

SEATTLE

LAWYER

A MAGAZINE OF SEATTLE UNIVERSITY SCHOOL OF LAW / FALL 2023

IN THIS ISSUE

Hybrid Hubs

Affirmative action after recent ruling

Students score legislative victory



CAREER DEFINING MOMENTS

ALUMNI SHARE TRANSFORMATIVE EVENTS FROM THEIR PROFESSIONAL JOURNEYS





A WARM WELCOME

Bree R. Black Horse '13 addresses students with Dean Anthony E. Varona during a brunch held at Varona's residence for members of the Asian Pacific Islander Law Student Association, Native American Law Student Association, and Middle Eastern South Asian Law Student Association. Over several weekends last spring and this fall, Varona has hosted a series of brunches at his Cherry Hill home to personally welcome students from these affinity groups and others, including the Black Law Student Association, the Latinx Law Student Association, and Outlaws.



DEAN'S PERSPECTIVE

This past July marked my one-year anniversary as dean of this law school. The experience so far has exceeded my loftiest expectations, with each day delivering renewed excitement, anticipation, and joy about the promise and potential of Seattle University School of Law.

I arrived on campus with a specific vision for Seattle U Law: to foster a culture of innovation in legal education, expand our reach — regionally and globally, and in terms of programs and curricula — and elevate our image and reputation. In partnership with my faculty and staff colleagues and university leadership, and with the support of our alumni, I am pleased to report that we are making significant progress on all fronts.

This progress is apparent in our spirit of innovation, consistent with Seattle's reputation as a global hub for innovation and technology. We launched several new programs, including a Doctor of Juridical Science degree that is attracting prominent scholars and practitioners from around the world. We also created the Technology, Innovation Law, and Ethics (TILE) Program to prepare our students to tackle current and future legal challenges in this space, through a distinctly Jesuit Catholic lens. We are continuing to grow and build upon our hybrid-online Flex JD Program, positioning us as a leader and innovator in the delivery of legal education. Just this year, The National Jurist recognized our work developing leading edge initiatives by including Seattle U Law in its Top 25 Most Innovative Law Schools list.

To expand Seattle U Law's reach and presence, I am thrilled that we have admitted more diverse students than ever in our 51-year history, with BIPOC students comprising 45% of this year's incoming class, up from 37% last year. Nearly

one-third are LGBTQ+ and nearly two-thirds are women. With this historic diversity comes extraordinary excellence; this class has the highest academic credentials, in terms of GPAs and LSAT scores, since 2010.

Our Hybrid Hubs initiative will soon bring crucial access to legal education and law school programming for students in Alaska, the Yakima Valley, and the South Sound, areas that lack law schools. We are also growing our presence in the international arena, where our efforts have produced partnerships with several law schools abroad. This fall, we achieved the highest enrollment ever in our LLM program, with students hailing from nations around the world, including Afghanistan, Brazil, China, Germany, India, Ukraine, and Venezuela, among others. Our progress is so substantial that the publication International Jurist named us a top international law school.

The great work of our faculty, staff, students, and alumni is positively burnishing our reputation as a powerhouse law school. We were recently ranked in the top 25% of law schools nationally for academic impact, and the top overall law school in the Pacific Northwest. This is a testament to our brilliant faculty, who continually publish groundbreaking scholarship on weighty issues of our time. And with nine new tenure track professors hired over the last two years, I am confident our rank will only climb.

Getting to know you, our alumni, has been an absolute pleasure and a revelation. I am honored and blessed that you have welcomed me into this dynamic community with open arms and with such warmth. You, who number 12,000 strong, continually impress me with not only your prowess as legal practitioners, but as pathbreakers and leaders in law. This is evident in the fact that our alumni dominate the Super Lawyers and Rising Stars lists in the Pacific Northwest.

As we embark on the next 50 years of Seattle U Law, I am tremendously grateful to be your dean, where I can work hand-in-hand with this dynamic community to navigate present and future opportunities and challenges. I am confident that the positive momentum we have created during this past year will take Seattle U Law to new heights of achievement.

Warmly,

Anthony E. Varona, JD, LL.M.
Dean and Professor of Law

LAWYER

A MAGAZINE OF SEATTLE UNIVERSITY
SCHOOL OF LAW / FALL 2023

Nicole Jennings
EDITOR/WRITER

Neil Griffith
DESIGNER

David Sandler
DIRECTOR OF MARKETING
AND COMMUNICATIONS

DEAN'S EXECUTIVE CABINET

Anthony E. Varona
DEAN AND PROFESSOR OF LAW

Deborah Ahrens
VICE DEAN FOR INTELLECTUAL
LIFE AND PROFESSOR OF LAW

Steven W. Bender
ASSOCIATE DEAN FOR PLANNING
AND STRATEGIC INITIATIVES
AND PROFESSOR OF LAW

Richard Bird
ASSOCIATE DEAN FOR FINANCE
AND ADMINISTRATION

Brooke D. Coleman
VICE DEAN FOR ACADEMIC AFFAIRS AND
FREDRIC C. TAUSEND PROFESSOR OF LAW

Kristin DiBiase
ASSOCIATE DEAN FOR STUDENT
LIFE, DIVERSITY, AND INCLUSION

Matt Etter
ASSISTANT DEAN FOR THE CENTER
FOR PROFESSIONAL DEVELOPMENT

Erin Fullner
ASSOCIATE DEAN FOR STUDENT
DEVELOPMENT

Gerald Heppler
ASSISTANT DEAN OF ADMISSION

Paul Holland
ASSOCIATE DEAN FOR EXPERIENTIAL
LEARNING AND ASSOCIATE
PROFESSOR OF LAW

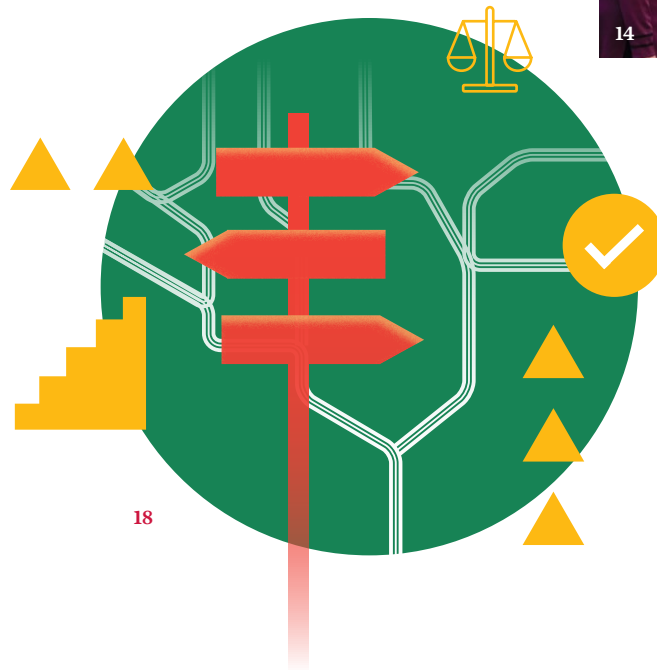
Sital Kalantry
ASSOCIATE DEAN FOR INTERNATIONAL
AND GRADUATE PROGRAMS
AND PROFESSOR OF LAW

Jeffrey Minneti
ASSISTANT DEAN FOR ACADEMIC
EXCELLENCE AND BAR SUCCESS AND
ASSOCIATE PROFESSOR OF LAW

David Sandler
DIRECTOR OF MARKETING
AND COMMUNICATIONS

Feven Teklu
ASSISTANT DEAN FOR DEVELOPMENT
AND ALUMNI RELATIONS

Colin Watrin
DIRECTOR OF INSTITUTIONAL ENGAGEMENT
AND SPECIAL ASSISTANT TO THE DEAN



DEPARTMENTS

- 08 The Briefcase**
Law school news
- 12 Faculty Showcase**
Professor Steven W. Bender analyzes the U.S. Supreme Court's recent affirmative action decision.
- 16 Out & About**
- 25 Profile**
Alexandra Lozano '08 has made it her firm's mission to handle challenging immigration cases.
- 26 Profile**
Judge Jamal Whitehead '07 embodies the social justice values he learned in law school.
- 27 Class Notes**

FEATURES

06
Hybrid Hubs program expands law school's reach
The new initiative aims to broaden law school access while educating diverse lawyers in three areas of the Northwest.

