



WOMEN AND THE LAW
STATE BAR OF TEXAS



May 2024

WRAPPING UP THE YEAR

Being Chair of the Women and the Law Section has been such a gratifying and fulfilling role for me this year. It is hard to believe my time as Chair will come to an end on June 20, 2024. But, I am thrilled to pass the baton to Natasha Martinez, my colleague and fellow Rio Grande Valley resident! But before I do, let me take a minute to brag about the wonderful services our Section provided our members. We hosted multiple lunchtime CLE programs, including the upcoming May 23, 2024 noon CLE on the Business Courts, all of which are available on our website. We blasted three newsletters, which now include a section for job opportunities and articles on recent decisions and matters affecting the practice of law.

The gem of my year, though, was the Second Annual International Women's Day Event, hosted in 12 cities across Texas on March 7 and 8. We provided our lawyers with an MCLE on the Proposed Disciplinary Rule Changes, as well as networking opportunities with other lawyers and judges from across the state.

Now, we are looking forward to our Annual Meeting at the Dallas Anatole on June 20, 2024. Our Section will not only have its first meeting under Natasha's leadership, but we will present our Award Winners and our panel on Artificial Intelligence and its Effect on the Law.

As we plan for the 2024-2025 year, we are exploring establishing a mentorship and peer to peer program, hosting a 2-day CLE on relevant legal topics, including wellness, at a destination location and hosting the Third Annual International Women's Day Event.

We hope you continue your membership with this section as we are working hard to provide you valuable legal information and opportunities!

Thank you for reading!!
Elizabeth Sandoval Cantu





WOMEN AND THE LAW
STATE BAR OF TEXAS

Judy L. Ney
SERVIAM AWARD



2024 INAUGURAL AWARD

The State Bar of Texas Women and the Law Section is overjoyed to announce the inaugural Judy L. Ney Serviam Award, dedicated to recognizing exemplary section members who have dedicated their time, effort, innovation and service to the Women and the Law Section. Named in honor of Judge Judy L. Ney, the Serviam award acknowledges service to the improvement of, and access to, legal services, mentorship, volunteerism to professional and legal organizations and the continuing effort to advance female attorneys in the State of Texas.

JUDY L. NEY received her Bachelor of Arts degree from Bradley University, a Master of Arts degree from the University of Missouri-St. Louis, and her law degree from South Texas College of Law. She is recognized as a leader of the State Bar of Texas in promoting professionalism, legal education, community engagement, and individual rights. She has served as a Section Representative to the Board of Directors, Chair of the Section Representatives to the State Bar Board Committee, Chair of the Women in the Profession section, Chair of the Women and the Law Section, Chair of the Disability Issues Committee, Chair and Founding Member of the Worker's Compensation Section, and is a Fellow of the Texas Bar Foundation and Texas Bar College.

Judge Ney has received the Presidential Citation for Service to the Bar as well as the Barbed Wire Award for Lifetime Achievement in Workers' Compensation. She has served on the Grievance Committee, the Pro Bono College, the Professionalism Committee, the Lawyers in Public School Program, Senior Lawyer's Committee, the Continuing Legal Education Committee and Co-Chair both the Law Day and the Minority Opportunities Committee. Judge Ney is currently the team lead for the Eastern Region of the Administrative Law Judges with the Texas Division of Worker's Compensation Commission and benefit review officers in the Coastal Region of Hearings. Before joining DWC, she was in private practice concentrating in disabilities law and First Amendment rights. She is also a certified mediator.

Judge Ney is also the proud and loving mother of Leo E. Ney IV and grandmother of Allison Ney, of New Orleans, LA; sister of James Larson (Renay Larson) of Evanston, IL and Jan Larson (Colin Marstin), of Cambewarra, NSW, Australia.

This year, the State Bar of Texas Women and the Law Section is truly honored to bestow Judge Judy L. Ney with her namesake award- the 2024 Judy L. Ney Serviam Award, in recognition of and in gratitude for her years of service to the Women and the Law Section.

