

2020
ANNUAL REPORT

**HISPANIC BAR ASSOCIATION
OF THE DISTRICT OF COLUMBIA**

PRESENTED BY

RUBEN F. REYNA

PRESIDENT

WASHINGTON, DC

JANUARY 13, 2021

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Diana Baquero, Chair

Legislative & Policy Issues

Ana Jara, Co-Chair
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From the President



Dear Members:

It is my great privilege to present the **2020 Annual Report** to the Hispanic Bar Association of the District of Columbia (HBA-DC). It truly was an honor to serve as HBA-DC's 41st President. It has been a challenging year to be President as nothing about this time is ordinary. We could not have anticipated how our lives, our economy, and our sense of normalcy would be severely disrupted by a public health emergency. COVID-19 forced us to completely rethink how we could offer valuable programming to our members in a virtual format. HBA-DC rose to the challenge of a virtual existence in remarkable fashion. In 2020, we still put on over 28 events, reformatted our weekly newsletter, and gave our website a much-needed makeover.

HBA-DC transformed the annual Equal Justice Awards, our biggest fundraiser of the year, where we usually host 300+ guests, into a completely virtual program. By employing cutting edge technology and putting in a lot of hard work, we were still able to celebrate the accomplishments of five extraordinary individuals and one organization, provide three \$5,000 scholarships to area law students, offer free-flowing networking to over 120 members in attendance, and enjoy inspiring keynote remarks from Julián Castro, Former Secretary of Housing and Urban Development. I am proud to report that even for this virtual event, HBA-DC raised over \$50,000. I am particularly proud of our incoming President, **Adam Acosta**, for the countless hours he dedicated to ensure a successful EJA.

As if the pandemic weren't enough, protests stemming from several police killings of unarmed Black Americans erupted throughout the country, including just outside the White House, where federal law enforcement officers used tear gas on peaceful protestors. HBA-DC was quick to act by issuing a statement condemning systemic racism and forming the Black Lives Matter Task Force to focus HBA-DC's efforts on this important issue. I am especially proud of HBA-DC Vice President for Internal Affairs **Maritza Perez** and the leadership in the Public Service and Legislative & Policy Issues committees for their dedication and hard work in this effort.

None of this would have been possible without the dedication, hard work, and countless volunteer hours by the Board of Directors, Committee leaders, and members. I want to thank each of you for your commitment to ensure that HBA-DC continued to operate during this challenging year.

Thank you,

A handwritten signature in black ink, appearing to read 'R. Reyna'. The signature is stylized and written in a cursive-like font.

Ruben F. Reyna
2020 President

Annual Awards Committee

Equal Justice Awards

In 2020, under the leadership of **Ruben F. Reyna** and **Adam M. Acosta**, the Annual Awards Committee hosted the first ever virtual Equal Justice Awards. The event, attended by over 120 HBA-DC members and friends, was held on November 12, 2020 and included a pre-recorded awards ceremony as well as a networking component. HBA-DC presented the following awards:

The Judge Ricardo M. Urbina Lifetime Achievement Award:

Hon. Rodolph Contreras, US District Court for the District of Columbia.

The Hugh A. Johnson, Jr. Memorial Awards:

(Organization) **Neighborhood Legal Services Program**

(Individual) **M. Lucero Ortiz**, Deputy Director for Kids In Need of Defense (KIND) Mexico

Hispanic Attorney of the Year:

Catherine Meza, Senior Counsel, NAACP Legal Defense and Educational Fund, Inc.

The Rising Star Awards:

Andrea E. Senteno, Regional Counsel, Mexican American Legal Defense and Educational Fund (MALDEF)

Raúl E. Garcia, Legislative Director for Healthy Communities, Earthjustice

The awards recipients inspired the audience by their achievements, dedication to social justice, service and integrity. Former U.S. Secretary of Housing and Urban Development, **Julián Castro** gave keynote remarks.

Thanks to the contributions of our members and supporters, HBA-DC awarded three \$5,000 scholarships to JD students in their final year of law school, administered by the HBA-DC Foundation, to **Ana Gonzalez**, a third-year law student at Catholic University of America, Columbus School of Law; **Brittany Nagy**, a third-year law student at Georgetown University Law Center; and **Richard Samboy-Peña**, a third-year law student at George Washington University Law School.

Switching to a virtual format for EJA allowed HBA-DC to avoid many of the typical expenditures. Instead, expenses were primarily limited to video production for the pre-recorded awards program and subscription to the Remo event platform that allowed attendees to freely move in and out of networking tables. It is also worth noting that we employed a great deal of assistance from **Mark Bohay Consulting** to develop graphics, marketing materials, the digital program book for EJA, and the sponsorship invitation.

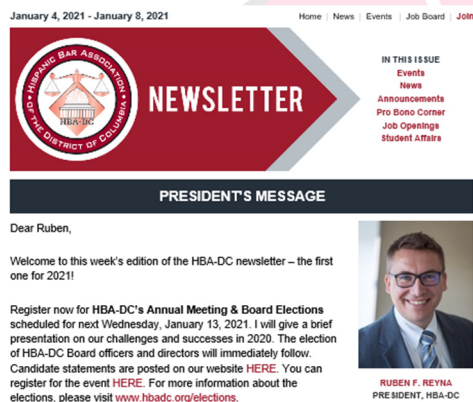
In light of the economic downturn and because it was virtual event, HBA-DC hosted the event at no cost to attendees. Recognizing the financial impact of COVID-19 on area law firms, we also reduced the dollar requests to incentivize sponsorship for the virtual event.

The 2020 Equal Justice Awards Committee included: **Ruben F. Reyna** (Co-Chair), **Adam M. Acosta** (Co-Chair), **José E. Arvelo**, **Edgar Class**, **Catherine Cone**, **Shirley Diaz**, **Julian J. Gonzalez**, **Maritza Perez**, **Juan M. Sempertegui**, **Paulina M. Vera** and **Eissa Villaseñor**.

Communications Committee

The Communications Committee, led by Chair **Juliee Conde** worked tirelessly to ensure that HBA-DC members received timely information about events and issues of interest. In 2020, the committee worked closely with Mark Bohay Consulting to redesign the HBA-DC website and Newsletter. The committee also ramped up HBA-DC's presence on social media.