14
From advocacy to action
Workers' Rights Clinic students score a victory against wage theft with the passage of landmark legislation.

18
Careers defined, paths altered
Alumni share significant moments from their past that most profoundly impacted their professional journeys.

Lawyer magazine is published by the Marketing and Communications Office at Seattle University School of Law.

©2023 Seattle University School of Law.





**ANCHORAGE,
ALASKA**

SEATTLE UNIVERSITY SCHOOL OF LAW

**YAKIMA
VALLEY**



SOUTH SOUND



HYBRID HUBS PROGRAM EXPANDS LAW SCHOOL'S REACH

The new initiative aims to broaden law school access while educating a new, diverse generation of lawyers in three underserved areas of the Northwest

BY **DAVID SANDLER**

From a young age, **Gloria Guizar, '25**, knew she wanted to become a lawyer. Born in Mexico, she immigrated with her family to the Yakima Valley when she was 8 years old, and it's been her home ever since — a place where she has cultivated deep ties.

But to become an attorney, Guizar and others with similar aspirations who live in the Yakima Valley, the South Puget Sound, and the state of Alaska have had to make a difficult decision— leave their homes and communities to pursue a legal education elsewhere

or find a different career. That's because each of these regions lacks a law school.

“This unfortunate fact is not just an inconvenience,” said Seattle University School of Law Dean Anthony E. Varona. “It means that the path to becoming an attorney is all but closed off for many who could provide much-needed legal services in their communities, including those from diverse backgrounds who are seriously underrepresented in the legal profession.”

A new initiative by Seattle U Law, called Hybrid Hubs, aims to improve this situation by broadening access to



Gloria Guizar '25



Bree R. Black Horse '13

legal education for place-bound prospective law students. The goal is to educate a new generation of attorneys from these areas, who will be able to study law — and ultimately become licensed attorneys — in these regions.

“We are developing a vibrant and multifaceted law school presence, with elements of the in-person law school experience, in each of these areas,” Varona said. “This initiative, which is based on our innovative and

phenomenally successful Flex JD Program, will create a more enriching educational experience for our students in each of the hubs, and in turn will better prepare them for the practice of law.”

Moving to an area with a law school is simply a non-starter for many aspiring lawyers in legal deserts throughout Washington and in Alaska, especially those with families, jobs, mortgages, and other significant ties. That’s not to mention the financial burden associated with such a move.

This is certainly the case for Guizar, who needs to keep working to afford law school. “It’s important for me to stay in my community and continue to grow my roots here. It’s where I want to eventually practice law,” she said.

According to Bree R. Black Horse '13, a senior associate with Kilpatrick Townsend based in Yakima, “The Hybrid Hubs concept is a great idea. The community and students here are hungry for something like this. The program will particularly help members of underserved and underrepresented communities who may face more significant barriers to pursuing a legal education.”

Up until now, these barriers have meant that fewer individuals from these areas, on average, attend law school. As a result, there are fewer practicing attorneys to fill much-needed positions.

The Hybrid Hubs initiative is centered around Seattle U Law’s innovative hybrid-online Flex JD Program, which allows students in these regions and any other to complete most coursework online, supplemented by a few intensive in-person class sessions in Sullivan Hall each year.

“Crucially, this allows students to stay in their home communities, so they do not need to pick up and move,” Varona added.

To complement the Flex JD Program and create a more enriching educational experience, each Hybrid Hub will incorporate several elements.

The law school is building a roster of attorneys and judges who live and practice in each region — drawing in part on its alumni base — who have unique knowledge of the area’s specific legal issues and will be able to contribute significantly to each hub’s success.

Some area practitioners will become adjunct professors originating courses from each hub on topics especially relevant to the local area. For example, the Yakima Valley hub may offer courses in immigration law and agricultural law, the South Sound hub may originate courses in state constitutional law, and the Alaska hub may offer a course on Native Alaskans and the law.

To strengthen the experiential learning component of the Flex JD Program, the Hybrid Hubs structure will facilitate the hosting

of externship seminars and the expansion of externship offerings, allowing students to become familiar with local employers and vice versa.

The law school is also establishing alumni chapters in each region to facilitate networking and mentorship opportunities for students with area attorneys, helping them make professional connections. Frequent professional development events will feature members of the local bar and business community, Seattle U Law faculty, and others.

Seattle U Law will partner with local colleges and universities to create accelerated and priority JD degree pathways and joint degree programs. One program in the works will allow students to earn undergraduate and law degrees in just 6.5 years, saving one year of time and tuition compared to pursuing each degree separately. Their campuses will also serve as hubs to host many of the planned in-person events, and students will have access to libraries to study.

Guizar realized her law school dream by enrolling in the Flex JD Program this fall. Unsure about how to prepare to apply to law school, she participated in an the LSAC Prelaw Undergraduate Scholars program in the summer of 2022. This “pipeline” effort — developed in part by Seattle U Law — sought to help primarily Latinx and Indigenous college students and graduates from the region learn about the law school application process and what it takes to succeed. Varona hopes to create additional pipeline programs.

“What we have learned is that we need to start even earlier to reach students while they are still in high school,” he said. “Some young people are not even thinking about college, which is required to eventually attend law school.”

By establishing a law school presence in each Hybrid Hub, Seattle U Law hopes to address the critical shortage of lawyers, as many area legal employers have found it challenging to recruit law students to serve as clerks, interns and externs, and to eventually fill full-time attorney positions.

César Torres, executive director of Seattle-based Northwest Justice Project, Washington state’s largest publicly funded legal aid program, has experienced this challenge firsthand in trying to staff his agency’s satellite offices in Yakima and other areas of Central and Eastern Washington.

“It would be ideal to hire attorneys who are from the area, who know the area, who are bilingual, who have roots here and who are culturally competent to work directly with the large Latino and Native American communities,” Torres said.

Guizar, who speaks Spanish and knows the Yakima Valley community intimately, is just the type of future lawyer that Torres needs. “I am passionate about immigration law and social justice work and working to reform the criminal justice system,” she said.

“I am beyond delighted at the willingness and decisiveness of Dean Varona and Seattle U Law in quickly realizing the value of having a substantial presence in these regions. To me, this kind of program is exactly what is needed,” Torres said.



César Torres



ENTERING JD CLASS MAKES HISTORY

The incoming class of JD students is the most diverse in Seattle University School of Law's 51-year history while being the most academically accomplished in nearly 15 years.