Judge Ney has been a member of Women and the Law for 26 years, in which time she has served in office positions throughout the years, including as Treasurer and Chair in 2003-2004. She is involved in every aspect of the section, cross-promoting the sections with Women in the Profession and serving on the International Women's Day Committee, mentoring new section members and providing invaluable historical information about the section. She is a past recipient of the Barbara Culver Clack Award and is an Emeritus Council Member.

We invite you to attend the Women and the Law Annual Meeting on June 20, 2024, at 1:45 p.m. at the Dallas Anatole Hotel, where Judge Ney will be honored.

Women and the Law is committed to providing its members with legal articles and opportunities to enhance their practice of law, even if not in a law office. Burn out, quitting and loss of interest in lawyers can affect the provision of legal services to client and a lawyer's legal career. We bring this article with the hope it will provide guidance and support to those who are exploring alternatives to law firm practice.



Career Pivots: Lessons Learned from Forty Years of Reinventing Myself

By Mary Brennan Stich

I'm not one of those lawyers who always wanted to be a lawyer. No way. I was never very good at imagining big possibilities, much less planning for them, especially when I was in college. I played sports, worked, and spent time with friends in the campus pub. My grades were so mediocre at the end of my freshman year, my parents almost pulled me out.

I had no idea what I wanted to do when I grew up. I had no pre-conceived notions of what a career or my future might look like. I certainly never considered law school. I was not smart enough, I could not afford it, and I had no exposure to lawyers. I'm from a big family of ten kids and considered myself lucky to go to college. As it turns out, my lack of pre-conceived notions about my future was (and still is) a bit of a gift – it's caused me to be open to new adventures, including career pivots I never imagined.

In my junior year of college, a friend encouraged me to consider law school. By now, I had figured out how to find the library (yes, this was back in the day) and I surprised myself with good grades. I decided to apply to law school and despite a lot of self-doubt, I got into St. Mary's University School of Law and was awarded a full tuition scholarship. Nonetheless, I still doubted myself. My insecurities led me to work hard, and I surprised myself again with good grades. Then, I (barely!) passed the bar exam.

Was I actually going to be a lawyer? It was not something I ever thought I could do.

I also never thought I would be a partner in a large commercial law firm, an associate dean at a law school, or one of the lead in-house lawyers at a global, publicly traded company. I never thought I would evolve from commercial litigation to employment law or from billable hours to being an in-house corporate counsel. I never thought I would teach a law school class or be a career coach for law students. I never thought I would love negotiating executive employment agreements. I did not imagine myself on the boards of non-profit organizations or that I would serve as an advisory director on the board of a for-profit publicly traded financial institution. I did not pre-plan my career or the many variations in how I served my clients. I did not map out my jobs and my pivots. But in hindsight, I now see that I reinvented myself time and again because I learned to be open to change, more strategic, and more opportunistic about doing new things. From one pivot to the next, I began listening to my gut, my “pivot nudge” as I call it – and I got comfortable taking calculated risk. More importantly, I have been supported and nudged by family, friends, and my professional network, all of whom I refer to as my “community of encouragers.” Without them, I may have gotten stuck. I may have kept blinders on. At times, in fact, I have been very good at staying in a safe lane.


All along my career journey I experienced (and still experience!) self-doubt, imposter syndrome, and fear. Don't we all? Is anyone truly fearless? I don't think so. I think the key may be to find ways to make friends with our fears and lean forward anyway. My journey of pivots, though sprinkled with fear, has taught me to remain open, hopeful, and optimistic even in the uncertainty of change. And all in all, my career has been exciting, unpredictable, challenging, and energizing. By sharing my pivots, I hope to inspire you to stay open and optimistic in your careers, too. After all, most lawyers do not stay in one job for their entire careers.