Weekly Newsletter



In 2020, HBA-DC continued to maintain its perfect record of publishing the Newsletter every week. The Newsletter continued to deliver details on HBA-DC events and news, pro bono and other volunteer opportunities, topics of interest from other organizations, our job listing exclusively for members, and a section devoted to law students. The Newsletter also continued its tradition of using the President's message to advertise events, market and alert members about HBA-DC actions, and encourage members to get involved. HBA-DC employed the assistance of Mark Bohay Consulting to redesign the Newsletter with a more professional look.

HBA-DC Website and Social Media Presence

HBA-DC also employed Mark Bohay Consulting to redesign the website with an updated look. The website was maintained and updated regularly throughout the year and new informative content was added. For example, HBA-DC added a COVID-19 Resource Page to provide important information to our membership.

In 2020, HBA-DC made a concerted effort to publish our events on social media platforms like Facebook, Twitter, and LinkedIn. The increased visibility allows HBA-DC to better connect with current and potential members.



Committee Members

Members of the Communications Committee included: **Juliee Conde** (Chair) and **Julian J. Gonzalez** (Board Liaison); **Diana Baquero**; **Angel Cruz**; **Juan Garay**; **Ally Gonzalez**; **Samantha Lalian**; **Dan Martinez**; **Martha Medina**; **Katie Mellinger**; **Amanda Molina**; **Patricia Peña**; **Lou Ramos**.

Endorsements Committee

The Endorsements Committee, co-chaired by **Catherine Meza** and **Versely Rosales**, with **Jorge Castillo** as Board Liaison, continued its respected record of advocacy on behalf of qualified candidates for judicial vacancies, appointed office, or bar elected office. HBA-DC prides itself on ensuring each candidate seeking endorsement is thoroughly vetted through questionnaires, due diligence and personal interviews.

Endorsements

HBA-DC was proud to issue the following endorsements in 2020:

- Chief Judge, DC Court of Appeals: Hon. Anna Blackburne-Rigsby
- Associate Judge, DC Court of Appeals: Tovah Calderon (highest endorsement), Vijay Shanker, Paul Wolfson
- Chief Judge, DC Superior Court: Hon. Anita Josey-Herring
- Associate Judge, DC Superior Court: Edward O’Connell; Hon. Kenia Seoane Lopez (highest endorsement); John C. Truong (highest endorsement)
- Bankruptcy Judge, Districts of DC and Maryland: Carmen Banerjee (highest endorsement)
- DC Bar President-Elect: Charles C. Lemley
- DC Bar Treasurer: Shaun Snyder
- DC Bar Board of Governors: Natalie Kross; Megan Lacchini; Ramya Ravindran; Richard v. Rodriguez (highest endorsement); Courtney Weiner
- ABA House of Delegates: John (“Jack”) C. Keeney, Jr.; Lorelie S. Masters; Laura A. Possessky; Lucy L. Thompson

Committee Members

Members of the Endorsements Committee included: **Catherine Meza** (Co-Chair); **Versely Rosales** (Co-Chair); **Jorge Castillo** (Board Liaison); **Michelle Assad**; **Sofia Castillo**; **Edgar Class**; **Bill Davenport**; **Peter Koski**; **Bobby Ochoa**; **Ruben F. Reyna**; **Juan Sempertegui**; **Daniel Trujillo Esmeral**; **Martin Uribe**; and **Amanda Valerio**.

Legislative & Policy Issues Committee

The Legislative & Policy Issues Committee led by Co-Chairs **Ana Jara** and **Jason Ortega**, with **Maritza Perez** as Board Liaison, continued the active pace of advocacy it has maintained over the last several years. The Committee engaged in the following important activities.

HBA-DC Advocated for Hispanic Representation on the DC Judicial Nomination Commission

On March 20, 2020, HBA-DC wrote a letter to the DC Mayor encouraging consideration of a Hispanic member of the DC community on the DC Judicial Nomination Commission. The letter emphasized the fact that, as of 2018, the Hispanic community made up about 11% of the population of DC, but there are only 4 sitting Hispanic associate judges out of a total of 62 in DC Superior Court and 3 magistrate judges from a total of 24. HBA-DC urged the Mayor to ensure that the Hispanic community has a seat at the table in making crucial decisions about who should sit in DC state courts.

HBA-DC Issued Statement Condemning Systemic Racism

On June 5, 2020, HBA-DC took a stand in solidarity with the Black community to condemn the racial and social injustices that plague this country. HBA-DC expressed our commitment to combatting any kind of discrimination or oppression whether by race, ethnicity, age, gender, sexual orientation, religion, or disability. The statement also condemned any and all illegal abuses against those who peacefully petition their government for change.

HBA-DC Applauded Supreme Court Ruling Supporting DREAMers

On June 19, 2020, HBA-DC issued a statement applauded the Supreme Court's ruling that the Trump administration cannot carry out its plan to shut down the Deferred Action for Childhood Arrivals (DACA) program, which protects many young immigrants from deportation. The statement emphasized that HBA-DC is proud to have a number of DREAMers in our membership. HBA-DC also called on Congress to pass a permanent solution that protects DREAMers and their families.

HBA-DC Advocated in Support of Funds for Social Services

On June 29, 2020, HBA-DC wrote a letter to the Council of the District of Columbia urging for the allocation of funds to support social and community services as a means to combat systemic racism and its horrific and disparate effects on communities of color in the District of Columbia. The letter described how vulnerable communities are most affected by policing, yet they stand to benefit the most from investments toward communities and economic development.

HBA-DC Emphasized the Disparate Impact COVID-19 Has on the Hispanic Population

On July 7, 2020, HBA-DC wrote a letter to Congressional leaders expressing concern that the Hispanic community in the U.S. is being left behind in the economic turmoil brought on by the COVID-19 pandemic. The letter explained how Hispanics are suffering the most and urged Congress to pass legislation to ease the pain and help prevent a greater economic disaster.

HBA-DC Advocated in Support of the American Latino Museum

On August 7, 2020, and then again on November 17, 2020, HBA-DC wrote letters to U.S. Senators in support of establishing the American Latino Museum within the Smithsonian Institution. The letter emphasized the importance of a museum to celebrate the contributions of Hispanics to this nation's history. Legislation to create a Smithsonian National Museum of the American Latino was passed by Congress in December 2020.