Out of 222 students, 45% are BIPOC (up from 37% in last year's class) and 31% are LGBTQ+ (up from 28% last year). Nearly two-thirds of students are women, 31% are the first in their families to have attended college, and 9% are military veterans.

This year's incoming class also has the highest academic credentials of any 1L class since 2010. The median LSAT score

of the class is 157, and the median GPA is 3.49 — a 13-year high for both figures.

"Seattle U Law is reaching new heights of distinction and strength. We have much to celebrate as we start our new academic year," said Dean Anthony E. Varona of the diverse new class. "We study the law together at a very important moment in our nation's history, in which we are grappling with some of the most difficult and consequential questions of law and policy."

The students who comprise the incoming class arrived from 107 different colleges and universities, including: Harvard University; Georgetown University; the

University of California, Los Angeles; Syracuse University; the University of Utah; the University of Washington; and Seattle University. Some also bring with them significant work experience before deciding to enroll in law school, including in diverse fields, from business to health care to political advocacy.

Seattle U Law has not just attracted students from all around the nation, but also from other parts of the world. There are 11 international JD students from Canada, Gambia, Iran, and China (including Hong Kong).

NEW PROGRAM AIMS TO DEVELOP SPORTS LAW PRACTITIONERS

Seattle University School of Law launched a new Sports Law program this fall to provide its students with the knowledge, expertise, and resources needed to navigate the many legal issues that arise in the fast-paced sports industry.

"We are in a region that boasts a thriving sports culture, which makes Seattle U Law an ideal location to learn the practice of sports law," said Dean Anthony E. Varona. "Given that the legal issues in sports are growing ever more complex, the industry needs excellent practitioners who can provide sound legal advice and strategy. Our program will build on our law school's existing strengths to help meet this need."

The Sports Law program encompasses several degree options. JD students can

choose to tailor their curriculum to focus on courses that pertain to sports law. This prepares them to fill general counsel positions with teams and leagues, serve as agents for coaches and athletes, build sports law private practices, and more.

Also offered are two Master of Legal Studies (MLS) degrees, in Sports Law and in Sports Law Compliance. These graduate degrees are designed for those who don't envision practicing law but wish to familiarize themselves with sports-specific legal issues for careers in sports organizations.

The legal issues that frequently intersect with sports are numerous and varied, including contracts, intellectual property,



Kelli Rodriguez '14

labor and employment law, and antitrust law.

"While our law school has always offered a robust curriculum to navigate these issues, this program will provide students with the tools necessary to bridge the doctrine they're learning inside the classroom to issues facing the sports industry," said Kelli Rodriguez '14, the program's director.

SEATTLE U LAW RANKED AMONG TOP SCHOOLS FOR ACADEMIC IMPACT

Seattle University School of Law is the top law school in the Pacific Northwest for academic impact, according to a forthcoming article in the Florida State University Law Review.

The Forward Looking Academic Impact Rankings for U.S. Law Schools (FLAIR), developed by Emory University School of Law Professor Matthew Sag, place the law school in the top 25% nationally, at number 46. Additionally, Seattle U Law is the top Jesuit Catholic law school in the West, and places third among all Jesuit Catholic law schools in the country.

According to the article's abstract, FLAIR is calculated based on publicly available data that shows the number of citations that law review articles receive, tabulated for more than 5,000 faculty members at 191 U.S. law schools.

"This impressive result is another indication of the influence of our faculty's scholarship on the legal academy, the judiciary, and the profession. Our professors publish important and impactful books and articles about a diverse range of topics that add to our collective understanding of the law," said Dean Anthony E. Varona.

CONGRATULATIONS TO THE CLASS OF 2023

During Spring Commencement on May 13, 184 excited graduates received their hard-earned JD, LL.M., and MLS degrees in front of a packed McCaw Hall filled with jubilant family and friends.

More commencement photos:
[flickr.com/photos/sulaw](https://www.flickr.com/photos/sulaw)

LEGAL EXPERTS WEIGH IN ON AFFIRMATIVE ACTION RULING DURING SEATTLE U LAW-HOSTED WEBINAR

A webinar hosted over the summer by Seattle University School of Law attracted nearly 2,000 registered viewers, who listened to top experts from Seattle U Law and across the country analyze the U.S. Supreme Court's decision on affirmative action, which ruled that race-conscious admissions in higher education is largely unconstitutional.

"The informative and illuminating program contributed greatly to our collective understanding of the impact of this decision on students from underrepresented communities and on institutions of higher education going forward," said Dean Anthony E. Varona, who organized and introduced the online event. "Every speaker was brilliant, bringing to bear incisive analysis, nuance, and even hope."

After an introduction from Varona, Seattle University President Eduardo Peñalver opened the program with a robust declaration that the university "will continue to use every tool consistent with the law and with our values to create a diverse and inclusive academic community. But discerning what is consistent with the law in light of yesterday's decision, which unsettled decades of complex precedent, is no simple task, and helping us do that is one of the important goals of today's program."

His remarks complement a statement by the Association of Jesuit Colleges and Universities, of which Seattle University is a member, released shortly after the decision was announced:

"...we will honor our mission, guided by Catholic Social teaching and its vision of

the common good, to continue our commitment to expanding the recruitment of Pell-eligible, first-generation, and underrepresented students to our institutions."

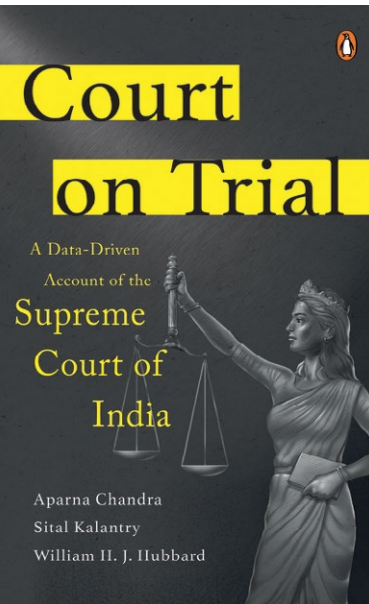
The webinar consisted of two roundtables.

The first, moderated by Deborah Ahrens, a professor of law and vice dean for intellectual life, considered the state and fate of affirmative action after the ruling, including an analysis of what the Supreme Court decided and why.

The second roundtable examined how higher educational institutions with diversity- and access-rooted missions should respond to the decision. Professor Steven W. Bender, associate dean for strategic initiatives, moderated the panel.

Seattle U Law has posted a full recording of the webinar on its YouTube channel.

LAW PROFESSOR'S NEW BOOK EXAMINES SUPREME COURT OF INDIA



Many books have been written about about the U.S. Supreme Court, whose decisions on often-controversial legal issues are an endless source of passionate debate.

But another Supreme Court presiding over the largest democracy in the world is the subject of a critical examination in “Court on Trial,” a new book co-authored by Seattle University School of Law Professor Sital Kalantry.

“Our book gives a window into the inner workings of the Supreme Court of India,” said Kalantry, who is also associate dean of International and Graduate Programs and founder of Seattle University’s RoundGlass India Center. “The book is a rigorous academic study using quantitative methods to uncover the workings of the Supreme Court. It looks at things that have been long-debated without any data.”

The book is the result of a decade of collaboration between Kalantry and her co-authors, National Law University, Delhi Professor

Aparna Chandra and University of Chicago Law Professor William H.J. Hubbard.

“Professor Kalantry’s latest book, which is a tour de force, is just one of many examples of our faculty’s deep knowledge of international legal topics,” said Dean Anthony E. Varona. “Our professors are engaged with global issues, and their innovative research reaches audiences around the world.”