Are you open to a pivot? Do you occasionally feel a nudge? If so, I hope some of the lessons I have learned along the way will help you on your journey.

I graduated from St. Mary's University School of Law in 1981. Forty plus years and five job pivots later, I can assure you that reinventing ourselves is easier and more rewarding than we might ever imagine. Is it risky at times? Yes. I left a couple of my law jobs without having another one lined up – and decided to take that risk financially. I left at least one of my law jobs because my relationship with my boss was not working (which was as much my doing as it was theirs). A couple of my transitions followed bouts of burnout because I waited too long to listen to my nudge – sometimes it took me awhile to admit that not only was it time for a change, it was time for me to do something about it. Change can be scary. But here's the good news: it is never too late or too early to simply stay open to change. Even if you stay right where you are, you will be amazed by what you will learn along the journey of exploration.



My Pivots and Lessons

After I graduated from law school, I was a law clerk for the Texas Court of Criminal Appeals. I then joined a large law firm in San Antonio doing commercial litigation. Back in the day, the partner track was six years. I became a partner after five years because I was given “credit” for the clerkship. As I said, that was back in the day.... The partner track has certainly evolved. But some things have not changed: large firms typically depend on billable hours as a business model. And I billed a lot of hours. I worked on exciting cases and learned from the best. I ran hard on the hamster wheel and mostly kept blinders on. I billed a lot of time. I had good mentors. Eventually I had the chance to mentor newly licensed lawyers, become a leader in local bar associations, and lead the firm's pro bono efforts. It was a great start to my career.



The billable hour model is understandable for a commercial firm, but I grew weary of it over time and began to wonder: is this where I want to work forever? I worked with brilliant lawyers and made great money. I was a partner in a major firm at a time when women were gaining more seats at the table. But I started to feel a nudge. I didn't have much time to pay attention to it. And what else would I do if I did not do this? On top of my career, and much more importantly, I was starting a family and was pregnant with my first child. I kept feeling the nudge – that little voice in my gut. Around that time, I was asked to apply for a judicial appointment for an open seat on the district court bench. I was honored and decided to go for it. Although I did not get the appointment, the invitation to apply was a gift -- it caused me to truly open myself up to the possibility of leaving the firm. I began to take off the blinders. I began to open myself up to new possibilities. I began to say “maybe” to the nudge.

Soon after I learned that I did not get the judicial appointment, I got a call from the new Dean at St. Mary's, Barbara Aldave, the first woman dean of a Texas law school. I had interacted with her at bar and alumni events, and I was impressed. She asked if I would consider leaving the firm to join her team as an Associate Dean. My first thought was, “I am a litigator. I don't know how to do that.” Dean Aldave explained that she wanted a lawyer to lead the law school's career services office; she thought my experiences as a first-generation lawyer would be an inspiration to the students. She liked the fact that I had my undergrad and law degrees from St. Mary's. She knew I had developed a strong network and was a leader in the local bar. She wanted some fresh ideas. And she told me I would be a great career coach for the law students. Who, me? Although I had coached my daughter's grade school volleyball team, I had never been a career coach. Then again, I thought, I had not imagined I could succeed as a law student or as an associate at a law firm much less become a law firm partner or one of the first presidents of the Bexar County Women's Bar Association. I began looking for the connections between what I had done so far in my career and what I might offer in this new pivot. I believe in the importance of mentoring. I like coming up with new ideas. I enjoy the quid pro quo of being an encourager to others. It brings me energy and joy. I started to imagine the change and I paid more attention to my internal energy meter. How I could use my skills in new ways and what impact would this have on my energy meter? The Dean said I would also run the alumni office and could teach if I wanted to. I stayed open. I spoke to my inner circle – my community of encouragers – and realized that I might, in fact, have something to offer. I would probably learn a lot, too. After ten years, I pivoted. Some of my advisors thought I was crazy to leave the firm and that it would be a “step back.” I considered all the advice and then trusted my gut. In 1992, I left the law firm with immense gratitude for my time there and took a role at St. Mary's law school as Associate Dean for Career Services & Alumni Relations. It was my first pivot, and it was a great one. I was there for eight years.



