñez, Professor of Sociology, Cal State University San Marcos

The Educational Journeys of Undocumented Latino Students: Promising Practices and Challenges

Youlonda Copeland-Morgan, Associate Vice Chancellor, Enrollment Management, UCLA

The Way Forward: Increasing Access Post Proposition 209

Rodney Fong, Professor of Law, University of San Francisco School of Law

Priming the Pipeline to Law School

Catherine Lucey, Professor and Vice Dean for Education, UCSF School of Medicine

Diversity as a Strategic Imperative for Schools of Medicine

MODERATOR: Maurice R. Dyson, Professor of Law, Thomas Jefferson School of Law

11:00–11:15 BREAK

11:15–12:45 RECRUITING & RETAINING DIVERSE FACULTY

Meera E. Deo, Professor of Law, Thomas Jefferson School of Law

The Ugly Truth about Legal Academia

Mary Ann Mason, Professor of Law and Co-Director of the Center on Health, Economic, and Family Security, UC Berkeley

Pregnancy Discrimination in STEM and other Academic Disciplines

Linda Trinh Vo, Professor of Asian American Studies, UC Irvine

Reconfiguring the Academy: Women of Color Faculty and the Politics of Inclusion

Shirley Weber, California Assemblywoman, Chair of the Assembly Select Committees on Higher Education and Campus Climate, former President of the San Diego Unified School District and Professor at SDSU

Legislative Update on Faculty Diversity

MODERATOR: Laura Padilla, Professor of Law, California Western School of Law

12:45–2:15 LUNCH

2:15–3:15 RUTH BADER GINSBURG LECTURE

Bryant Garth, Chancellor's Professor of Law, UC Irvine School of Law; former Dean at Southwestern Law School and Indiana University Maurer School of Law; and former Director of the American Bar Foundation
Diversity, Power, and Hierarchy in Legal Careers: An Empirical and Sociological Perspective

3:15–4:45 LEADERSHIP ROUNDTABLE

Toni Atkins, Speaker of the California Assembly

Adrian Gonzales, Interim Superintendent/President and Vice President of Student Services, Palomar Community College

Vallera Johnson, Administrative Law Judge

Susan Westerberg Prager, Dean, Southwestern Law School, former Dean at UCLA School of Law, and former Executive Director/CEO of AALS

MODERATOR: Julie A. Greenberg, Professor of Law, Thomas Jefferson School of Law

4:45–5:00 CLOSING

5:00–6:00 RECEPTION

RUTH BADER GINSBURG LECTURER



Bryant Garth is the Chancellor's Professor at the University of California Irvine School of Law, where he has been since 2012. He served as Dean of Southwestern Law School (2005-2012); Dean of the Indiana University, Bloomington School of Law (1986-90); and

Director of the American Bar Foundation (1990-2004). His scholarship focuses on the legal profession, the

sociology of law, and globalization. Two of his books (co-authored with Yves Dezalay), *Dealing in Virtue* (1996) and *Asian Legal Revivals* (2010), received the Herbert Jacobs Award as the best books in the field of Law and Society published that year. He served as co-editor of the *Journal of Legal Education* from 2011-14. He is on the Executive Coordinating Committee of the "After the J.D." project, the first longitudinal study of the legal profession; chairs the advisory committee of the Law School Survey of Student Engagement (LSSSE); and serves on the Board of the National Association of Law Placement Foundation (NALP).

SPEAKERS, MODERATORS, AND CONFERENCE ORGANIZERS



Toni G. Atkins has served in the California State Assembly since 2010, and was elevated to the top leadership post in 2014, when her colleagues unanimously elected her 69th Speaker of the California Assembly. Speaker Atkins represents the people of coastal

San Diego, from Imperial Beach, along the Mexican border, north to Solana Beach, and most of central San Diego.

She previously served for eight years on the San Diego City Council and became a stabilizing force during a tumultuous period in 2005, stepping in as Acting Mayor after the resignation of the mayor. Speaker Atkins is a coalition-builder who believes government policies can improve people's lives. She is a leading voice for affordable housing, a powerful advocate for women, and a champion for veterans and homeless people.

