



21th Annual Charting Your Own Course Career Conference (CYOC)

Reconnection: It's Time for Homecoming

December 5-8, 2021

Ritz-Carlton Grande Lakes, Orlando Florida

The theme for this year's conference is homecoming and connection, reflecting our focus on emerging from 2020 with a deep commitment to each other, personally and professionally.

SUNDAY, DECEMBER 5, 2021

MEN'S AND WOMEN'S PRE-CONFERENCE

6:30pm

Welcome Reception and Dinner

Join us for our Pre-Conference Reception and Dinner.

MEN'S PRE-CONFERENCE RECEPTION AND DINNER

WOMEN'S PRE-CONFERENCE RECEPTION AND DINNER

MONDAY, DECEMBER 6, 2021

CYOC FITNESS AND WELLNESS

7:30 -8:15am

Yoga class with Luisanna

Cardio class with the St. James



MEN'S AND WOMEN'S SESSIONS

9:30 – 11:00am

The COVID-19 Experience: Lessons Learned and Changes Made

In a fireside chat format, our panelists will reflect on the past year and fill in the blanks to the questions below. As a result of the COVID-19 experience:

1. I was able to learn _____ about myself.
2. I have learned _____ about my relationships – with family and friends.
3. I have adopted (or need to adopt) _____ as a habit directed to my self-care.
4. I will spend less time doing (or stop doing) _____.
5. I have adopted (or need to adopt) _____ as a habit directed to taking greater ownership of my career.

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AL COLEMAN, PARTNER, SAUL EWING

DONNIE KING, PARTNER, AKERMAN

ANAND SHARMA, PARTNER, FINNEGAN

RAY MERCEDES, GENERAL COUNSEL,
SIDEWALK LABS

BRICE WHITE, ASSOCIATE GENERAL
COUNSEL, FACEBOOK

APRIL SAVOY, DEPUTY GENERAL COUNSEL,
ALLSTATE

PHYLLIS HARRIS, GENERAL COUNSEL, RED
CROSS

RITU KAUR COOPER, PARTNER, HALL RENDER

DENEEN DONNELLY, GENERAL COUNSEL,
CONSOLIDATED EDISON

ANITRA RAIFORD, PARTNER, SHOOK HARDY



11:15 -12:15pm WORKSHOP BREAKOUT DISCUSSIONS

21st Annual Charting Your Own Course Career Conference

MONDAY, DECEMBER 6, 2021

1:30-2:30pm FIRST TIME ATTENDEE ROUNDTABLE

Getting the most out of the CYOC Experience

Designed for the first-time attendee, this session explores some of the not so obvious ways to maximize the value of the CYOC Conference.

3:00 – 4:15pm Welcome and Plenary Session

Inside the 1619 Project

Keynote Speaker: Nikole Hannah-Jones

NIKOLE HANNAH-JONES is a MacArthur Genius for “reshaping national conversations around education reform.” This is but one honor in a growing list: She is the creator of the *New York Times Magazine’s* “The 1619 Project,” about the history and lasting legacy of American slavery, for which her powerful introductory essay was awarded the Pulitzer Prize for commentary. She’s also won a Peabody, two George Polk awards, and the National Magazine Award three times.

7:30 – 9:00pm Welcome Reception

9:00 – 1:00am School Daze at Club CYOC

Our theme is homecoming and School Daze. Rock your college gear, your sorority, and frat gear. We are taking you back to your college days and bringing you forward to today.

Featuring DJ SPYNFO

MICHAEL WATSON, COUNSEL, WABTECH

JIMMIE MCMILLIAN, CHIEF DIVERSITY OFFICER, PENSKE ENTERTAINMENT

ROBERT COLLIER, ASSOCIATE GENERAL COUNSEL, FACEBOOK

AMANDEEP SIDHU, PARTNER, WINSTON & STRAWN

INDIRA SHARMA, PARTNER. SAUL EWING

PETER WILSON, CHIEF DIVERSITY OFFICER, PROSKAUER



As he demonstrated at CYOC last year, DJ Spynfo is without a doubt, one of New York's premier DJs. He joined Funk Flex's mighty Pitbulls DJ squad, and serves as the resident DJ at one of NYC's biggest night club, Webster Hall. You can also hear DJ Spynfo holiday weekends and every 4th Saturday of the month on HOT 97.

In recent years, DJ Spynfo has hosted numerous celebrity events, concerts and has also traveled the globe bringing the HOT 97 brand to many countries like Tokyo, Kenya, Atlanta and Brazil. DJ Spynfo has also established his own DJ crew, the College Club Kings, which dominates the college circuit! Whether he's on set at BET's "106th & Park" or hosting a major concert, DJ Spynfo always give his audience a great experience through his music selection and crowd interaction.

