Thursday, October 3, 2019

4:00 p.m. – 5:30 p.m.  
Mentoring Roundtable  
We will discuss mentorship particularly as it relates to supporting (i) diversity and inclusion and (ii) attorney wellness efforts at firms and companies with law departments.

I.  Mentoring In the Law Practice Environment  
   a.  What Is Mentoring?  
   b.  Benefits to Organizations, Proteges and Mentors  
   c.  Types of Mentoring: Formal vs. Informal  
   d.  What Are the Professional Responsibility Implications of Mentoring?

II.  Mentoring and Diversity & Inclusion  
    a.  The Diversity Gap in the Legal Profession  
    b.  The “Business Case” for Diversity and Inclusion: Addressing the Diversity Gap Enhances Professional Competence  
    c.  Addressing the Diversity Gap with Mentoring  
    d.  Opportunities and Challenges in Cross-Cultural Mentoring

III.  Mentoring and Wellness  
    a.  Lawyer Wellness and Professional Responsibility  
    b.  Lawyer Wellness and Diversity & Inclusion  
    c.  The Role of Mentoring in Supporting Lawyer Wellness Initiatives

IV.  Open Discussion  
    a.  Lessons Learned in Different Practice Environments  
    b.  Takeaways: What Can My Firm/Practice Group/Law Department Do?

5:30 p.m. – 7:00 p.m.  
Mentoring Social  
Beer, wine, and light snacks will be provided
Mentoring Roundtable Presenters

Victor O. Cardwell

Victor Cardwell is Co-Chair of Woods Rogers’ Labor and Employment Law Section. He is also Chairman of the Woods Rogers Board of Directors. He practices labor and employment law throughout the U.S., focusing on diversity, the Fair Labor Standards Act, and labor/management relations—including union-organizing campaigns and union-avoidance techniques, and workplace violence.

Victor has significant experience before state and federal courts and administrative agencies, including the National Labor Relations Board. He offers counsel to executive and human resources managers on a wide range of employer concerns—from harassment, sexual orientation/transgender, retaliation, and discrimination, to workforce reductions, handbooks and agreements, unfair competition, wage/hour compliance, health and disability, discipline/discharge, and employee leave.

Victor is a member of the Board of Governors of the Virginia Bar Association and the Virginia State Bar’s Board of Governors for its Diversity Conference. He also was named to the Roanoke Law Foundation Fellows Program in 2018. He has received Virginia Lawyers Weekly’s “Leaders in the Law” recognition. He is regularly listed in industry rankings including Virginia Super Lawyers and Best Lawyers in America for Employment Law-Management and Labor Law-Management. He is recognized by Martindale-Hubbell in Litigation and Labor and Employment and by Chambers USA as a leading attorney in the Labor and Employment practice. He is a member of the Lorman Education Services “Distinguished Faculty.”

Prior to joining Woods Rogers in 1991, Victor served as Deputy Associate Chief Counsel with the U.S. Department of Labor Benefits Review Board. He has served as a member of the House of Delegates of the American Bar Association, representing Virginia, and was appointed to the Human Rights Council of the Commonwealth of Virginia.

Victor lends legal counsel to many Roanoke-area nonprofit organizations including the Bradley Free Clinic, Center in the Square, Grandin Theatre Foundation, Mill Mountain Zoo, United Way of the Roanoke Valley, Science Museum of Western Virginia, and Human Rights Council of the Commonwealth of Virginia. He serves on the boards of directors for the Bradley Free Clinic and the Virginia Foundation of Independent Colleges. In the past, he has served on the boards of the Science Museum of Western Virginia and the Virginia High School League Foundation. He has also been an active volunteer with Cosmopolitan International.