Lessons from Pivot One:

Not every pivot has to include a pay raise. My pay went down. My energy meter went up. And as my spiritual advisor once asked, “How much is enough?” Pulling the blinders off and staying open will lead us to new possibilities, including using a law degree in untraditional ways. Imagining ourselves in a new role, practice area, or work culture allows us to explore whether a change might have a positive impact on our energy levels. It’s worth paying great attention to.

My pivot away from St. Mary’s eight years later was a nudge of a different type. The dean who hired me had left the law school and naturally, with any new leader, priorities and relationships change. My vibe with a new boss was not a great fit for me. No judgment here, but the natural friction that sometimes happens in work relationships gave rise to a new nudge. I resisted it for a while, but it became clear that I should step aside and consider a pivot. In hindsight, the friction was a gift that opened me up to another new adventure as a lawyer: an in-house role as an international employment lawyer with Clear Channel Communications, now iHeart Media. But wait, I had been a litigator for ten years, and then an Associate Dean for eight. How did I end up being an employment lawyer? I took a call from someone who believed I could use my degree in a new way. And I stayed open.

After I left St. Mary’s in 2000, I took a break for about a month, not knowing what my next move might be. I spent some time thinking about the things I like most about being a lawyer. I enjoy problem solving, strategic thinking, and being an advocate and a negotiator. I like advancing the ball. I also like being part of team. I got a call from an SVP at iHeartMedia, Demetra Koelling. Demetra headed up HR and the global employment law function for the company. The company was in the middle of a huge strategic transaction during the deregulation of radio. She needed to hire another employment lawyer. By now, I should have learned to keep my insecurities to myself, but I could not help myself: “Demetra, you know I am not an employment lawyer – I was a commercial litigator and have been at the law school for eight years.” She persuaded me to meet for coffee where she talked me off the insecurity ledge. She told me I could learn employment law and offered to teach me. She said, “Come join my team. It’s an exciting time in the radio business. You can learn new things. I know what you are capable of, and I think you’re going to love being an in-house lawyer.” She was right. It was a fantastic pivot. Despite some self-doubt, I learned how to spot and resolve tricky employment law issues, handicap risks on the fly, negotiate employment agreements, and move fast to support the rapid pace of a growing company with radio stations all over the country. My energy meter shot up once again. I started as an entry level “corporate counsel” and stayed at iHeart for nine years. I was promoted to a VP role and led the global employment law and litigation team for a publicly traded radio, TV, and outdoor advertising media company with over 30,000 employees. This pivot involved unimaginable career growth and opportunity. And although money was not a driver, my comp package eventually ended up being better than what I made in previous roles.

Lessons from Pivot Two:

Listen to people who may be pulling back the curtain into an entirely new capability. Sometimes others see the limitations we place on ourselves.

It is ok to feel unsure but say “maybe” anyway. Sometimes an initial cut in pay or title or scope leads to bigger and better things. After a great nine year run at iHeart Media, there was a point where I knew I had finished that race and made my mark. My pivot nudge suggested it was time to take another break and consider a new adventure. The timing was great because it was the summer before my daughter left Texas for college. Soon after I started my break, I got a call from a former colleague, Larry Macon, who was now a partner at Akin Gump Strauss Hauer & Feld, a multinational firm whose general counsel was based in the San Antonio office. He asked if I would consider joining the firm as its global in-house associate general counsel in charge of malpractice claims and risk management. In 2009, not long after leaving iHeart Media, I took the associate general counsel job at Akin. I worked with great people and did interesting work. But after six months I knew I was a better fit as an in-house lawyer at a company. I learned that the culture and pace of an in-house role was a better match for my energy meter. I decided that I would not put blinders on, and I would not wait for a call this time. After all, I had only been in the role for six months. No one was going to swoop in and recruit me. I had to activate if I wanted to explore making a move. I let my inner circle know I was open to a change. At the urging of a close friend and mentor, Sara Dysart, I sent a note to the general counsel at Rackspace Technology (who I knew from being active in the bar) and asked for a lunch meeting. There was no job posted at Rackspace at the time and I had no idea where the meeting might go. As it turns out, the company was growing rapidly as a cloud computing services provider and needed an employment lawyer and litigator. I got an offer and made the pivot to a tech company and my second in-house role in 2010.