Prior to her election as Speaker, she held the position of Majority Leader. She chaired the Assembly Select Committee on Homelessness and served on committees on Agriculture, Housing and Community Development, Health, Judiciary, and Veterans Affairs, and on the Select Committee on Ports, and the Select Committee on Biotechnology, as well as the Joint Legislative Audit Committee.

Speaker Atkins was born in Virginia, earned her bachelor's degree in political science from Emory & Henry College, and completed the senior executive program at the John F. Kennedy School of Government at Harvard University.

Her life of public service began in San Diego in the mid-1980s as director of clinic services at Womancare Health Center. She became a staff representative of then-City Councilmember Christine Kehoe, later winning her mentor's council seat after Ms. Kehoe's election to the Assembly. She represented the City of San Diego in the local chapter of the League of California Cities; on the board of the Metropolitan Transit System; on the San Diego Association of Governments; on the Regional Housing Working Group; and on the San Diego River Conservancy.



Susan Bisom-Rapp (BS, JD, LLM, JSD), Professor of Law at Thomas Jefferson School of Law, is a scholar of comparative workplace law. She writes about globalization, equal employment opportunity, precarious employment, and occupational safety and health.

Her forthcoming book with co-author Malcolm Sargeant, *Disadvantage And Discrimination Against Women At Work: The Gendered Workforce* (Cambridge University Press 2016), explores the lifetime disadvantage experienced by working women, which leads to poor outcomes for them in retirement. She is also co-author of *The Global Workplace: International And Comparative Employment Law – Cases And Materials* (1st ed., Cambridge University Press, 2007; 2nd ed., Aspen, 2012), a groundbreaking text on the subject, and the author or co-author of numerous articles and book chapters.

A member of the American Law Institute since 2007, she serves on the Academic Advisory Board of the Doctoral Research School in Labour, Development and Innovation at the Marco Biagi Foundation, University of Modena and Reggio Emilia, Italy. She is a senior academic affiliate of the University of California, San Diego's Center for Research on Gender in the Professions, and also serves on the Employee Rights and Employment Policy Journal's Editorial Board. She is a member of Projét ZOGRIS, an international research group studying the rise of insecure employment, which is funded by an equality grant from the French government.

At the law school, she is faculty co-coordinator of the Employee Rights Self-Help Clinic. She teaches International and Comparative Employment Law, Public and Private Sector Labor Law, Employment Discrimination, Employment Law, and Torts.



Marisol Clark-Ibáñez is an Associate Professor in the Sociology Department at California State University San Marcos. She joined the faculty in 2003 and earned tenure in 2009. She is currently the Graduate Coordinator for the Master of Arts in Sociological

Practice. Her research interests focus on Latinos in education, childhood, immigration, and the law. Her new book, *Undocumented Latino Youth: Navigating Their Worlds*, focuses on the experiences of undocumented youth and adults across their educational journey and is based on a 7-year community project (Lynne Reinner 2015). She also publishes in the area of Teaching and Learning and was the inaugural e-Learning Faculty Fellow for CSUSM.

In 2014, she was awarded the CSUSM President's Outstanding Faculty Award for Teaching Innovation & Excellence. Her service to the university echoes a commitment to social justice and diversity. She was Ethnic Studies Coordinator and is on the Chicano Studies Planning Leadership Team. She has been involved in mentoring programs, student clubs and collaborative research efforts with first generation students, veterans, and students of color. As a Peruvian-American, she is dedicated to social justice issues in the community, especially as they relate to the diversity of experiences for Latinos in the United States. Dr. Clark-Ibáñez is a local leader in community efforts to bring awareness and training about undocumented students and families in North County San Diego.