HBA-DC Hosted Book Talk with Author of *The Undocumented Americans*

On October 8, 2020, HBA-DC held an event featuring author Karla Cornejo Villavicencio where she discussed her captivating book "The Undocumented Americans." Karla, an immigrant herself, writes about several immigrant experiences in essay form, embracing complex narratives and fraught storylines as she paints a picture of what it is like to be undocumented in the U.S. This was the first time HBA-DC held an event of this sort and hopefully not the last. Vice President for Internal Affairs **Maritza Perez** moderated the discussion.

HBA-DC Advocated for the Fair Wages

On November 9, 2020, HBA-DC wrote a letter to Council of the District of Columbia in support of the Fair Wage Amendment Act of 2020 that sought to ensure equal pay for all residents of the District of Columbia by prohibiting an employer from screening prospective employees based on their wage history or seeking the wage history of a prospective employee. The letter emphasized that this bill was a small, but crucial step to close the wage gap that is particularly damaging for Latinas.

Other Activities

Throughout the year, the committee monitored pending bills before the Council of the District of Columbia as well as those before Congress that may have an impact on Hispanics in the District of Columbia.

Committee Members

Members of the Legislative & Policy Issues Committee included: **Ana Jara** (Co-Chair); **Jason Ortega** (Co-Chair); **Maritza Perez** (Board Liaison); **Julia Dempewolf**; **Joseph DiPietro**; **Gabriel Agustin Echeverry Quintana**; **Angel Cruz**; **Bradley Cunningham**; **Gabriel Guerra Medellin**; **Miranda E. Hernandez**; **Blosmeli Leon-Depass**; **Mike Martinez**; **Sandra McCarthy**; **Carlos Micames**; **Justin Mirabel**; **Soraya Mohamed**; **Amanda Molina**; **Bobby Ochoa**; **Louis Ramos**; **Joleen Rivera**; **Adrian Snead**; **Mario Torrico**; **Elmer M. Uribe**; and **Jimmy Valenzuela**.

Membership Committee

The Membership Committee, led by Chair **Daniel Trujillo Esmeral** and Board Liaison and Vice President for Membership **Shirley Diaz**, continued to seek ways to increase membership while providing excellent service to current members.

Membership Database

The Membership Committee held regular meetings throughout the year and continued to monitor HBA-DC's membership database. With nearly all of this year's programming taking place on a variety of virtual platforms, the committee took steps to correlate event registrations to HBA-DC's membership database to identify prospective members.

Member Highlights Newsletter

Employing the assistance of Mark Bohay Consulting, the Membership Committee created a new benefit for our members in the monthly "Member Highlights" newsletter. Each edition provides special emphasis on the Member Spotlight, a program launched nearly ten years ago that highlights members within the legal community, their experiences, and how they have benefited from membership in HBA-DC. Throughout the year, the Membership Committee continued to evaluate nominations for the Member Spotlight according to the program's criteria.

Lifetime Membership

In 2015, HBA-DC created the Lifetime Membership category. In addition to obtaining all of the benefits that regular members obtain, lifetime members receive the following benefits: (1) no annual renewal or lapse in membership; (2) no dues increases; (3) recognition in HBA-DC's Annual Report and the Weekly Newsletter the week he or she becomes a lifetime member; (4) recognition on a special HBA-DC website page; (5) recognition at the Annual Equal Justice Awards (EJA) Reception; and (6) a 30 percent discount on EJA tickets (current member discount is 25 percent).

HBA-DC is proud of its Lifetime Members:

- Adam Acosta
- Jaime Areizaga-Soto
- Lyzka P. DeLaCruz
- Ben Hernandez-Stern
- James J. Sandman
- Susan Santana
- Christina Guerola Sarchio
- Juan M. Sempertegui
- Amanda Valerio

Committee Members

Members of the Membership Committee included: **Daniel Trujillo Esmeral** (Chair) and **Shirley Diaz** (Board Liaison).

Professional Development Committee

The Professional Development Committee, led by Co-Chairs **Lillian Cardona** and **Raquel Martinez-Sloan** and Board Liaisons **Catherine Cone** and **Nelly Montenegro** led in providing a number of varied and high-quality programming to our members. The Committee engaged in the following activities:

In-House Counsel Workshop

On January 29, 2020, HBA-DC partnered with SABA North America, SABA-DC, and HNBA Corporate Counsel Division to present a day-long “In-house Counsel Nuts and Bolts Workshop” at the firm Dechert. Over 40 attendees engaged in discussions covering several topics vital to new or transitioning in-house counsel. The workshop featured a group of esteemed panelists including HBA-DC Past Presidents, **Juan Sempertegui** and **Bill Rivera**.

Conversation on Tools for Effective Stress Management

On Tuesday, May 12, 2020, HBA-DC hosted a virtual mental health webinar: “In Conversation with Estefanía Ospina: Tools for Effective Stress Management.” The event featured speaker Estefanía Ospina, a bilingual Licensed Clinical Marriage and Family Therapist. Ms. Ospina spoke about current stressors that are arising or becoming more acute because of the pandemic and its collateral effects. During the discussion, she offered HBA-DC members tips to care for their mental health, shared resources with members, and took members’ questions.

Panel Discussion with Legal Recruiters

On June 15, 2020, HBA-DC hosted a Zoom discussion with two legal recruiters, Summer Eberhard of Major, Lindsey, & Africa, and Matt Schwartz of Garrison & Sisson. Members received advice about the current legal market and how best to navigate job searching during the COVID-19 pandemic.

Panel on Congressional Staffing

On Wednesday, June 17, HBA-DC co-sponsored an event with the Senate Diversity Initiative titled “From Lawyer to Congressional Staffer: Come Learn How They Did It.” HBA-DC members enjoyed a unique opportunity to learn about legal employment opportunities at the US Senate directly from Hill staffers.

Sixth Annual Latina Leadership Academy

On September 26, 2020, HBA-DC held its annual “Latina Leadership Academy” featuring Lourdes Olvera Marshall, Global Manager of Diversity & Inclusion at Fried Frank, and Luz E. Herrera, Professor of Law and Associate Dean for Experimental Education at Texas A&M School of Law. Attendees engaged in a meaningful discussion regarding the practical tools they can use to advance their careers during the COVID-19 pandemic and the pandemic’s impact on Latinas in the legal profession. This event provided HBA-DC members with an opportunity to continue to build community and foster connections within the Latina legal community in DC.