Lessons from Pivot Three:

Sometimes a pivot is short lived. It's ok to embrace the bumps along the journey. Find the lessons in the bumps. By taking the role at the law firm, I knew I was better suited for an in-house role at a company.

Create opportunity. Although you may get calls about opportunities – and many of my pivots followed the calls I received - do not wait for a call. Make opportunities happen by reaching out. You are equipped to activate. It just takes time and some strategic thinking.

Taking the in-house job at Rackspace Technology was a great pivot, but I almost left the job soon after I got there. I stumbled quickly by not adapting to its unique work culture. In fact, at the end of my first year my boss said, “You are moving too fast – you are breaking glass (and he wasn't referring to the glass ceiling) – and Rackspace is not for everyone.” What? Am I going to pivot away from this job after one year because of someone's feed back about my “rapid fire style” as a lawyer?! Luckily, after some soul searching, I was able to look in the mirror. My boss was right. I was moving too fast. I was not collaborating with the teams that were impacted by my legal advice. After recognizing (and telling him) there was truth in his feedback, I made an internal pivot and decided I had to approach things differently. I still had a lot to learn, despite having been a lawyer for 25+ years. I took off my lawyer blinders and began asking for help throughout the business on how to be successful in that culture. I learned to be more collaborative and more patient.

I spent more time listening and compromising. As someone told me, I began to “put deposits of credibility in the bank” by slowing down long enough to care about what other teams thought and about the impact of my advice on their operations. I started acting like a business leader, not just a lawyer. As I built credibility, one coffee meeting after another, I began to see the value of teamwork throughout the business and figured out how to move fast when necessary. In fact, the more credibility I built, the faster I was able to go by “withdrawing the credibility deposits” when I needed to exert influence. I spent time building great working relationships. I got involved in business-wide initiatives and helped start innovative programs like Mentor Circles. I helped guide an employee resource group for women in tech. I was asked to speak at companywide events and lead discussion groups on career growth, pivots, comp negotiations, balance and resilience. I ended up having an expansive, rich learning experience that was one of my best pivots ever. Over time I was promoted to Deputy General Counsel and led a team responsible for international employment law, litigation, insurance and risk management. I stayed at Rackspace for eleven terrific years.

Lessons from Pivot Four:

Fail forward. Listen to tough feedback – it’s almost always an opportunity for us to grow and improve. Not all workplaces are alike. Respect the culture. Slow down and build authentic two-way relationships – it’s like money in the bank that can be withdrawn when you need it.

Know and honor your strengths. Everyone at Rackspace Technology takes the Gallup Strengths Finder assessment. Learning more about my strengths made me a much better lawyer, businessperson, leader, and teammate. I am an “activator” and a “learner.” I am an “achiever” who wants to check things off the list, and I am “strategic.” I am a “realtor.” Our top strengths can be leveraged to drive great outcomes – they can also drive others crazy when dialed up too high.