Gerald W.S. Carter

Gerald W. S. Carter, a partner in Harrell & Chambliss, is a graduate of the College of William & Mary (B.B.A.) and New York University School of Law (J.D.). Mr. Carter received his Masters of Law (LL.M.) Degree in Taxation from New York University School of Law and focuses his practice on business/tax, estate planning, tax issues in municipal finance transactions, real estate and creditors’ rights and bankruptcy. Mr. Carter provides counsel to the Firm’s financial institution clients as it relates to banking regulations (Federal and state), commercial transactions, estate issues, creditors’ rights and bankruptcy, foreclosure, collection and civil litigation as well
as any other legal matter the Firm is requested to address for the client. Mr. Carter has been involved in a full array of matters pertaining to the Firm’s business and tax clients. Some of the general business and tax planning assistance provided by Mr. Carter include advising clients of closely held businesses and publicly owned entities, nonprofit and tax exempt organizations, public housing authorities, school divisions, churches and individuals. Mr. Carter’s practice also includes providing legal advice to the Firm’s estate planning clients. Carter has over twenty (20) years of experience in practicing as an attorney in the Commonwealth of Virginia.

Mr. Carter is a certified public accountant and worked as an accountant before entering law school. Mr. Carter served as an Adjunct Professor of Law at the University of Richmond Law School and is a member of the Virginia State Bar and the Hill Tucker Bar Association. Mr. Carter served as a member of the Virginia Bar Association (Committee on Honoring Members and Judges). Mr. Carter presently serves as a board member on the Greater Richmond Bar Foundation. Mr. Carter was selected as one of the leading lawyers in Virginia as reflected in an article entitled "The Legal Elite," in the December 2000 issue of the Virginia Business Magazine.

Mayme Beth F. Donohue

Mayme counsels clients on securities law matters, capital markets transactions, mergers and acquisitions and corporate governance issues. She is also a member of the firm’s blockchain working group and the Associate Editor of the Blockchain Legal Resource blog.

Committed to business-focused solutions, Mayme works with clients to achieve results that make both legal and financial sense. She regularly answers complex securities law questions for both public and private companies and is experienced providing advice on reporting requirements under US securities laws and Nasdaq and NYSE rules. Mayme enjoys counseling clients in a broad range of capital markets transactions, including securities offerings, tender offers and derivative transactions. While guiding companies through strategic transactions, Mayme values the strong connections built with clients during the course of accomplishing their important business goals.

Mayme also understands the impact of disruptive technologies on our financial systems and across industries. She possesses in-depth knowledge on blockchain and distributed ledger technology.

Pro bono work and community service are fundamental to Mayme’s practice. She serves as a co-chair of the Pro Bono Hotline for the Central Virginia Legal Aid Society and spends hundreds of hours strengthening the community through the various nonprofit boards on which she serves.

Mayme is a contributing author to the Blockchain Legal Resource blog.
Mentoring Roundtable Presenters

Yvette V. Gatling

Yvette V. Gatling practices in the area of employment and labor law litigation and consultation, representing clients in a broad range of matters. She has specific experience with claims that arise under:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act

She also litigates claims of race, sex, age, national origin and disability discrimination; ERISA retaliation; sexual harassment; and equal pay for corporate defendants. She practices in state and federal courts and before the Equal Employment Opportunity Commission and the Department of Labor. She handles National Labor Relations Act matters, including union-free campaigns and elections.

Additionally, Yvette assists clients with wrongful discharge matters, union avoidance, reductions-in-force and compliance audits, including wage and hour audits. She frequently works with oil and gas companies, financial services companies.

Previously, Yvette served as law clerk to the Honorable Tucker L. Melançon, United States District Judge for the Western District of Louisiana. In law school, she was a member and served as a senior editor of the Louisiana Law Review.

Rudene Mercer Haynes

Rudene’s fascination with numbers and problem solving has led her to a fulfilling career in structured finance and securitization.

For most of her practice, she has focused on residential mortgage financing, and has acted on behalf of issuers, lenders, servicers and underwriters/placement agents of a myriad of financial assets, including mortgage-related assets, trade receivables and other payment intangibles.

She is a leader in the firm’s servicer advance financing practice, and has historically represented Ginnie Mae in its Multiclass and Mortgage-Backed Securities programs.

Rudene is incredibly responsive and flexible in addressing clients’ needs. She strives to solve her clients’ problems with wit and creativity, deriving immense pride from her work to make homeownership affordable and possible for many Americans.

On a personal note, Rudene is exceptionally committed to increasing diversity in the legal profession. She is very active in bar, civic and community initiatives that advance equity in our society.