WCL’s 22nd Annual Hispanic Law Conference

On October 13-15, 2020, HBA-DC co-sponsored the 22nd Annual Hispanic Law Conference hosted by the American University Washington College of Law. The theme for this year’s conference was *What’s at Stake for Latino/a/x Communities in 2020? COVID-19, Census, Elections, and Social Justice Movements*. The keynote speaker was civil rights activist and community leader, **Dolores Huerta!**

Panel on “Entering Legal Academia”

On December 9, 2020, HBA-DC hosted a panel discussion on “Entering Legal Academia.” Panelists included Assistant Professor Sherley Cruz (University of Tennessee College of Law), Professor Sheila Velez Martinez (University of Pittsburg School of Law) and Professor Margaret E. Montoya (University of New Mexico School of Law). The discussion provided members practical advice on how to enter academia and offer law students suggestions on how to position themselves for an academic career. HBA-DC board member Assistant Professor **Adrián Alvarez** (St. John’s University School of Law) moderated the panel.

“An Evening With” Series

The “Evening With” speaker series profiles members of the Hispanic community who have exhibited a high level of professionalism and commitment to the Hispanic community. Because this programming would be virtual, HBA-DC embraced the opportunity to feature speakers who were not in the D.C. region.

An Evening With Juan Cartagena: On June 23, 2020, Juan Cartagena, President and General Counsel for LatinoJustice PRLDEF, kicked off HBA-DC’s “Evening With” series for 2020. Juan told an inspiring story about his evolution from aspiring student, to diligent lawyer, to passionate leader. It was a special treat for members to hear first-hand from someone who has dedicated his life to the pursuit of civil rights and constitution litigation that improves the rights of Hispanics and other minorities.

An Evening With Mónica Palacio: On September 9, 2020, HBA-DC held “An Evening With” Mónica Palacio, a longtime HBA-DC member who served as DC Office of Human Rights Director for six years and was a candidate for an at large seat on the DC City Council. The discussion was curated by HBA-DC Past President Fernando Rivero. Members and friends got an opportunity to hear Ms. Palacio talk about her personal background and some of the lessons she has learned along the way. After her talk, Ms. Palacio answered a series of questions from the audience about career decision making and braking perceived barriers.

Virtual “Check-In” Series

From June through August, HBA-DC hosted a series of Virtual Check-Ins on Zoom. These were informal sessions where members were free to chat with other members about life during the pandemic. Each session was hosted by a different Board member. The series was a great way for members to stay connected.

Website Job Board

The Professional Development Committee was responsible for maintaining the Job Board page on HBA-DC’s website. This responsibility entails publication of jobs on the website and preparing a weekly list of all postings for inclusion in the HBA-DC Newsletter. HBA-DC employed the assistance of Mark Bohay Consulting to accomplish these tasks in 2020.

Committee Members

Members of the Professional Development Committee included: **Lillian Cardona** (Co-Chair); **Raquel Martinez-Sloan** (Co-Chair); **Catherine Cone** (Board Liaison); **Nelly Montenegro** (Board Liaison); **Pablo Gardea**; **Bibeane Metsch**; **Salma Shitia**; **Hon. Raquel Trabal**; and **Eissa Villaseñor**.

Public Service Committee

The Public Service Committee, under the leadership of Co-Chairs **Victoria Hernandez** and **Mikael Rojas** as well as Board Liaison **Adrián Alvarez**, continued to focus its efforts on providing pro bono opportunities for our members and volunteer services to the community.

Pro Bono During COVID-19 Pandemic

Like the rest of the world, the Public Service Committee's 2020 was defined by how we responded to the COVID-19 pandemic. The committee started off the year by aggregating various legal aid volunteering opportunities for our members, including with the DC Legal Aid Society and the DC Bar. Despite the onset of the pandemic, the committee worked with many legal aid organizations to present remote volunteering opportunities across the spectrum of legal needs. One such opportunity was with the Immigration Justice Campaign, which held a special session with seven of our members to train them to represent detained immigrants particularly vulnerable to COVID-19.

“Food from the Bar” Donation Drive

In the spring, in lieu of our traditional in-person volunteering event with the Capital Area Food Bank, the committee coordinated HBA-DC's first ever participation in the “Food from the Bar” donation drive, raising hundreds of dollars at a time when food insecurity has been at its worst in our region. While most of the participants in the campaign were private law firms, we were proud that HBA-DC was one of the few non-profit or affinity associations to participate and hope this sets a trend for years to come.

Many of the committee's initiatives are ongoing into 2021. The committee is having development conversations about a mentorship program with the San Miguel School in DC, whose student body is primarily working class Hispanic boys. The committee is also working with We the Action -- a legal volunteering clearinghouse -- about volunteering opportunities to help Dreamers with their DACA paperwork following the legal developments with that program this year and other opportunities in support of racial justice.

Committee Members

Members of the Professional Development Committee included: **Victoria Hernandez** (Co-Chair); **Mikael Rojas** (Co-Chair); **Adrián Alvarez** (Board Liaison); **Jimmy Aliaga**; **Atenas Burrola**; **Angel Cruz**; **Jose Galvan**; **Nury Gambarotti**; **Priscilla Guerrero**; **Burth Lopez**; **Hope Mirski**; **Bobby Ochoa**; **Louis Ramos**; **Valerie Ramos**; **Nicolle Sayers**; **Paula Sternberg**; and **Amanda Valerio**.

Social & Special Events Committee

The Social and Special Events Committee, under the leadership of Chair **Diana Baquero** and Board Liaison **Victoria Ortega**, worked hard on creating opportunities for HBA-DC members to develop professional relationships while benefiting local, non-profit organizations. This became especially challenging during the pandemic.

Committee Leadership Dinner

On February 10, 2020, HBA-DC held a Committee Leadership Dinner. The purpose of the dinner was to discuss how committees interact with each other and with the Board of Directors, and provide an opportunity for Co-Chairs to get to know each other.

Board and Committee Meet & Greet

On February 27, 2020, HBA-DC held its Board and Committee Meet & Greet. HBA-DC President Ruben F. Reyna and Committee Co-Chairs welcomed more than 45 members who came to learn about HBA-DC's committees and opportunities to work on the association's many activities, including networking, mentoring, advocacy, pro bono, and professional development.

Virtual Test Kitchen Fundraiser

On July 29, 2020, HBA-DC teamed up with the founder and owner of Dolcezza Gelato Factory, Violeta Edelman, to hold a virtual fundraiser for Ayuda. Members and friends were able to hear how Violeta and her husband Robb came up with the idea to open a gelato shop in DC and how that first store has grown into a thriving business. Attendees even got a virtual tour of one of their stores and instruction on how to make a perfect affogato. The event raised \$1,100 in donations for Ayuda.