The authors examined controversies within the court, such as the role of senior advocates, protracted delays in receiving justice, and the ways in which judges are appointed.

“Institutionally, there is significant room for improvement and reevaluation to determine if the existing structures, many of which were based on colonial norms, still work in modern India,” Kalantry said.

The book is reaching a large, global media audience. BBC News recently called it an “exhaustive, data-driven account” that uses “compelling evidence” to present “striking findings” about the court.

SEATTLE U LAW GRADS SHINE BRIGHTLY ON WA SUPER LAWYERS LIST

Seattle University School of law continues to lead the way in the number of graduates named to the Washington Super Lawyers list since its inception. With 1,031 in all, the law school’s tally of alumni is the most of any law school in the Pacific Northwest.



This year, 349 Seattle U Law alumni made it onto the Washington Super Lawyers list. Two alumni were named among the Top 10 Super Lawyers in the state of Washington this year, including Ken Masters ’92, founder of Bainbridge Island’s Masters Law Group, PLLC, and Lora Brown ’91, who founded the Law Offices of Lora L. Brown in Seattle. Another 17 can be found in the Top 100, which includes graduates of prominent law schools from across the nation.

“I am thrilled but not at all surprised that Seattle University School of Law graduates continue to dominate the Super Lawyers rankings across the entire Pacific Northwest region,” said Anthony E. Varona, dean and professor of law. “Our students are

educated by nationally renowned scholars and master teachers who are passionate about their success.”

Each year, Super Lawyers, which is owned by Thomson Reuters, publishes a list of whom it considers to be the best attorneys in each state. The selection process includes nominations by peers or the Super Lawyers team, research into the lawyers’ accomplishments based on certain criteria, and evaluation by a panel.

Super Lawyers considers law firms of all sizes and looks at more than 70 areas of practice. Only 5% of a state’s lawyers can be named to the list each year.

Nearly 250 alumni also made this year’s Washington Rising Stars list, which includes attorneys who are either 40 years old or younger, or have been in practice for no longer than 10 years. The Rising Stars list is comprised of no more than 2.5% of a state’s lawyers.

DEAN LEADS NATIONAL TASK FORCE ON HISPANIC REPRESENTATION

Dean Anthony E. Varona is co-chairing a new national task force to increase Hispanic representation among law school faculty and administrators, an effort launched by the Hispanic National Bar Association (HNBA), a nonprofit representing the interests of more than 67,000 Hispanic legal professionals and students across the country.

“I applaud HNBA President Mariana Bravo for her vision in establishing this new and much-needed national task force, and I am deeply honored to be serving with such illustrious colleagues — all leaders, luminaries, and trailblazers in legal education and law,” said Varona, who serves with fellow co-chair Raquel

M. Matas, formerly of University of Miami School of Law. Professor Steven W. Bender, Seattle University School of Law associate dean for planning and Strategic Initiatives, is also a member.

“We must do much more to address the severe underrepresentation of Hispanics and Latinos/as among law professors and administrators. This task force will help the legal academy and the legal system itself better reflect and respect the communities they serve,” Varona said.

Varona is the first Hispanic/Latinx dean of any law school in the Pacific Northwest and was the first Hispanic/Latinx dean at University of Miami School of Law, where he served prior to his deanship in Seattle.

According to the most recent ABA Profile of the Legal Profession, only 5.8% of lawyers in the U.S. are Hispanic, even though Hispanics constitute more than 19% of the general population. This shortage mirrors the paucity of Hispanics in legal academia. Only nine of the nearly 200 deans of the nation’s ABA-accredited law schools and 5% of full-time law professors are Hispanic.

The task force will oversee the development of various online and in-person workshops for prospective and existing Hispanic/Latinx law faculty and law school deanship aspirants, including support with mentorship, professional development, and networking.

INCUBATOR PROGRAM CELEBRATES BIG MILESTONE

As it marks its 10th anniversary, the Incubator Program is welcoming a new class of attorneys this fall. Those selected — known as “incubatees” — receive mentorship and a variety of resources during the one-year program to help them launch solo practices.

Administered through Seattle University School of Law’s Access to Justice Institute, the Incubator Program helps bridge the justice gap by expanding access to legal representation to individuals who might not have the resources to hire attorneys.

Seattle personal injury attorney Stan Perkins ’85 founded and leads the program, which was inspired by the challenges he faced when establishing a solo practice after graduation. Perkins spent years getting his firm off the ground, during which he waited tables, acted, did construction, and modeled for catalogues to make ends meet.

“I would have loved to have had something like what we have now. That would have absolutely streamlined the process, getting me some support — emotional support if nothing else,” Perkins said.

It was his own persistent networking that taught Perkins the ins and outs of running your own law firm — from marketing to negotiating a commercial lease to getting malpractice insurance.

“I did my own ‘Incubator Program,’ and in my own way, started to build what we’re running now,” he said. “It started with reaching out and meeting many mentors, who introduced me to new mentors.”

Incubatees receive personalized mentorship from seasoned attorneys, peer support, and access to extensive networking opportunities. Additionally, incubatees are given subscriptions to case management software, bi-monthly Continuing Legal Education (CLE) sessions specifically tailored to launching and sustaining successful practices, and access to Perkins’ downtown Seattle office space, conference room, and mailing address. Monthly gatherings allow incubatees to connect with each other and learn from guest speakers who address crucial business-related topics.

“The mentorship and guidance I received through the Incubator Program

were invaluable to me as I started my firm ... My first two years of practice since joining the Incubator Program have been a wild success,” said Ed Hones ’21, a 2022 incubatee who started Hones Law, PLLC.

Applications for the Incubator Program are now open, with interviews taking place in November and invitations extended in December. For more information, visit Seattle U Law’s website or contact the Access to Justice Institute at atji@seattleu.edu.



Stan Perkins '85



Photo by Allison Bailey/NurPhoto via AP

PURSUING EQUALITY BY ACTING AFFIRMATIVELY

BY STEVEN W. BENDER

On the penultimate day of its 2022-2023 term, the U.S. Supreme Court issued its decision in *Students for Fair Admissions (SFFA), Inc. v. President and Fellows of Harvard College*, addressing legal challenges to the race-conscious (or affirmative action) admission policies of Harvard College and the University of North Carolina (UNC). Both campuses allowed applicants to disclose their race, which

admission officials could regard as a “tip” or a “plus.” No underrepresented racial minority was ever admitted on the basis of race alone.

Although the Supreme Court had recognized the legality of the so-called diversity rationale for race-conscious admissions 20 years earlier in a legal challenge to the admission practices of the University of Michigan and its law school, it retreated

from that recognition in this recent decision. In the Michigan cases, the Court acknowledged that student body diversity and its benefits within and outside the classroom were sufficiently compelling to justify narrowly tailored admissions approaches to deliver that diversity.

While striking down Michigan’s main campus system that awarded a fixed number of points to underrepresented

Protesters show their support for affirmative action in front of the U.S. Supreme Court in Washington, D.C.

minority applicants, the Court approved Michigan Law School's individualistic and holistic review of applicants, including their race, in service of admitting a "critical mass" of underrepresented minority students (particularly African American, Hispanic, and Native American students). This was for their own benefit and that of their non-minority classmates — to better prepare them for employment in a diverse world.