In 2021, after almost eleven years at Rackspace Technology, I felt the nudge. I resisted it for a long time. I loved my job, I especially loved my team, but I started to feel a little cynical even though I am an optimist. My energy levels dipped. At first, I thought I was a little burned out from the fast pace, the rate of change, and the complexity and demands of the work, all of which was very exciting – and oh, there was the isolation of working from home during COVID. But as I spent time with my ‘nudge,’ I realized I had completed this latest race - I had crossed the finish line, and I was ready to move on. I decided to take another break and stay open to the possibilities. I also spent time pondering the very important realization that being a lawyer is not who I am, it is what I do. My life – and my life purpose - is broader than being a lawyer. I am a mom, a “grammy,” a sister, a friend, a mentor and a volunteer. My latest pivot has led me to more pickleball, more pro bono work, and more time with family and friends. I serve on some boards, I mentor law students, and I practice law part-time with a focus on negotiating executive employment and severance agreements. It’s a balance of work that brings me energy in this phase of my life. But who knows what’s next? There may be more pivots ahead, and I hope to stay open to them.

I also hope my story brings you energy.

I hope it inspires you to listen to your nudge.

I hope you know your network is a two-way community of encouragers – they are there for you. I hope you know you can learn to do completely new things.

I hope you believe great pivots are possible.

And please trust me on this: if I can pivot, you can too. Just start by listening to your nudge. Spend time with it. Make friends with it. And let it lead you to new possibilities.

I wish you all the best on your journey. Please let me know if I can be helpful to you with a pivot. You can find me at <https://www.linkedin.com/in/marybrennanstich/>.

MENTORSHIP

WRITTEN BY ROBIN THORNER

Thinking about a career pivot? This summer, the Women and the Law Section is excited to launch a pilot small-group mentorship program for members considering a professional change. Mentoring relationships are an invaluable way to build relationships and facilitate professional and personal development, whether as a mentor or mentee. A mentor can be a valuable guide and sounding board, sharing experience, knowledge, and support during a career transition. If you are a section member whose career path has been more circuitous than linear, or you are a member hoping to make a detour or sharp turn, we hope you will join us in this new mentorship program. If you are interested in participating, email Robin Thorner at rthorner@stmarytx.edu and let us know how and why you would like to get involved.



“It’s okay to admit what you don’t know. It’s okay to ask for help. And it’s more than okay to listen to the people you lead – in fact, it’s essential.” – Mary Barra



WOMEN AND THE LAW
STATE BAR OF TEXAS

2024 JUDY L. NEY SERVIAM AWARD

INAUGURAL AWARD



DEBORAH CORDOVA

This year, the State Bar of Texas Women and the Law Section is truly honored to bestow Deborah Cordova with the 2024 Judy L. Ney Serviam Award, in recognition of and in gratitude for her years of service to the Women and the Law Section.

Deborah Cordova has been a Women in the Law Section member for more than 10 years, serving as Secretary, Vice-President, Chair of the Section in 2018-2019, Co-Chair of International Women's Day, Co-Chair of the Annual Meeting, and Awards Committee. Ms. Cordova is a founding member of her law firm Walsh McGurk Cordova Nixon, PLLC in Edinburg. She currently serves on the National Conference of Women's Bar Associations. She served on the Board of Directors for the State Bar of Texas from 2019-2022, is a Past President of the Texas Women Lawyers, was named a Fellow of the Texas Bar Foundation in 2019, the Nominating Chair for District 12 for 2022-2023 and 2023-2024, and Trustee for 2023-2026.

Deborah was appointed to serve as the Chair of the State Bar of Texas Outreach and Engagement Committee for 2023-2024, Vice Chair of the State Bar of Texas Council of Chairs for 2022-2023, Committee Member of the State Bar of Texas Diversity in the Profession Committee for 2022-2023 and 2023-2024, and a Committee Member for the Texas Minority Counsel Program for 2023 and 2024. Ms. Cordova served as a long-standing committee member of the State Bar of Texas Law Focused Education Committee, has been a speaker for the Texas Minority Attorney Program, and served on the Host Committee for the Celebration of the Texas Access to Justice Foundation's 35th Anniversary- to name a few. She is a champion for Women and the Law and continues to promote the Section and its members with a fierce passion and truly embodies the spirit of Serviam.