Annual Holiday Party & Toy Drive

For over 15 years HBA-DC has been holding its holiday event in part to benefit **Mary's Center**, a health clinic that serves immigrant families in DC. On December 18, 2020, HBA-DC held its Holiday Party & Charity Gift Drive, this time in a virtual fashion. The annual gift drive helps provide toys for the immigrant families served by the clinic. This year's festivities included cocktail and wine tasting instruction by Maria Bastasch, Wine Director at Chufly Imports, and stand-up comedy from Francisco Ramos!

Committee Members

Members of the Social & Special Events Committee included: **Diana Baquero** (Chair); **Victoria Ortega** (Board Liaison); and **Pilar Velasquez McLaughlin**.

Student Affairs Committee

The Student Affairs Committee had an incredibly successful year in 2020. Under the leadership of Committee Co-Chairs **Sandra Chavez Bellew** and **Chris Pascual**, with **Jaclyn Martinez Resly** and **Paulina M. Vera** as Board Liaisons, the committee ensured that Hispanic law students received strong support from HBA-DC, especially in a year like 2020 when students were grappling with the challenges of virtual learning and finding a job during the pandemic.

Law School Virtual Visits

The Committee members, along with board members **Shirley Diaz**, **Adam Acosta**, and **Ruben Reyna**, had virtual meetings with the Latino law student organizations at DC area law schools to share information about the HBA-DC benefits for students. During the virtual visits students learned about HBA-DC's mentorship program, PASOS graduation ceremony, and the HBA-DC Foundation's fellowships, as well as the HBA-DC Judicial Council's summer internship program.

Summer Law Student Reception & Résumé Workshop

On July 21, 2020, HBA-DC held its annual Summer Law Student Virtual Reception and Résumé Workshop. Law students took part in a special résumé review workshop where practicing attorneys from the public and private sectors reviewed and critiqued their résumés. After the workshop, a panel of experienced HBA-DC attorneys discussed and answered questions about various professional development issues, including tips on how to network and how to use mentoring relationships effectively. The panel consisted of DC Superior Court Magistrate Judge Raquel Trabal, José E. Arvelo, Special Counsel at Covington, Jane Garrido, Senior Attorney for International Affairs and USERRA at U.S. Dept. of Labor, Ben Hernandez-Stern, Counsel for the U.S. House Committee of the Judiciary, Natasha Quiroga, PREP Director and Senior Counsel at the Lawyers' Committee for Civil Rights Under Law and HBA-DC President-Elect, Adam Acosta, Associate at White & Case, acted as moderator. The discussions continued in networking break-out rooms following the panel.

HBA-DC Mentorship Program

On October 21, 2020, HBA-DC partnered with the firm Arnold & Porter to hold the annual Mentorship Program Kickoff Reception. The mentorship program, which runs from October 2020 to May 2021, matches law students and new attorneys with practicing attorneys to provide guidance and support to succeed in law school and during the first years of practice. Attendees enjoyed opening remarks from **Raul Herrera**, partner at Arnold & Porter and steadfast friend and mentor to HBA-DC, and a discussion of mentorship pointers from **Gidget Benitez** and **Daniel Trujillo Esmeral**. After the discussion, mentors and mentees had the opportunity to connect and network with others on HBA-DC's new Remo platform.

Committee Members

Members of the Student Affairs Committee included: **Sandra Chavez Bellew** (Co-Chair); **Chris Pascual** (Co-Chair); **Jaclyn Martinez Resly** (Board Liaison); **Paulina M. Vera** (Board Liaison); **Pilar Velasquez McLaughlin**; **Daniel Archuleta**; **Chrysalis Borja**; **William Chavez**; **Angel Cruz**; **Andrea de la Torre**; **Astrid Diaz**; **Christina Gil**; **Ana Gonzalez**; **Nicole Martinez**; **Bobby Ochoa**; **Richard Rodriguez**; **Nicolle Sayers**; **Roberto Silva**; **Martin Uribe**; **Nicolas Valderama**; and **Lourdes Vasquez**.

Black Lives Matter Task Force

On July 7, 2020, the HBA-DC Board unanimously voted to create a Black Lives Matter Task Force to embody HBA-DC's sustained commitment to supporting our Black friends, family, colleagues, and countrymen. The Task Force was tasked with coordinating HBA-DC's existing work to advance the goal of racial justice, and add new initiatives to support the Black Lives Matter movement. All HBA-DC members are invited to participate in the Task Force and to help shape its agenda, which included:

- Continued policy advocacy for racial justice.
- Identifying and participating in Black Lives Matter volunteering opportunities.
- Continuing dialogue, via distribution and publication of racial justice educational materials on HBA-DC's website, on racial justice.
- Fundraising and donation support for non-profit groups.
- Collaboration and partnership with other bar associations' racial justice efforts.

Now more than ever, it is imperative to HBA-DC to follow the words of the late Congressman John Lewis: "When you see something that is not right, not fair, not just, you have to speak up. You have to say something; you have to do something."

Panel Discussion on AfroLatinidad

On November 19, 2020, HBA-DC hosted its Black Lives Matter Taskforce Presents: A Conversation on AfroLatinidad. The event featured a panel discussion with lawyers and policy advocates on Afro-Latino identity and issues uniquely affecting this community. The panel included Shabel Castro, Staff Attorney, New York Immigrant Family Unity Project (NYIFUP), Gidget Benitez, Health Policy Counsel, U.S. House of Representatives, and Alisa Valentin, Ph.D., Special Advisor, Office of FCC Commissioner Geoffrey Starks. The event also included opening remarks by Congressman Adriano Espaillat.

Task Force Members

Members of the Black Lives Matter Task Force included: **Mikael Rojas** (Coordinator); **Ana Jara** (Coordinator); **Victoria Hernandez** (Coordinator); **Jason Ortega** (Coordinator); **Maritza Perez** (Coordinator); **Wilmary Escoto**; and **Alexis Martinez**.

HBA-DC Foundation

The HBA-DC Foundation (Foundation) was established in 1995 as a separate non-profit entity. However, as noted below, HBA-DC and the Foundation collaborate extensively on various fronts.