TUESDAY, DECEMBER 7, 2021

CYOC FITNESS AND WELLNESS

8:00 -9:00am

Yoga class with Luisanna

10:00 – 11:30am ASSOCIATE WORKSHOP

You are Incredible and Worthy (If You Believe It)

At CYOC, we unapologetically believe in the greatness of associates of color yet recognize that the law firm setting (particularly the remote work setting) can be an unreliable source of affirmation. Vital to the well-being of everyone is having one's worth confirmed. Interestingly, this confirmation of worth begins with us.

In this facilitated workshop, we will examine practical strategies for affirming self-worth – the starting material for personal and professional wellness and success.

Facilitator:

Dr. Adia Gooden is a licensed clinical psychologist, dynamic speaker and trainer, who is passionate about cultivating unconditional self-worth in others.

GENERAL COUNSEL WORKSHOP

It's all About the Nine Box: Inside the Talent Review Meeting

A nine-box grid is a matrix tool that is used to evaluate and plot a law department's talent pool based on two factors, which most commonly are performance and potential. Typically, on the horizontal axis is 'performance' measured by performance reviews. When assessing performance, the general counsel pays attention to two things. First, how well you perform today, and second, how well you are likely to perform in the future (i.e., your growth potential).

In this facilitated workshop, we will take you inside a law department talent review session, to see how the nine-box is used to help determine who gets promoted (and who doesn't).

Facilitators:

Kellye Walker, Chief Legal Officer, Eastman Chemical

Andrez Carberry, Head of Human Resources, Global Ag & Turf, John Deere

Noon – 1:15

Law Firm Partner Roundtable and Luncheon

Join a roundtable discussion focused on the not so obvious priorities and opportunities for growth our in-house leaders are observing as they emerge from COVID-19 and enter a new normal.

Attendance is limited to in-house attendees and partners from sponsor law firms.

1:30pm – 6:30pm

AFTERNOON RECREATION EVENTS

The CYOC Amazing Race Competition

Ritz-Carlton Spa Experience

Golf Scramble Event

Theme Park Excursions

EVENING FINANCIAL WELLNESS SESSION

8:00 - 9:00pm

Cryptocurrency: To be Feared or Leveraged?

Come join us to hear an insider's perspectives on cryptocurrency – what it is and what it's not.

This is your opportunity to ask questions and build your knowledge.

- Who is investing in cryptocurrency and why?
- How do people make (and lose) money in cryptocurrency?
- What drives the value of cryptocurrency?
- How do you buy cryptocurrency and what do you do with it?
- What is the future of cryptocurrency?
- Why are companies like Facebook betting big on cryptocurrency?

Presenter: Robert Collier, Associate General Counsel, FinTech/Cryptocurrency, Facebook

EVENING FUN AND FELLOWSHIP

9:30 – 11:30pm

A Night of Karaoke Featuring DJ SPYNFO

Join us for an evening of karaoke fun!

WEDNESDAY, DECEMBER 7, 2021

CYOC FITNESS AND WELLNESS

7:30 -8:15am

Yoga class with Luisanna

8:00 – 9:15am **BREAKFAST**

PLENARY SESSIONS

9:30 – 10:30am

Remote and Hybrid Work: The Implications for Attorneys of Color

Many organizations have found unexpected benefits since the forced implementation of remote work strategies – most notably increased efficiency and productivity. No one misses hour-long rush-hour commuting to work and most of us appreciate not having to dress for the office.

Problem is, remote work has also resulted in a lot of stress, blurred lines between home and work – and often more work. So how should one think about and approach a hybrid work environment?

In this workshop, leaders will offer their perspectives on how best to navigate the future – in ways that advance your career, without you burning out in the process.

MICHAEL MARSH, PARTNER, AKERMAN

KOBI BRINSON, PARTNER, WINSTON & STRAWN

TARA ELLIOT, PARTNER, LATHAM & WATKINS

SQUIRE SERVANCE, GENERAL COUNSEL, REPLIGEN

RC MILLER, PRODUCT COUNSEL, ZOOM

10:45 - Noon

Career Decisions: My Personal Journey

Operating in a remote work environment has given us substantial alone time to think about our careers, our relationships, our goals, our priorities, and what we need from our firm or company.

For some, this has been a time for transition – a time to move to a new environment, seeking opportunities for growth and development. For others, it has meant remaining in place but re-thinking priorities and shifting investments of time and energy.

In this closing panel, hear from leaders as they describe the career and life decisions they have made – the goals they have set, the relationships they are prioritizing, and the commitment they are prepared to supporting the growth of attorneys of color.

GULED ADAM, GENERAL COUNSEL, AgNOVOS HEALTHCARE

INDIA PINKNEY, GENERAL COUNSEL, NATIONAL ENDOWMENT FOR THE ARTS

RANA WRIGHT, PRESIDENT OAKMARK FUNDS

LA-TOYA HACKNEY, GENERAL COUNSEL, SAINT-GOBAIN NORTH AMERICA

PHYLLIS TURNER-BRIM, DEPUTY GENERAL COUNSEL, HP

JIMMIE STRONG, CHIEF LEGAL OFFICER, ROSMAR USA