Youlonda Copeland-Morgan

was appointed Associate Vice Chancellor for Enrollment Management at the University of California, Los Angeles in February 2012. In her role, she has primary responsibility for achieving undergraduate enrollment goals and oversees

Undergraduate Admission, Financial Aid and Scholarships, as well as outreach functions. She has been a recognized leader in higher education for more than 30 years. She served 9 years on the Board of Trustees of the College Board, including a two-year term (2008-2010) as Chair of the Board of Trustees. In 2009, she was appointed Vice Chair of the College Board's Advocacy and Policy Center, which was established with support from the Bill and Melinda Gates Foundation to help transform education in America. In 2010, Copeland-Morgan served as an expert witness in a Town Hall Meeting to Vice President Joe Biden on the White House Middleclass Task Force. She is currently serving a second three-year term on the Gates Millennium Scholars Advisory Council.

She has received several distinguished service awards from state, regional and national associations in recognition of her contributions to higher education. Copeland-Morgan is a member of the College Board's distinguished College Scholarship Service Hall of Fame, which honors 50 individuals who made significant contributions to the body of knowledge underpinning the financial aid profession since the College Board's inception. Prior to UCLA, Copeland-Morgan was at Syracuse University where she held the position of Associate Vice President of Enrollment Management.



Meera E. Deo (J.D., Ph.D.)

Professor Deo is an interdisciplinary scholar who utilizes empirical methods to interrogate trends in legal education, institutional diversity, and affirmative action. During the 2013-14 academic year, Professor Deo was a Visiting

Scholar with Berkeley Law's Center for the Study of Law & Society (Fall) and a Visiting Professor at UCLA School of Law (Spring). She is currently an Associate Professor at Thomas Jefferson School of Law in San Diego, California. Professor Deo holds a B.A. from the University of California, Berkeley; a J.D. from the University of Michigan Law School; and a Ph.D. in Sociology from the University of California, Los Angeles.

While a law student and young attorney, Professor Deo was an Intervening Defendant in the landmark affirmative action case *Grutter v. Bollinger*. She went on to practice civil rights law with the ACLU National Legal Department in New York City, where she worked on impact litigation involving privacy and cyberspace law. She was later Staff Attorney for Women's Health and Director of the Breast Cancer Legal Project at the California Women's Law Center, a statewide women's advocacy nonprofit based in Los Angeles. The National Science Foundation (NSF), the Paul & Daisy Soros Fellowship, and numerous University of California grants and awards supported her doctoral dissertation on social capital formation among members of law student organizations. Professor Deo currently serves on the Executive Committee for the AALS Section on Law and the Social Sciences and is an appointee to the California Commission on Access to Justice.

Professor Deo's interdisciplinary and empirical research on institutional diversity has been cited in numerous amicus briefs filed in the U.S. Supreme Court in *Fisher v. University of Texas, Austin* ("Fisher I" and "Fisher II") and *Schuetz v. Coalition to Defend Affirmative Action*. Her scholarship draws from original empirical research to investigate the law student and law faculty experience. She

has recently published multiple articles from her landmark Diversity in Legal Academia project, which examines how the intersectionality of race and gender affect tenure and promotion, work/life balance, institutional support, and other aspects of the personal and professional lives of American law faculty members. She is a regular speaker at national and regional conferences including those organized by the Association of American Law Schools (AALS), Law & Society, the American Sociological Association (ASA), and the Association for the Study of Higher Education (ASHE). Professor Deo's scholarship has been published in leading law journals including Fordham Law Review, Hastings Law Journal, Brooklyn Law Review, Michigan Journal of Race & Law, Harvard Journal on Racial & Ethnic Justice, and the Journal of Legal Education.



Maurice R. Dyson is an Associate Professor of Law at Thomas Jefferson School of Law. Following graduation from Columbia Law School as a Harlan Fiske Stone Scholar, Professor Dyson practiced law with the firm of Simpson Thacher & Bartlett where he

specialized in mergers and acquisitions, securities, and leveraged buyouts valued at approximately \$166 billion. Professor Dyson has also participated in landmark school finance litigation and in federal civil rights enforcement as a Special Projects team attorney for the U.S. Department of Education Office for Civil Rights (OCR), where he was recognized for his work in inter-district funding cases. A member of the Bar of the U.S. Supreme Court, he has also served as the national chairperson of the Association of American Law Schools (AALS) Section on Education Law, as a national executive board member of the AALS Section of Minority Groups, and as a program coordinator of the Merrill Lynch Philanthropic Foundation recognized by the White House. In addition, he has served as educational policy adviser to the Texas State Legislature Joint Select Committee on Public School Finance, and has taught law on the faculties of Columbia University, the City University

of New York, and Southern Methodist University Dedman School of Law.