Informed by the Michigan cases (and the 1978 Bakke case involving the University of California Davis medical school), the admission policies at Harvard and UNC specified neither a fixed number of seats reserved for underrepresented minorities, nor a fixed number of points toward their admission. Rather, each campus relied on an intensive application review, with race as a potentially disclosed and possible factor to tip some applications. Despite this holistic attention, the Court (in a 6-3 decision, with Justice Ketanji Brown Jackson abstaining in the Harvard challenge) struck down both schools' affirmative action approaches as unlawful. As a public institution, UNC's policies were impermissible under the Equal Protection Clause of the Constitution's 14th Amendment, and the private Harvard's policies were prohibited under Title VI of the Civil Rights Act of 1964, which the court viewed as controlled and constrained by the constitutional standards of the Equal Protection Clause, which prohibit states from denying "equal protection of the laws."

The Court found the Harvard and UNC admission policies were insufficiently narrowly tailored and questioned how it could meaningfully review what it saw as not sufficiently coherent goals of racial diversity offered by the schools, which include training future leaders, preparing graduates for a diverse society, and promoting a robust exchange of ideas in the classroom. The Court also questioned the categories used for applicant racial identification as underinclusive (no category for

Middle Eastern applicants), overinclusive (grouping together all Asian students), and what it called "arbitrary" (the Hispanic category). Finally, the Court viewed the absence of a termination date for race-conscious admission programs as a critical flaw.

In the wake of the invalidation, schools across the country aiming to further broad diversity goals must ensure admission policies are constitutional under the new decision. This is particularly crucial for a Jesuit institution such as Seattle University, where student diversity is mission-driven — what law school Dean Anthony E. Varona has described as a pedagogical and moral imperative.

Race-neutral substitutes for race-conscious admissions thus far have failed to deliver critical mass diversity at other schools experimenting with facially race-neutral approaches, such as emphasizing economic class, geographic diversity, and first-generation college status. The Court left open the possibility for constitutionally permissible consideration of an applicant's racial background, if connected to that applicant's individual attributes, rather than the school assuming an applicant's race necessarily affects character and experience.

The Court said nothing in *SFFA* to invalidate or discourage pipeline programs to better alert and prepare diverse applicants for opportunities in law school and the legal profession. In that spirit, and in furtherance of our Jesuit mission, I am proud to be part of the law school's recent development of pipeline programs. These include a program, in partnership with the national LSAC (Law School Admission Council) developed for Central Washington-based college students and residents interested in law school, and another for underrepresented Puget Sound-region high school students held each summer, called LawYours.

Growing up in a Mexican household in East Los Angeles, I aspired to drive a Greyhound bus, like the ones we would

ride to Tijuana for day trips. My goal is to inspire students of all ages and racial backgrounds to dream bigger than I did and see themselves in the legal profession as legal leaders serving justice and the pursuit, still unrealized, of true equality in law and society.

** The content of this article reflects the views of its author and is not intended to reflect or present an institutional position.*



Professor Steven W. Bender, who serves as associate dean for Planning and Strategic Initiatives, is a national academic leader on immigration and social justice law and policy, and an expert in real estate law. He is a prolific author of dozens of law review articles and book chapters, a casebook on real estate transactions, a national two-volume treatise on real estate financing, and more than a dozen other acclaimed books. He recently co-authored a landmark textbook, "Critical Justice: Systemic Advocacy in Law and Society."

FROM ADVOCACY TO ACTION

Students in Seattle U Law’s Workers’ Rights Clinic score a victory against wage theft with passage of legislation

BY NICOLE JENNINGS

Imagine you’re an employee in an office job and you didn’t get paid on payday. Before letting it go on for more than one missed paycheck, you would likely contact your HR department to make sure that there was not an error with payroll. You might get on the phone with your bank to check that there was no problem with the deposit system. If all else failed and the issue appeared to be deliberate — and recurring — you might call a lawyer.

Now imagine you are a restaurant worker who is new to the country and you have not been paid for several weeks.

“Low-wage workers don’t have any of that infrastructure. They don’t have HR departments,” said David Fernández Antelo ’23. “They might not even know about their rights.

They might be immigrants who are scared to find out about the laws, what their rights might be, because of fear of being prosecuted. And so they never go to the police, to law enforcement, and say, ‘Hey, my employer didn’t pay me.’”

That is why Fernández Antelo and his classmates in Seattle University School of Law’s Workers’ Rights Clinic

(which also included some University of Washington School of Law students) helped to pass a bill in the Washington State Legislature this past session to increase penalties for employers who do not pay their employees what they are owed. It was not only the first time ever that the clinic pushed a bill all the way to the governor’s desk, but also the first time the clinic got involved with legislation at all.

“It’s tough to pass any piece of legislation, with four out of five bills dying each session,” said Rep. Liz Berry (D-Seattle). “It’s even tougher to pass a law that makes real change.”

Assistant Professor Elizabeth Ford started the Workers’ Rights Clinic in 2015, around the same time that the City of Seattle was passing its \$15/hour minimum wage (now up to \$18.69). She wanted to provide opportunities for low-wage workers, who often don’t have the resources to access legal help, to be able to consult with law students for free.

“It is such a privilege to work with the clients who come to us. They are, just by virtue of reaching out, incredibly courageous, kind, and appreciative of the students’ work,” said Ford, who runs the clinic each semester.

She noted that while students frequently take on the workers’ cases, the real mission is more about helping workers understand their rights and become empowered to advocate for themselves.

“One of the most wonderful things is to watch a transformation in a person,” Ford said. “I can remember one client who came to the clinic after having worked in a beauty salon where she was treated treated badly. By the end of the semester she was carrying herself differently and she just clearly had absorbed something that allowed her to express more of who she was, to hold herself in a more confident way. And her daughter, who served as the client’s interpreter throughout the process, ended up going to law school.”

The most common theme that the law students heard from their clients was that the workers were not being paid what they were legally owed. While there is a pathway for workers to get their wages back by making reports to the Department of Labor and Industries, students were outraged to learn that those workers who successfully obtain back pay often do not receive interest for all the months or years they went without the money.

State law mandates that employers who commit wage theft pay 1% interest for every month that they with-



David Fernández Antelo '23



Assistant Professor Elizabeth Ford

held pay from their employees. Nonetheless, the Department of Labor and Industries routinely offered employers the chance to “settle” without paying interest. Fernández Antelo explained that the vast majority of meritorious wage theft reports are resolved in a settlement.

Ford said this is doubly unfair because in so many of these cases, the worker is paying interest on credit cards, on unpaid bills, and overdue rent because they do not have access to their own money, “all while they are essentially giving their employer an interest-free loan.”

“The loss of the use of that money can be really damaging. In the best case, the worker is putting money on their credit card, and that is 20%-plus interest. And so they are going deeper and deeper in debt because they don’t have the money they were supposed to have,” Ford said. “In the worst case, people are forgoing things like food and rent and medical care.”

The fall Workers’ Rights Clinic collaborated with legislators, including Berry and Rep. Lillian Ortiz-Self (D-Mukilteo), to write House Bill 1217, which mandates that payments of 1% interest for every month of withheld pay be part of any future wage theft settlements, beginning next year.

“Working with the students was fabulous,” Berry said. “Every task I gave them, they completed tenfold. They were enthusiastic, they were thorough, they followed instructions well.”

When the legislative session opened in January – just days after the new semester at Seattle U Law began – it was up to the spring clinic of four students to take over the job.