WOMEN AND THE LAW
STATE BAR OF TEXAS

June 20, 2024
Annual Meeting Agenda
and CLE

1:45
PM

Annual Meeting

- Introduction of new Chair Natasha Martinez
- Agenda

2:00
PM

Women and the Law Awards

- Sarah T. Hughes Award-
Justice Gina Benavides
- Judy L. Ney Serviam Award-
Judge Judy L. Ney and
Deborah Cordova
- Louise B. Raggio Award-
Sofia. A. Ramon

2:20
PM

Photo Opportunities

- Award Winners
- Committee

2:30
PM

**Artificial Intelligence and its Effect on the
Law Panel-MCLE 1.5 hours**

- Patricia Vargas- Moderator
- Melissa Vanessah Pace
- Laura Alaniz
- Lisa M. Angelo

6:00
PM

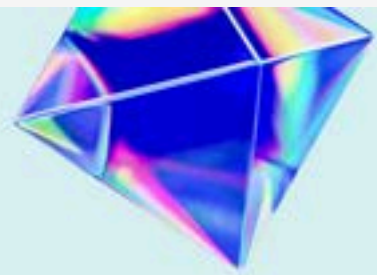
Annual Reception- Anatole Hotel

- Join us for the Women and the Law Reception to network with other attorneys and attendees. We will provide heavy appetizers, dessert, drinks and great company!

Registration through the State Bar of Texas for MCLE credit



WOMEN AND THE LAW
STATE BAR OF TEXAS



Artificial Intelligence and its Effects on the Practice of Law



Moderator- Patty Vargas
of Davis & Santos PLLC

Guest Panelists



Vanessah Pace
Intellectual Property



Lisa Angelo
Angelo Law Firm PLLC
Cyber Liability
& Data Privacy



Laura Alaniz
Spencer Fane
Labor and Employment

Join our Moderator and panelist for a discussion on the following topics:

Issue spotting, Copyrights, Data Privacy, AI regulation, Ethics of Artificial Intelligence, Court requirements regarding Artificial Intelligence, Professional Rules governing Artificial Intelligence, helping your client with Artificial Intelligence, Programs and Applications for Artificial Intelligence, and the State Bar of Texas Artificial Intelligence Task Force update.

Dallas Anatole Hotel

June 20, 2024

2:30 p.m.- 4:00 p.m

For information email ecantu@ramonworthington.com or register with the State Bar of Texas





2024

SARAH T. HUGHES
LIFETIME
ACHIEVEMENT
AWARD
RECIPIENT



Justice Gina Benavides

Justice Benavides is a trail blazer whose commitment to addressing and improving the concerns and issues affecting women, the Hispanic community and legal community for the last 30 years has effected long lasting change. As a Senior Justice on the Thirteenth Court of Appeals, Justice Benavides has upheld the highest standards of professional ethics, enhanced the legal profession and worked tirelessly to support and provide services to the underprivileged and to promote excellence in the judiciary. She currently serves as Regional Director 11 of the National Association of Women Judges, is a member of the Texas American Board of Trial Attorneys, is a founding member of the Texas Latinx Judges, and is a frequent CLE speaker across Texas.



WOMEN AND THE LAW
STATE BAR OF TEXAS

2024 Louise B. Raggio Award Recipient



Sofia A. Ramon
Edinburg

Sofia is a proud native of the Rio Grande Valley in South Texas and has been practicing law for over 30 years. She co-founded Ramon Worthington Nicolas & Cantu, PLLC, a majority women and minority owned law firm. Sofia mentors young lawyers and aspiring lawyers, volunteers on the National Board of AVANCE Inc., was on the Board of CASA (Court Appointed Special Advocates), sits on the Board of Lone Star National Bank's Advisory Committee and has served local and state bars and councils for decades.