Professor Dyson is the recipient of numerous awards including the prestigious King's Crown Award, the Kluge Award, the Albert Roothbert Endowment, the Lester A. and Stella Porter Russell Endowment, the Society of the Order of the Barristers, and the Taft Samuel Carpenter Award for Teaching Excellence. He is also included in the 50 under 50 most influential law professors national list. Professor Dyson has also published *Our Promise*, a new book analyzing educational policy, and numerous articles in education, civil rights, game theory, government, constitutional law, sociology, and critical race theory. He is also the faculty co-founder of the Crawford Legal Institute Mentorship Bond (CLIMB) program, an educational pipeline mentorship initiative with Crawford High School that recently won the California State Bar Diversity Award for Excellence.



Rodney O. Fong is an assistant professor and co-director of academic support services, the Law+Plus, and the Bar+Plus programs at the University of San Francisco School of Law. Professor Fong helps students prepare for the study of law and enhances academic

performance throughout law school, with a particular emphasis on bar preparation and success.

Professor Fong's also focuses on making the legal profession accessible to more students from diverse and underrepresented backgrounds. He has served as chair of the State Bar of California's Council on Access and Fairness and continues to consult with the State Bar Council on issues involving the educational pipeline, law school diversity, implicit bias, and stereotype threat. He currently serves on the American Bar Association Council on Racial and Ethnic Diversity in the Educational Pipeline, on the board of directors of For People of Color, Inc., and on the Diversity Committee of the Law School Admission Council, where he chairs the DiscoverLaw.org PLUS Subcommittee.



Adrian Gonzales has served as the Palomar Community College's Interim Superintendent and President since July 1, 2015. He joined Palomar College in July 2013 as the Assistant Superintendent/Vice President of Student Services. In this capacity, he served as the

District's Chief Student Services Officer, developing annual goals and objectives for his Division. In his new role of Interim Superintendent/President, Gonzales is responsible for the oversight of one of the state's largest community colleges, with more than 26,000 students.

Prior to joining Palomar College, Gonzales served for two years as the Interim Vice President of Student Affairs at College of the Desert (COD) in Palm Desert, CA. His prior experience with COD spans nearly 15 years where he held several positions, including the Dean of Student Support Programs & Services and the Director of TRIO Programs. He began his career with the Ford Foundation in New York, where he served as a Program Associate for the Education, Media, Arts & Culture Program. His work with the Foundation focused on supporting grant-making efforts geared toward strengthening K-16 educational partnerships in several cities throughout the US.

He is a graduate of UCLA, where he earned a B.A. in Political Science, and the University of Washington, where he earned a master's degree in Public Administration with an emphasis on education and social policy.



Julie A. Greenberg is an internationally recognized expert on the legal issues relating to gender, sex, sexual identity, and sexual orientation. Her path-breaking work on gender identity has been cited by more than a dozen state and federal courts, as well as courts in other

countries. Her work has been quoted in hundreds of books and articles and she has been invited to speak at dozens of national and international conferences on the subject. Her recent book, *Intersexuality and the Law: Why Sex Matters*, provides an invaluable description, analysis, and critique of how people with an intersex condition are treated under existing legal regimes. She was the recipient of the 2013 Bullough Book Award for the most distinguished book written for the professional sexological community.

Professor Greenberg joined the Thomas Jefferson faculty in 1990 and was the Associate Dean for Faculty Development from 2003-2005. She serves on the boards of directors of a number of nonprofit organizations and has also been involved in a variety of community service projects relating to the rights of women and sexual minorities. Professor Greenberg's work on behalf of LGBTI rights was recognized by the Tom Homann Association in 2006 when it presented her with the "Friend of the Community" award. She also was voted by her peers as one of San Diego's Top Attorneys in Academics eight of the last ten years.