PASOS 2020

Due to the COVID-19 pandemic, the Foundation was forced to cancel the traditional PASOS celebration in 2020. For over twenty years, the HBA-DC Foundation has proudly organized this graduation ceremony to celebrate the achievements of Latinx law students from Washington, D.C. metropolitan area law schools and their families. Although PASOS 2020 did not take place, the Foundation commemorated the graduation of our Latinx law students by producing an electronic version of the PASOS program book that included biographic information for each graduate. The program was distributed electronically to all law students who participated.

Foundation Fellowships

The Foundation awarded three fellowships to support law students working in summer public interest jobs that serve significant Hispanic populations. The fellowships were in amounts between \$7,000 and \$10,000. The Foundation Fellowship recipients are noted below.

Amy Olivero, *Kelley Drye & Warren, LLP Public Interest Fellow*, Amy was a rising 2L at the Georgetown University Law Center. In the summer of 2020, Amy interned for Legal Services of Northern Virginia, which is the largest legal aid organization in Northern Virginia providing access to justice for disadvantaged individuals and communities through free legal representation, advocacy, outreach and education to low-income individuals. Prior to attending law school, Amy was a government consultant in KPMG's State and Local Government Advisory practice where she focused on Human and Health Services programs. Amy earned a Bachelor of Arts in Public Policy and a Minor in Latin American Studies from Princeton University.

Jaimee Salgado, *HBA-DC Public Interest Fellow*, Jaimee Salgado was a rising 2L at the George Washington University Law School. Jaimee interned for the Migrant Legal Action Program (MLAP) in the summer of 2020. MLAP provides legal representation and a national voice for migrant and seasonal farmworkers, the poorest group of working people in the United States. Jaimee assisted MLAP with legal research and writing on a variety of farmworker legal and civil rights issues at the federal and state levels. Jaimee earned a Bachelor of Science in Music with a Minor in Music Management from the University of Colorado at Denver.

Ana Saragoza, *Eversheds Sutherland Public Interest Fellow*, Ana was a rising 3L at American University Washington College of Law. In the summer of 2020, Ana interned for Children's Law Center, which advocates for children. Ana worked in the Healthy Together Program providing support for medically-necessary health services, special education, public benefits, and housing conditions cases. Ana earned a Bachelor of Arts in Foreign Affairs and Spanish from the University of Virginia. After teaching in Washington, D.C. through Teach For America, Ana worked at the D.C. Bar Pro Bono Center, further influencing her to enroll at American University Washington College of Law.

Foundation Scholarships

To further its commitment to the advancement and progress of Hispanics in the legal profession, HBA-DC provided three \$5,000 scholarships in 2020. The Foundation administered the scholarships. Below are the recipients of the 2020 scholarships, which were presented at the Equal Justice Awards.

Ana Gonzalez is a 3L at The Catholic University of America, Columbus School of Law. She was born in Mexico but has called Texas home since she was 2 years old. She is a first-generation college student; she received her Bachelor of Arts in Political Science from The University of Texas at Arlington. She moved to Washington, DC to pursue her dream of attending law school.

Brittany Nagy is a third-year law student at Georgetown University Law Center. She is passionate about Criminal Justice Reform and is particularly interested in working on policy reform focused on rethinking the handling of drug offenses and mental health cases within the criminal legal system. She is the former Vice President of Georgetown Law's LALSA chapter where she worked to bring meaningful programming to the Hispanic Community on campus, and throughout her time in law school she has completed more than 100 hours of pro bono work for various organizations throughout DC.

Richard Samboy-Peña is currently a 3L at the George Washington University Law School. Richard is the first in his family to graduate from college. He was raised in the Bronx by a single mother who immigrated to the United States from the Dominican Republic. Out of necessity, Richard worked full-time as a litigation paralegal while attending John Jay College full-time. Richard is currently an Article's Editor for the Federal Circuit Bar Journal and is interning for the Senate Judiciary Committee in the spring. This past summer, Richard interned at the Department of Justice and the Securities and Exchange Commission.

Foundation Leadership

The Foundation's 2020 Board of Directors is composed of **Robert Raben** (President); **Linda M. Estrada** (Vice President); **Jilma M. Lasso** (Treasurer); **Paulina M. Vera** (HBA-DC Representative)

HBA-DC Judicial Council

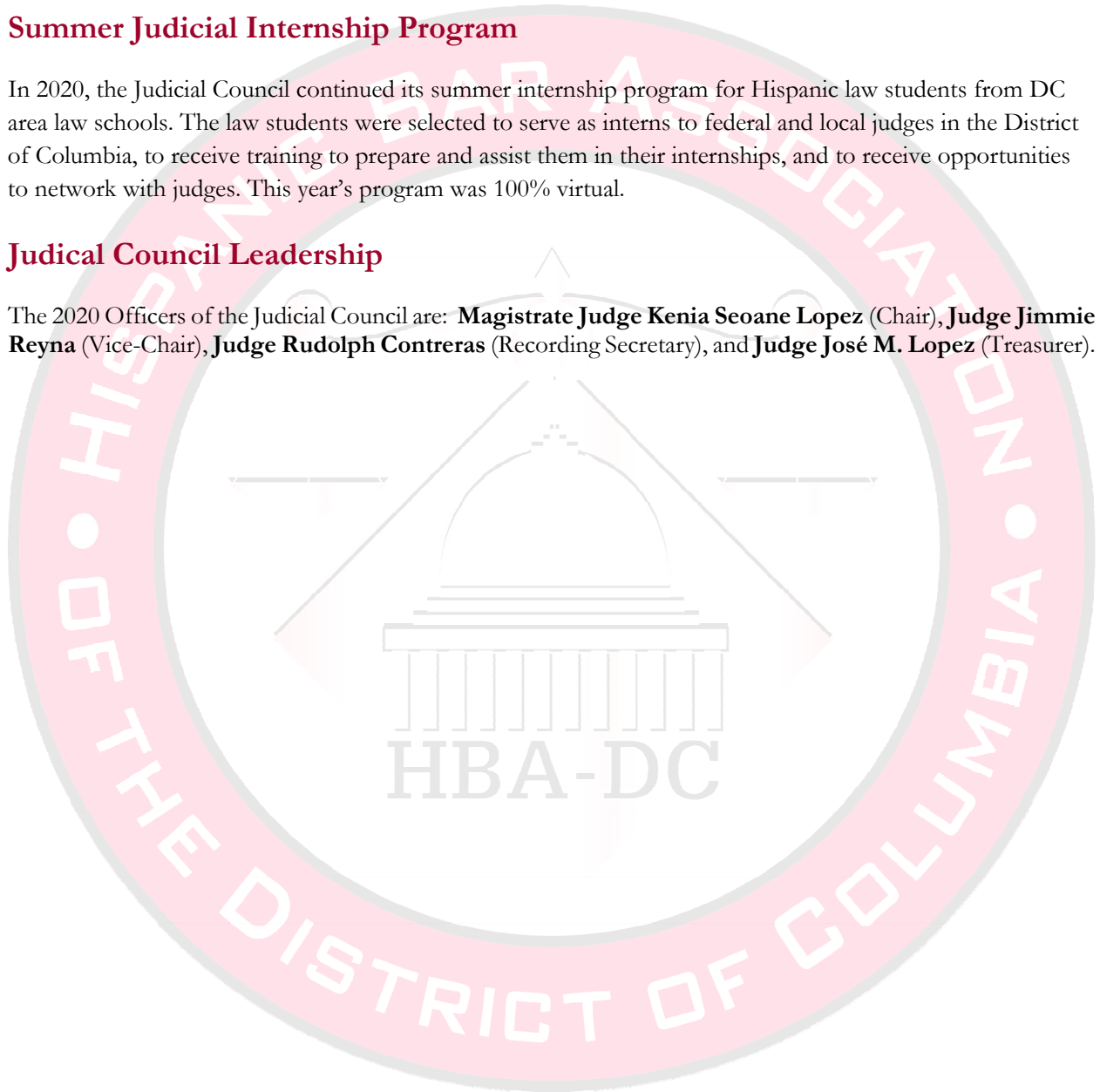
Created in January 2011, the HBA-DC Judicial Council provides a forum for the consideration of matters of importance to member of the Judiciary and offers a support network for members for the Judiciary. The Judicial Council, with Magistrate Judge **Kenia Seoane Lopez** serving as the Chair, includes all Hispanic members of the Judiciary in the District of Columbia and other non-Hispanic judges.