Diversity in the Profession
Committee's

BAR PREP SCHOLARSHIP RECIPIENT

Leslie Espiricueta

J.D. Class of '24

Women and the Law is proud to partner with the Diversity in the Profession Committee of the State Bar of Texas to award Ms. Espiricueta a scholarship to help defray the cost of preparing for the July 2024 Texas Bar Exam. We wish her all the best as she concludes her time at St. Mary's School of Law.



THANK YOU
AUSTIN

for joining us!



THANK YOU
AUSTIN

for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
TYLER

for joining us!



THANK YOU
TYLER

for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
SAN ANTONIO

for joining us!



THANK YOU
SAN ANTONIO

for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
LUBBOCK
for joining us!



THANK YOU
LUBBOCK
for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
LAREDO
for joining us!



THANK YOU
LAREDO
for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
MCALLEN/
EDINBURG

for joining us!



THANK YOU
MCALLEN/
EDINBURG

for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
EL PASO

for joining us!



THANK YOU
EL PASO

for joining us!

**Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE**



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
HOUSTON

for joining us!



THANK YOU
HOUSTON

for joining us!

*Second Annual International Women's Day Celebration and
2024 Proposed Disciplinary Rule Amendments CLE*



Legal learning and celebrating in 12 cities across the state of Texas!

THANK YOU
MIDLAND

for joining us!



THANK YOU
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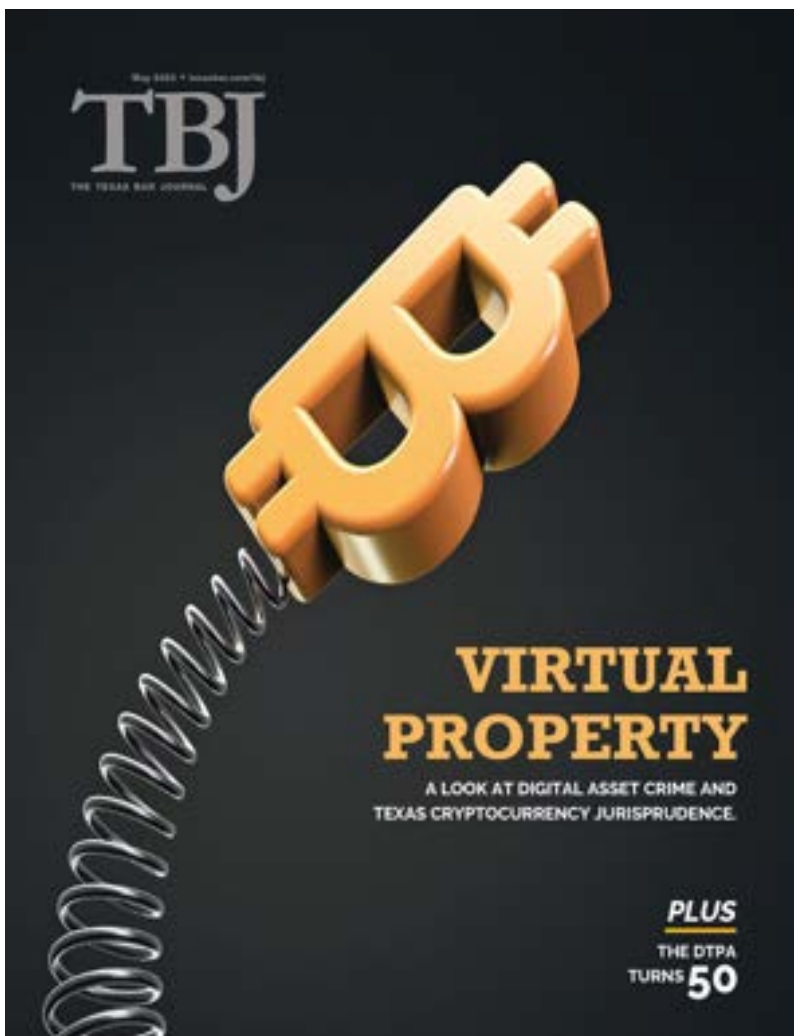
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