Vallera Johnson is a graduate of San Diego State University and Howard University School of Law and has been an administrative law judge for more than 25 years.

Judge Johnson is the founder and CEO of Women of Color in Law, Inc. and the person who originally developed the SDCBA/ACC – San Diego Diversity Fellowship Program. She has been active in assisting students and lawyers in achieving their goals in the legal community. For her pursuits, she has received awards from numerous organizations of color, the San Diego County Bar Association and the State Bar of California.

Judge Johnson has five adult children and six grandchildren.



Catherine Reinis Lucey, M.D. is Vice Dean for Education at University of California, San Francisco School of Medicine. She directs the undergraduate, graduate, and continuing medical education programs of the School of Medicine and the Office of Medical Education.

Before joining UCSF, Dr. Lucey was the Vice Dean for Education for the College of Medicine and Associate Vice President for Health Sciences Education for the Office of Health Sciences at the Ohio State University. She is a member of the AAMC MR5 committee, charged with overseeing the revision of the Medical College Admission Test process. Dr. Lucey completed her residency in internal medicine, including service as chief resident, at the UCSF-affiliated San Francisco General Hospital, after earning her medical degree from the Northwestern University School of Medicine.



Mary Ann Mason is a Professor of the Graduate School at UC Berkeley and Faculty Co-Director of Berkeley Law Earl Warren Institute for Law and Social Policy. Professor Mason's scholarship spans children and family law, policy, and history. Recent works have focused

on working families, in particular the issues faced by the surging numbers of professional women in law, medicine, science, and the academic world. Her most recent books are, *Do Babies Matter? Gender and Family in the Ivory Tower* (with Nicholas Wolfinger and Marc Goulden, Rutgers 2013) and *Mothers on the Fast Track* (with daughter, Eve Mason Ekman, Oxford 2007).

From 2000 to 2007, she served as the first woman dean of the Graduate Division at UC Berkeley, with responsibility for nearly 10,000 students in more than 100 graduate programs. During her tenure, she championed diversity

in the graduate student population, promoted equity for student parents, and pioneered measures to enhance the career-life balance for all faculty. Her research findings and advocacy have been central to ground-breaking policy initiatives, including the ten-campus "UC Faculty Family Friendly Edge" and the nationwide "Nine Presidents" summit on gender equity at major research universities.

Among her other books are two major works on child custody, *From Father's Property to Children's Rights: A History of Child Custody in America* (Columbia, 1994) and *The Custody Wars: Why Children Are Losing the Legal Battles and What We Can Do About It* (Basic, 1999). She also co-edited *All Our Families: New Policies for A New Century* (with Arlene Skolnick and Steve Sugarman, Oxford 2000, 2003) and *An American Childhood* (with Paula Fass, NYU, 2000). Her first book on work and family conflicts, *The Equality Trap*, was published in 1988.

Mason was a professor in the Graduate School of Social Welfare at UC Berkeley from 1989 to 2007. She received a B.A. cum laude from Vassar College, a Ph.D. in American History from the University of Rochester, and a J.D. from the University of San Francisco. She taught American history and practiced law for several years before joining the faculty at Berkeley in 1989, where she has taught children and family law and women's issues in the law. She is considered a national expert on child custody issues and family law and policy, frequently addressing national and international media, conferences, and workshops on children and family issues.



Laura Padilla has been a law professor at California Western School of Law since 1992. She graduated from Stanford University with a BS in Communications and a minor in Italian Studies. She graduated from Stanford Law School, where she served

as the Business Manager of the Journal of International Law, and was active in the Stanford Latino Law Students