“We were sort of thrown into the arena, because as soon as we started class, the legislative session started, and a week later, there were already public hearings,” Fernández Antelo said. “And so this was our opportunity to testify and make the case for the law.”

Testifying before the House went well, and the bill passed that chamber. It came down to the wire in the Senate, however; when some senators raised a concern that charging an employer interest was impinging on their due process rights – effectively punishing them before it was proven that they had done something wrong.

With just hours left for the bill to pass the Senate and stay alive in session, Ford raced down to Olympia to help the students create



Photo courtesy of Washington State Legislative Support Services

Seattle U Law alumnus David Fernández Antelo '23 (second from left) stands alongside Sen. Karen Keiser (left, D-Des Moines) as Gov. Jay Inslee shakes hands with University of Washington School of Law student James Stafford during a ceremony where Inslee signed House Bill 1217 into law on May 4, 2023.

a clip art-festooned chart that would help explain the issue to the senators. As the chart noted, interest would only be charged when an employer agreed to settle, not before. Students, having developed trusting relationships with Senate staff, were able to place a chart on every committee member’s desk.

In the nick of time, the senators passed the bill out of committee and then out of the chamber.

“It’s really rare for bills to become law the same year they’re introduced, especially if it’s a meaty policy proposal like this one,” Berry said. “I credit that a lot to the students and their tenacity.”

Seeing Gov. Jay Inslee sign the bill into law in May was especially gratifying to Fernández Antelo, who himself immigrated to the U.S. and has driven for Uber and Lyft to make ends meet.

“I have that working-class background. I understand that uncertainty and not knowing about your rights,” he said. “My mom cleans houses. She’s a domestic worker. I knew on a very personal level what people go through. And I think that enlightened me as to how these issues are real.”

Fernández Antelo said this law will have a real impact on low-wage workers.

“There’s no legal or philosophical reason why employers should have this money,” he said. “Workers should be paid when they

were promised they would be paid.”

Next up for the Workers’ Rights Clinic is to advocate for the department to create a payment fund for workers, which would allow workers to be made whole by the department earlier, preventing some of the devastating consequences of the delay in payment. A recent article Ford wrote for the *California Law Review* provides the roadmap for accomplishing this.

“While I don’t think we’ll pass this in a single session, the conversations are already underway,” she said.

Seattle University’s emphasis on helping those members of society who do not come from privilege especially spoke to Fernández Antelo and his colleagues. Now an analyst for the Wisconsin Legislative Reference Bureau in his home state, he is drawn to cases of information asymmetries like this one – where one party is disadvantaged not just in terms of power and money, but also by not having the same access to information.

“I don’t come from a traditional law student background,” he said. “I always feel that sense of being on the outside because of my background as a first-generation American. I’m an immigrant. And all these things have made me feel like a little bit of an underdog. So that’s why, I think, I have sympathy for all the underdogs I help.”

OUT & ABOUT

Highlights from recent events



A



B



C



D

A. At the Welcome BBQ and Student Org. Fair, students enjoyed some socializing during the first week of classes and had the opportunity to learn about the wide range of clubs and student organizations.

B. Brooke Pinkham, staff director of the Center for Indian Law and Policy, and Professor Gregory Silverman, the faculty director, drape a Blanket of Knowledge over Jessica Pouley '23 during the Spring 2023 NALSA (Native American Law Student Association) graduation ceremony. This moment honors the individual for their work in Indigenous communities as they are symbolically wrapped in love, support, and encouragement.

C. Ankita Mishra '24 performs a dance during the first API (Asian & Pacific Islander) Coalition Graduation and Awards Ceremony.

D. Fifteen students from Heritage University in Central Washington visited Sullivan Hall over the summer as part of the Law School Admission Council (LSAC) Prelaw Undergraduate Scholars (PLUS) Program. Now in its second year, the program is a partnership between between LSAC, Heritage, Northwest Justice Project, and the state's three law schools – Seattle U Law, the University of Washington School of Law, and Gonzaga University School of Law. It is designed to help Indigenous and Latinx students understand that enrolling in law school and pursuing a legal career are achievable goals.



E



F

E. Professor Sital Kalantry addresses the audience during the Seattle-Setu Conference she organized to discuss building international bridges between the United States and India. The conference also officially launched the Seattle University RoundGlass India Center, which Kalantry directs.

F. Cole Story '23 and his father, Ian, pose for a photo during the stoling ceremony at the 16th Annual Black Law Student Association Alumni Awards and Graduation Ceremony last spring. As the student speaker, Story delivered a heartfelt tribute to his late brother.

G. Judge Janet Chung of the Washington State Court of Appeals, Division I, was honored by Seattle U Law and the Womxn's Law Caucus with the 2023 Woman of the Year award in March. Before being appointed to the bench by Gov. Jay Inslee and then elected judge, Chung had previously spent several years as part of Seattle U Law's faculty, teaching in the Legal Writing Program. She continues to mentor students through the Access to Justice Institute and the Public Interest Law Foundation.



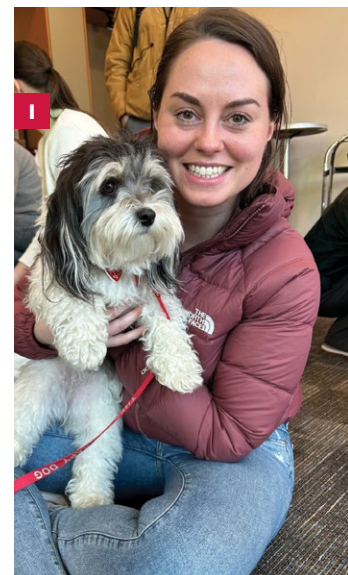
G

H. Staff and students celebrate the opening of the ELL (English Language Learner) reserve in the Law Library, which launched in April. The space features an array of books and resources on Legal English, translated materials, international law and practices, and more.