Summer Judicial Internship Program

In 2020, the Judicial Council continued its summer internship program for Hispanic law students from DC area law schools. The law students were selected to serve as interns to federal and local judges in the District of Columbia, to receive training to prepare and assist them in their internships, and to receive opportunities to network with judges. This year's program was 100% virtual.

Judicial Council Leadership

The 2020 Officers of the Judicial Council are: **Magistrate Judge Kenia Seoane Lopez** (Chair), **Judge Jimmie Reyna** (Vice-Chair), **Judge Rudolph Contreras** (Recording Secretary), and **Judge José M. Lopez** (Treasurer).



Thank You To Our Supporters

The HBA-DC thanks the following organizations and individuals who supported its mission financially and with other in-kind donations. Our work would not have been possible without their generosity.

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Fernando Rivero
Nader Salehi
Juan M. Sempertegui
Jan Singelmann
Neal Sullivan
Eissa Villaseñor

2020 Year in Review

Jan. 15, 2020	Annual Meeting & Elections	Jun. 25, 2020	Co-Sponsor Antitrust Café con Leche
Jan. 29, 2020	Co-Sponsor In-House Counsel Nuts & Bolts Workshop	Jul. 21, 2020	Summer Law Student Virtual Reception and Résumé Review
Feb. 5, 2020	Co-Sponsor Unconscious Bias Training	Jul. 29, 2020	Virtual Test Kitchen Fundraiser for Ayuda
Feb. 11, 2020	Hispanic Heritage Night at the Washington Wizards	Aug 4, 2020	HBA-DC joins Diverse Bar Coalition as Founding Member
Feb. 27, 2020	Committee and Board Meet & Greet	Sep. 9, 2020	An Evening With Monica Palacio, Former Director DC Office of Human Rights
Mar. 2, 2020	Co-Sponsor “Becoming a Judge” Event	Sep. 26, 2020	Sixth Annual HBA-DC Latina Leadership Academy
Mar. 12, 2020	Co-Sponsor “Elder Care Planning: The Inevitable Doesn’t Have To Be Hard”	Oct. 8, 2020	Book Talk with Karla Cornejo Villavicencio, Author of “The Undocumented Americans”
Apr. 20, 2020	Co-Sponsor “What Do Lawyers Do?” Event	Oct. 13, 2020	Co-Sponsor 22nd Annual Hispanic Law Conference
May 12, 2020	In Conversation with Estefania Ospina: Tools for Effective Stress Management	Oct. 21, 2020	Mentorship Program Kick-Off Reception
Jun.-Aug. 2020	Virtual “Check-In” Series on Zoom	Oct. 29, 2020	Co-Sponsor Latina Equal Pay Day Event
Jun. 9, 2020	Co-Sponsor “Meet the Next Chief Judge”	Oct. 29, 2020	Co-Sponsor Virtual Screening of “The Judge”
Jun. 11, 2020	HBA-DC Foundation Issues PASOS 2020 Commemorative Program Book	Nov. 12, 2020	Equal Justice Awards
Jun. 15, 2020	Zoom Discussion with Legal Recruiters	Nov. 19, 2020	Black Lives Matter Taskforce Presents: A Conversation on AfroLatinidad
Jun. 17, 2020	Co-Sponsor “From Lawyer to Congressional Staffer: Come Learn How They Did It”	Dec. 9, 2020	Panel on “Entering Legal Academia”
Jun. 23, 2020	An Evening With Juan Cartagena, President and General Counsel of LatinoJustice PRLDEF	Dec. 18, 2020	Annual Holiday Party & Charity Gift Drive