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Association, where she served as co-president. Padilla teaches property-related classes including: Property I; Property II; Land Use; Gender, Property & Law; Business Organizations; and Internship Seminar. Her research focuses on how law shapes land use patterns—more specifically, how to re-conceptualize land use in the context of changing demographics, aging patterns and health issues, and sustainability. Padilla has served the Association of American Law Schools (AALS) as an appointed member of the Committee on the Recruitment and Retention of Minority Law Professors (chair during 3rd year), and the Committee on Bar Passage and Lawyer Performance, and as a member of various site visit teams. Padilla has been recognized for her leadership and was selected as a Kellogg Fellow, Class XV. The San Diego County Bar Association honored her with the Service to Legal Education award in 2008, and Stanford University presented her with the Governors Award in 2009 (up to 15 awards are given each year to Stanford Associates members for exemplary volunteer service to the University over an extended period). She was elected as a member of the American Law Institute in 2010, and the San Diego Daily Transcript named her a Top Attorney in the academic category in 2012. She has served on the Stanford Alumni Association's Board of Directors, the Stanford Associates' Board of Governors, and the Stanford Athletic Board. Padilla is committed to working with youth, law students, and lawyers to promote social justice.



Linda Trinh Vo is a Professor in the Department of Asian American Studies at UC Irvine and has affiliations with the Department of Sociology; Department of Planning, Policy & Design; and Department of Gender & Sexuality Studies. She received her Ph.D. from UC

San Diego and was a UC Berkeley Chancellor's Postdoctoral Fellow. She served as Chair of her department and as Equity Advisor to improve gender and ethnic diversity in the professoriate at UCI. In addition to contributing a

chapter in *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, she is the author of *Mobilizing an Asian American Community* and co-edited three books: *Contemporary Asian American Communities: Intersection and Divergences*; *Asian American Women: The "Frontiers" Reader*; and *Labor Versus Empire: Race, Gender, and Migration*. She recently co-edited *Keywords for Asian American Studies* (New York University Press) and co-authored *Vietnamese in Orange County* (Arcadia). She serves as a series editor for the Asian American History and Culture series at Temple University Press; as a Director of the Vietnamese American Oral History Project; and as President of the Association for Asian American Studies.



Shirley Nash Weber was elected in November of 2012 to the California Assembly to represent California's 79th Assembly District, which includes the cities of Chula Vista, La Mesa, Lemon Grove, National City, and San Diego.

Weber chairs the Assembly Committee on Budget; the Assembly Select Committee on Higher Education in San Diego County; and the Assembly Select Committee on Campus Climate. She also serves on the Assembly committees on Education, Higher Education, and Appropriations.

Born to sharecroppers from Hope, Arkansas, Shirley Weber has lived in California since the age of 3. Her parents, and in particular her father, valued education and supported their daughter's academic aspirations. She attended UCLA, where she received her B.A., M.A., and Ph.D. by the age of 26. Prior to receiving her doctorate, she became a professor at San Diego State University at the age of 23. Dr. Weber also taught at California State University at Los Angeles and Los Angeles City College before coming to San Diego State University.

Weber has lived in the 79th Assembly District for more than 30 years. Deeply committed to community service, she

served on the boards of the NAACP, the YWCA, the YMCA Scholarship Committee, Battered Women Services, United Way, and the San Diego Consortium. She eventually made a successful run for a seat on the board of the San Diego Unified School District. As a trustee and subsequent school board president, she became known for her advocacy for closing the achievement gap and setting a higher standard of excellence for all children.

As an Assemblymember, Weber has translated her commitment to education into her ambitious legislative agenda. During her freshmen year in the California State Legislature, five of seven of her successful bills were related to education, including ACR 45 urging lawmakers and the governor to restore funding to early childhood education; AB 56 requiring standards for installing carbon monoxide devices in schools, and AB 899 linking English language. Bills signed in 2014 include legislation addressing civil rights, education, protections for person with disabilities, and voting rights.

Assemblymember Weber's Select Committee on Campus Climate has explored some of the racial incidents on state university campuses, the responses from university officials, and possible policy changes to make the campuses safer and more welcoming for all students. She is also outspoken on the importance of investing in early childhood education as a means of preventing drop-out rates, dependence on social services, incarceration, and unemployment.

Assemblymember Weber is the mother of a daughter and son, and has two grandchildren. She is the widow of the late Honorable Daniel Weber, a California state judge.