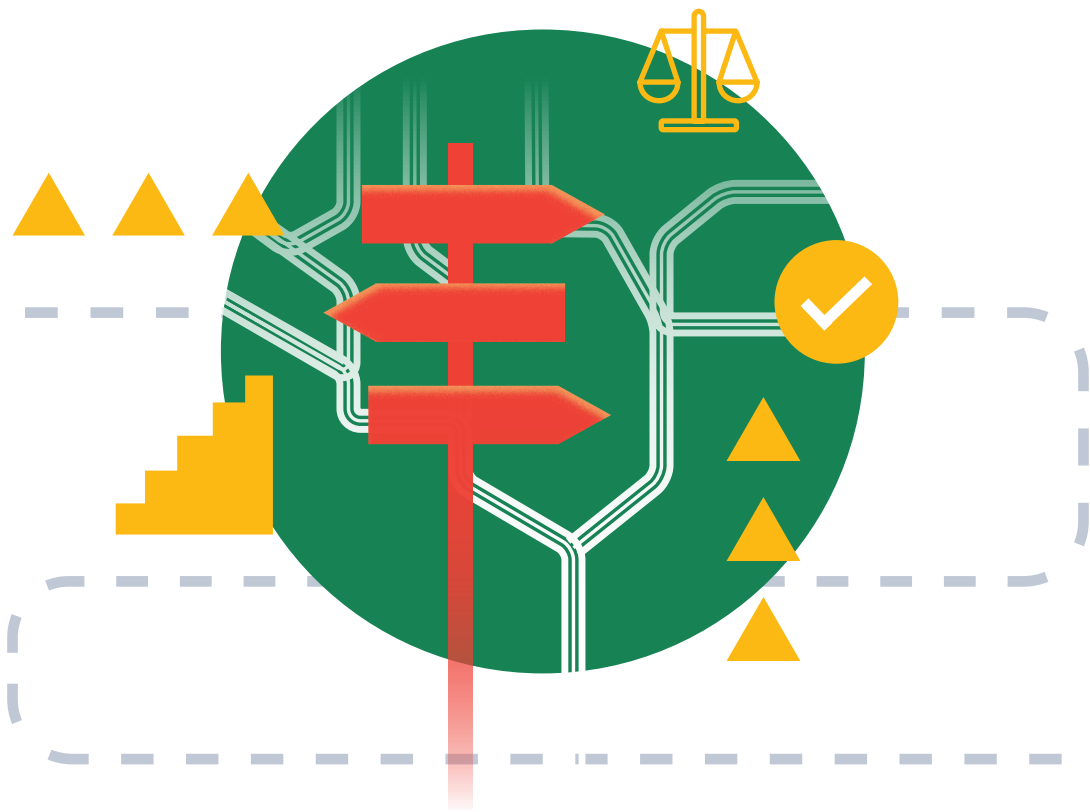


H

I. Haley Miller '24 poses with a furry friend during Distress with Dogs, an event organized by the law school's Wellness Committee to provide a relaxing break for students during the grind of spring semester finals.



I



CAREER DEFINING MOMENTS

ALUMNI SHARE SIGNIFICANT EVENTS FROM THEIR PAST THAT MOST PROFOUNDLY IMPACTED THEIR PROFESSIONAL JOURNEYS

BY DAVID SANDLER

Attorneys can often recall precise points in past roles that were integral to their professional formation and eventual career paths.

It could be a case or legal issue where their education, experience, knowledge, and skills coalesced for the first time in a way that signified they were on the correct career trajectory. Or it may be a moment that demonstrated more work was needed to reach their goals, or even sparked a realization that they were pursuing the wrong goals to begin with.

The impact of these inflection points may seem negligible at the time, but only after a period of reflection does their true meaning become apparent.

What follows is a cross-section of alumni – working in distinct fields of law – who share their personal recollections, in their own words, of precise moments that were most influential in creating the successful legal professional they are today. It goes beyond simply winning a case or prevailing in a legal dispute. It’s about a deeper meaning that transcends the final disposition.

WHEN THERE'S NO PLAYBOOK, MAKE YOUR OWN

BY MATT BOISEN '06

*General Counsel and Corporate Secretary,
Highspot*



Early in my career, I was working as an attorney for a software development company when a much larger corporation launched an acquisition effort. At the time, I was a fairly green lawyer, a 20-something kid, really, who was facing a thorny legal challenge associated with the acquisition. My job was to somehow find a way to right the ship to get the company out of legal trouble so the acquisition could move forward, which leadership had determined was the best outcome.

This legal issue was when I first learned how to take on strategic challenges without first having an idea for how to solve them, which is a large part of the value I was expected to bring as a company's lawyer.

When I first started out in my career, I had the mentality to wait for work to be

assigned to me. It's like being in school. You wait for an assignment from the teacher, you receive a grade, and you move on to the next assignment. It's reactive.

Once I started moving up in my career, I realized that this dynamic no longer exists. There is no playbook. You are expected to develop the playbook to address challenges, to look around corners to predict problems. In short, I needed to be proactive, rather than wait for someone to tell me how to do something.

The way I tackled the problem came down to the work I had put into learning about the company, learning about the industry, and where possible legal issues could arise. I had been able to implement compliance frameworks, and when we were challenged, I could produce

information showing that the company did the right thing.

When the dust had settled, I had achieved a favorable outcome by ensuring the company remained a going concern that could be acquired, which meant that jobs were saved. The alternative was that the company would have run out of cash and ceased to function, and everyone would have lost.

The importance of my work really hit home when I saw a developer in the office who asked about the litigation. When I explained that there was no longer an active threat, I remember his excited, jubilant reaction. Although I was not solely responsible for the outcome, I realized how my work can impact the people I work with, and I felt a tremendous sense of accomplishment.

A DEPORTATION CASE TEACHES PERSEVERANCE

BY MALOU CHÁVEZ '10

*Executive Director,
Northwest Immigrant Rights Project*



Deportation defense and detention abolition are central to my practice as an immigrant rights advocate. A particular client's case has impacted the way I think about my work.

More than a decade ago, I met a client who at the time had been incarcerated at the Tacoma Northwest Detention Center for two years, tearing him away from his wife, children, and the community he called home for nearly 20 years. While handling his case, I witnessed a marked deterioration in his health, especially his mental health. As the days, weeks, months, and even years went by, he was losing hope.

Eventually, he was released on bond just one day before he was set to be deported. I clearly remember how his eyes lit up with joy when he was reunited with his family. It was like he was a new person, full of life.

Unfortunately, it would take much more time and effort to resolve his case. Over several years, we fended off another deportation order and survived several dismissals of his case and our motion to reopen. Through it all, it was difficult for my client to remain optimistic that his adopted country would allow him to remain.

Finally, after handling his case for eight years, we were successful in securing a green card and persuading the U.S. government to drop all deportation efforts, meaning he could now move forward without a dark cloud of uncertainty hanging over his future. It is the longest I have ever represented a client in my career.

In an immigration system that does not provide a right to counsel, the tortuous journey of my client and the arduous battle we waged reinforced my belief in the power of accessible legal representation in bettering people's lives. With thousands of immigrants currently in deportation proceedings in the Seattle area alone, the need is enormous.

This case also showed me that patience and a steady resolve to stay with a case, despite a long timeframe and many hurdles, can pay dividends. While I believe that our nation's immigration laws are unjust, needlessly complex, and even racist, our country is still a beacon to many in the world, and our work as advocates for immigrants' rights is vital to ensuring that some of the most vulnerable people have the opportunity to create a more secure and prosperous future for themselves and their families.

A BROTHER'S CONDITION LEADS TO A NEW LEGAL FOCUS

BY TRACY S. FLOOD '99

*Presiding Municipal Court Judge,
City of Bremerton*



In 2016, my older brother suffered a massive stroke. He had to be hospitalized near his home in Chicago for an extended period and was unable to make decisions for himself. It was extremely difficult witnessing my brother in a helpless state and not knowing at the time what was going to happen. Although I was practicing law in Washington state at the time, I was the only family member in a position to take charge of the situation.

The problem was that he had no will, power of attorney, or healthcare directive set up. So, I ended up having to file to serve as my brother's guardian in a Chicago court. To me, the process of obtaining the guardianship was fascinating. During that time, I had been working for the Department of Labor on workplace injury cases, but I started to seriously consider changing my career path.

Not long after I stabilized my brother's situation, I saw that my alma mater, Seattle University School of Law, was offering a brand new LLM program in elder law. A new path, one where I felt I could have a greater impact, had emerged.

I left my job, was accepted into the program with a dean's scholarship, and eventually earned my LLM. This led to an internship with an elder law attorney, where I immersed myself in learning how to competently provide these specialized legal services. I eventually started my own elder law practice.

Compared to my previous practice, I saw an immediate impact in the conversations I was having with my clients. In just one meeting, I could calm people's anxiety. I witnessed firsthand how much of a human touch we need as individuals that was taken away from us during the pandemic. I also learned the importance of empathizing with people in challenging situations.