Hispanic Bar Association of the District of Columbia Treasurer's Report

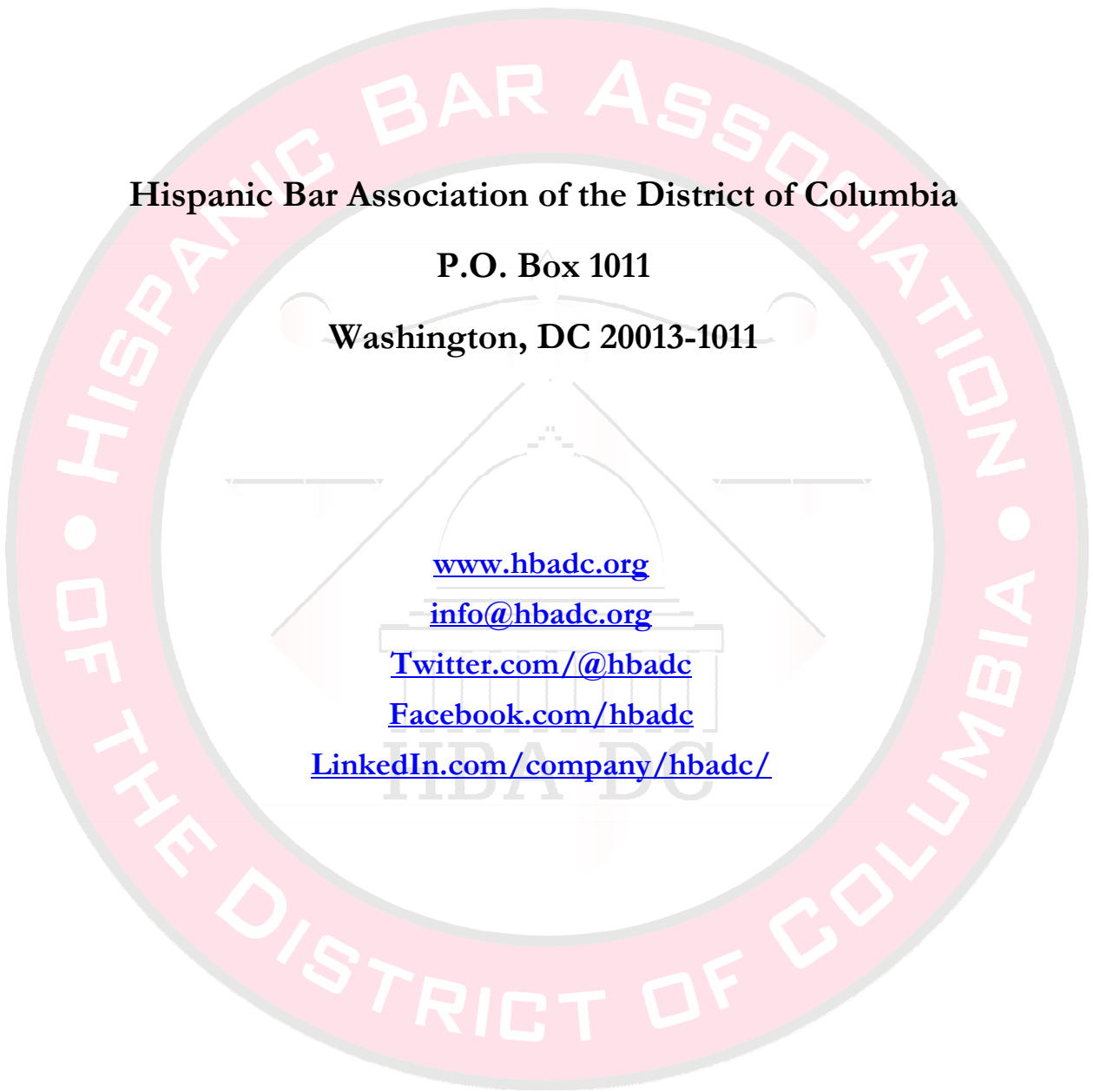
For the Calendar Years Ended December 31, 2020 and December 31, 2019

	2020*	2019**
REVENUES		
Dues received	12,225.00	11,515.00
EJA Reception	41,400.00	108,600.00
Other Income	179.20	0
Interest Income	2,050.79	4,575.24
Total Revenue	55,854.99	124,690.24
NON-DISCRETIONARY EXPENSES		
Copying, Printing, Mailings	0	0
Post Office Box Charge	150.00	140.00
HNBA Affiliate Dues	250.00	250.00
Tax Preparation Fees	3,250.00	3,000.00
DC Government Fees (nonprofit report)	260.00	130.00
Director & Officer Liability Insurance	734.00	727.00
Website Hosting	7,369.06	6,939.14
Credit Card Processing	936.94	1,710.11
Bank Charges	0	108.80
Jason Howell Co. Investment Fee	971.91	0
EJA Expenses	8,936.79	52,176.01
Annual Meeting	434.02	1,180.500
Total Non-Discretionary Expense	23,319.72	66,361.56
DISCRETIONARY EXPENSES		
Presidential Administrative Expenses	25.00	70.21
Board Retreat	374.45	263.49
Board Meetings	348.67	387.73
Committee Chair Orientation	345.63	269.32
Social Events		
Meet & Greet	13.16	13.00
Family Day BBQ 2019	475.00	317.92
Holiday Party	13.71	1,250.00
Networking Series	0	3,514.22
Lawyers Have a Heart Race	0	290.40
Nationals Baseball Outing	0	1,050.00
Student Affairs		
Wone Clerkship Conference	0	500.00
Law School Outreach	0	199.00
Summer Associates Reception	0	0
Mentoring Receptions	0	0

Professional Development		
Panel Events	332.29	1,001.80
“An Evening With” Series	11.28	1,808.20
Latina Leadership Academy	0	2,443.00
Café con Latinas 2019	404.45	
Public Service		
Legal Clinic Lunches	0	85.80
Mark Bohay Consulting	33,923.48	13,010.66
HBA-DC Judicial Council	0	0
HBA-DC Foundation Contribution	30,000.00	30,000.00
Awards (President’s, Speaker Gifts)	80.00	137.80
DC Bar Annual Meeting (HBA-DC Table)	0	1,250.00
Naturalization Ceremony	0	600.00
Other Event Sponsorships	106.00	544.00
Raben Group Project - Diversity Report 2019	8,766.56	19,000.00
Total Discretionary Expense	75,516.92	78,113.80
Total Revenues	55,854.99	124,690.24
Total Expenses	98,836.64	144,475.36
Surplus/(Deficit)	(42,981.65)	(19,785.12)
Year End Market Appreciation: Investment Account [incl. in bank acct. balance]	\$4,142.12	
Uncleared Checks for Expenses Incurred During Year [not incl. in bank acct. balance]	\$1,299.08	
Year-end Bank Account Balances	\$214,293.96	\$253,133.49

* Reflects Treasurer's Calculations. Figures Subject to Change Pending Professional Financial Review

** 2019 Figures as Reported in 2019 Annual Report



Hispanic Bar Association of the District of Columbia

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