Susan Westerberg Prager was appointed Dean and CEO of Southwestern Law School, Los Angeles' second oldest law school, two years ago following five years as Executive Director and CEO of the Association of American Law Schools. She earned her A.B. and M.A. in

History at Stanford and her J.D. from the UCLA School of Law, where she served as Editor-in-Chief of the UCLA Law Review. Prior to law school, she worked for three legislators in the U.S. Congress and the California Assembly. She practiced law briefly in Durham, North Carolina, before joining the law faculty at UCLA, teaching community property, family law, wills and trusts, and historic preservation law. In 1982, she became the first female law dean in the UC system and one of only two women serving as Dean of an ABA-approved law school at the time. Her 16 years as Dean remain the longest tenure of any law dean in UCLA history. Along the way, she became the second woman elected President of the AALS. Upon her departure from the deanship in 1998, the law school established a faculty chair in her name, and she was honored with the UCLA Law Alumni Association's first Lifetime Achievement Award. In 1999, she left the legal academy to serve as Provost of Dartmouth College. Later, she became President of Occidental College. A Stanford trustee for 14 years, she became the first female Director of the Pacific Mutual Life Insurance Company (later Pacific Life). Her 36 years in the role made her the longest serving outside member of the Board of Directors in the company's history.

As an advocate for diversity of people and intellectual traditions, and as a woman who went to high school in the 1950's, Susan believes that the champions in her life—from her father to her husband of 40 years and their two daughters, to her predecessor as Dean at UCLA as well as numerous colleagues—deserve much of the credit for her groundbreaking leadership roles. She feels privileged to champion successive generations of outstanding students of all races and see them contribute in so many wonderful ways. Susan feels so fortunate to have the opportunity to lead Southwestern, a place that since its founding more than a century ago has been the legal training ground for innumerable trailblazers of the bench, bar and civic leadership, and where to this day diversity and inclusion form the heart of its mission.

PUBLICATIONS AUTHORED/DEVELOPED BY CONFERENCE SPEAKERS AND MODERATORS

Pdfs of articles are available
on the conference website.

After the JD: First Results of a National Study of Legal Careers (2004) (Bryant Garth, Committee Member).

After the JD II: Second Results from a National Study of Legal Careers (2009) (Bryant Garth, Committee Member).

Association of American Medical Colleges - Advancing Holistic Review Initiative: Working With and Through Medical Schools to Build a Diverse Physician Workforce Capable of and Committed to Improving the Health of All (Catherine Lucey, Committee Member).

Association of American Medical Colleges - Roadmap to Diversity and Educational Excellence: Key Legal and Educational Policy Foundations for Medical Schools (Catherine Lucey, Committee Member).

Association of American Medical Colleges – Roadmap to Excellence: Key Concepts for Evaluating the Impact of Medical School Holistic Admissions (Catherine Lucey, Committee Member).

Association of American Medical Colleges – Roadmap to Diversity: Integrating Holistic Review Practices into Medical School Admission Processes (Catherine Lucey, Committee Member).

Susan Bisom-Rapp and Malcolm Sargeant, “It’s Complicated: Age, Gender, and Lifetime Discrimination Against Working Women – The United States and the U.K. as Examples,” 22 *Elder L.J.* 1 (2014) (reprinted in *WOMEN AND THE LAW* (Tracy Thomas, ed., Thomson Reuters, 2015)).

Marisol Clark-Ibáñez, *Undocumented Latino Youth: Navigating Their Worlds* (Lynne Rienner 2015) pp. 1-13.

Meera E. Deo, “The Ugly Truth about Legal Academia,” 80 *Brook. L. Rev.* 943 (2015).

Meera E. Deo, “Faculty Insights on Educational Diversity,” 83 *Fordham L. Rev.* 3115 (2015).

Meera E. Deo, Maria Woodruff, and Rican Vue, “Paint by Number? How the Race & Gender of Law School Faculty Affect the First Year Curriculum,” 29 *Chicano-Latino L. Rev.* 1 (2010).

Meera E. Deo, “The Promise of *Grutter*: Diverse Interactions at the University of Michigan Law School,” 17 *Mich. J. Race & L.* 63 (2011).

Maurice Dyson, “Promise Zones, Poverty & the Future of Public Schools: Confronting the Challenges of Socioeconomic Integration & School Culture in High Poverty Schools,” 2014 *Mich. St. L. Rev.* 711 (2015).

Maurice Dyson, “Silencing Race & the First Amendment: The Suppression of Student Expression & Curricular Coverage of Racial Identity and Ethnic Solidarity in K-12 Education,” 81 *UMKC L. Rev.* 569 (2013).

Mary Ann Mason, *Do Babies Matter? Gender and Family in the Ivory Tower* (with Nicholas Wolfinger and Marc Goulden) (Rutgers University Press 2013).

Mary Ann Mason, *Mothers on the Fast Track: How a New Generation Can Balance Family and Careers* (with daughter, Eve Mason Ekman) (Oxford University Press 2007).

Linda Trinh Vo, "Navigating the Academic Terrain: The Racial and Gender Politics of Elusive Belonging" in *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, (ed. Gabriella Gutiérrez y Muhs, Yolanda Flores Niemann, Carmen G. González, and Angela P. Harris) (Utah State University Press, 2012) pp. 93-111.

OTHER RELEVANT ARTICLES

College Board Access & Diversity Collaborative, "Constituents' Reactions and Contributions to the Plan for Action."

College Board Access & Diversity Collaborative, "The Fifth Circuit Court of Appeal's Second Ruling in *Fisher v. University of Texas*: The Decision and its Implications" (July 31, 2014).

"*Fisher v. Texas*, Amicus Brief of the College Board," AACRAO, NACAC, and LSAC.

Scott Jaschik, "Experts Consider What the Protest Over Racial Tensions Mean." Inside Higher Education (November 16, 2015).

Kevin R. Johnson, "The Importance of Student and Faculty Diversity in Law Schools: One Dean's Perspective," 96 Iowa L. Rev. 1549 (2011).

Angus Johnston, "Student Protests, Then and Now." The Chronicle of Higher Education (December 18, 2015).

Sophia Kerby, "10 Reasons Why We Need Diversity on College Campuses." Center for American Progress (October 9, 2012).

Kerry Ann Rockquemore, "How To Retain A Diverse Faculty (Essay)." Inside Higher Education (January 6, 2016).

Alexandra Svokos, "College Campuses Are Full Of Subtle Racism And Sexism, Study Says." Huffington Post (January 12, 2015).

Undergraduate Access to University of California after the Elimination of Race-Conscious Policies, http://ucop.edu/student-affairs/_files/aa_final2.pdf

Tom Wong and Carolina Valdivia, "In Their Own Words: A Nationwide Survey of Undocumented Millennials." Working Paper 191 (Center for Comparative Immigration Studies, 2014).

Peter Wood, "From Diversity to Sustainability: How Campus Ideology Is Born." The Chronicle of Higher Education (October 3, 2010).

Cruz Reynoso and Cory Amron, "Diversity in Legal Education: A Broader View, A Deeper Commitment," 52 J. Legal Educ. 491 (2002).

Youlanda Young, "Why the U.S. Needs Black Lawyers Even More Than It Needs Black Police," http://www.theguardian.com/world/2015/may/11/why-the-us-needs-black-lawyers?CMP=share_btn_fb.

LOOK FOR THESE ADDITIONAL PUBLICATIONS SCHEDULED FOR RELEASE LATER THIS YEAR

Malcolm Sargeant and Susan Bisom-Rapp, *Disadvantage and Discrimination Against Women at Work: The Gendered Workforce* (Cambridge University Press, forthcoming 2016).

Susan Bisom-Rapp and Malcolm Sargeant, "Acknowledging but Transcending Gender at Work: Applying the Model of Lifetime Disadvantage and Vulnerability Theory to Women's Poverty in Retirement," in *Vulnerability and Labor*, (Martha Albertson Fineman & Jonathan Fineman, eds., Ashgate/Routledge, forthcoming 2016).

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