Now, as a judge, I use those same principles when I adjudicate cases. I take the time to delve deeper to get a fuller picture of a defendant's situation, making sure I don't pass judgment too soon.

It is unfortunate that it took something so terrible happening to my brother to make me evaluate the meaning of happiness. I'm so glad something positive came out of it. It has enabled me to engage in fulfilling work that provides critical legal services to my community.

FROM LAND USE TO LITIGATION

BY LEESA MANION '96

*King County Prosecutor,
King County Prosecuting Attorney's Office*



When I started at Seattle University School of Law, my goal was to become a land use attorney. Government regulators and landowners face complex and divisive issues, and I was certain there were productive ways for them to avoid conflict and work together. So, in 1995, I was thrilled to land a Rule 9 internship with the Land Use and Contracts Sections of the King County Prosecuting Attorney's Office.

After graduating, I was even more excited to be offered a deputy prosecuting attorney position in the Land Use Section. However, six months in, I began to realize my original dream career was different than what I had hoped. At the time, there were few opportunities for me to intersect with landowners and convene the types of peaceful and productive conversations I envisioned.

About the time I discovered being a land use attorney was no longer my goal, a litigation position within the office opened. Even though litigation seemed intimidating to me as a law student, I took a chance and made the move. I discovered that I loved the strategy and camaraderie of this area.

A couple of years into my litigation practice, I received a call from Norm Maleng, our then-elected prosecuting attorney, who asked me to meet with Dan Satterberg, our chief of staff at the time. At first, I panicked. I remember thinking, "Is this how they fire people?"

To my relief, Dan asked me to become our office's deputy chief of staff. I was nervous about whether I would enjoy the job and wondered if I would be successful in the role. Fortunately, I had amazing mentors who encouraged me, reminded me of my strengths, and pointed out that "this particular door opens one way; have faith, and walk through it."

Ultimately, I made the leap and have never regretted it. Looking back, there's a direct line from my decision to embrace risk and choose a new legal practice in litigation — not knowing whether or how it would work out — and my election in 2022 as King County prosecuting attorney. We all have an internal voice that tries to convince us that we are not enough. It is important to quiet that voice, find mentors who validate our skills and talents, and trust that we are worthy and qualified to lead.

AN ASYLUM CASE BRINGS PERSPECTIVE

BY JODI MCDOUGALL '92

*Managing Partner,
Cozen O'Connor*

I was pregnant with my second child when I began representing pro bono a man seeking asylum due to political persecution. He had been working to try to institute democracy in his home country in West Africa and had been unjustly imprisoned and tortured as a result. At an upcoming hearing, I knew that if we did not prevail, my client would be deported back, where he would possibly face even harsher consequences.

On the day of the hearing, I was feeling especially tired and stressed out, partly because I had recently given birth. In addition to my newborn, I also had a 2-year-old, and as any parent knows, caring for young kids, while incredibly rewarding, is also exhausting. I had also just become the managing partner of my firm, which was a significant additional responsibility on top of my practice. I was seriously considering quitting my job, or working part-time, because life was too hectic, and I worried I wouldn't be present enough for my children. It is a moment experienced by many women who feel overburdened by the demands of their careers and motherhood.

Sitting with my client before his hearing, I had an epiphany. Despite my perceived problems, I was incredibly fortunate. I had a fulfilling career where I helped people navigate serious legal issues while providing for family and me. I was not separated from my loved ones by thousands of miles, wondering if an arbitrary decision would cost me my life.

That "aha" moment inspired me to fight the good fight and stay the course. Granted, I had, and continue to have, a tremendous support system, which includes a very supportive husband and parents, who propped me up and helped me along the way. My kids, who are now mostly grown, have never once questioned my decision. They always say they are so proud of me. Although I am happy with the choice I made, I don't pretend that it would be right for everyone.

As for my client, we won his case that day. He was granted asylum and created a new life in the Puget Sound, eventually joined by his wife and mother. I am inspired by his drive and resilience as he continues to fight for democracy and justice in his homeland. And when I'm having a tough day, I think of the first time he called me his American mother so many years ago, and I smile.





DEFENDING AN INNOCENT MAN PROVIDES VALIDATION

BY MATTHEW SANDERS '12

*Managing Attorney,
King County Department of Public Defense*

Five years into my career as a public defender, I began representing a Black father who had been charged with murder. He had already sat in jail for a year and spent his entire life savings on a private attorney, who had just filed a motion to withdraw on the eve of trial because my client could no longer afford to pay.

After reviewing the case file and speaking with my client, I knew he was innocent. In my view, there was no question the prosecution had a weak case, but my co-counsel, Deb Wilson, and I were still constantly stressed during the two-month trial because the stakes were incredibly high. When it came time for the jury to deliberate, it returned a verdict of not guilty in less than two hours.

My client was a stoic person who was good at controlling his emotions. But when the verdict came down, he burst into tears, and I cried a little, too. His two-year nightmare was over, and he could now return home to his wife and two young children.

This case, and that joyful moment, validated my decision to become a public defender. As a Black and Korean man growing up, I knew of the criminal legal system's disproportionate impact on marginalized communities. I now see it firsthand, where too often people who look like me have their lives ruined by this system before reaching adulthood.

Here was an innocent Black father who had no ability to defend himself. If convicted, he would have spent decades behind bars. I acutely felt the responsibility that comes with my position to use every bit of my legal knowledge and experience to ensure that some measure of justice was served in this case by mounting a successful defense.

I, like many public defenders, do this work despite the many sacrifices required – incredibly high caseloads, voluminous amounts of discovery, and the secondary trauma I experience by working firsthand with clients who are experiencing profound suffering.

But it is absolutely worth it. I feel a particular calling to this work, because so few public defenders of color practice in King County, and our perspectives are vital when so many people of color fill jails and prisons. And it is tremendously gratifying to see the positive impacts of my advocacy, and those of my colleagues, like watching a husband and father finally reunite with his family.

ADVOCATING FOR IMMIGRANTS

Alexandra Lozano '08 has made it her firm's mission to take on – and win – the most challenging immigration cases

BY NICOLE JENNINGS

During a mission trip to Belize with her church, Alexandra Lozano '08, then 16, was staying in a small village when she met a local woman, who begged Lozano to take her child back to America.

"It was one of those moments that marks your entire life," Lozano recalled. "I was never the same again. And now especially, as a mother, it's heart-wrenching to remember that."

Seeing the desperation in the woman's eyes as she tried to find a better life for her toddler-aged son, Lozano knew right then and there that she wanted to become an immigration lawyer.

"I knew that if I could fight for undocumented immigrants, I'd be fighting for human rights," Lozano said.

Fast forward to the present, and Lozano runs what she believes to be the largest

humanitarian immigration law firm (serving survivors of trafficking and violence) in the country, with offices in Seattle, Los Angeles, San Antonio, Houston, and Chicago. Throughout its nine years in business, Abogada Alexandra Immigration Law has helped thousands of clients in all 50 states win the ability to reside in the U.S. legally.

"We take cases that people say are impossible to win – people who have been deported and come back, people who have entered the United States unlawfully more than once," Lozano said. "These are difficult immigration issues, and we tackle them head-on."

In the past 18 months alone, the firm secured more than 6,000 work permits and more than 300 green cards for clients. Other immigrants come to Abogada Alexandra for travel permits, so they can return home to visit family members they have not seen in years without risk of being denied reentry.

"A couple months ago, I was able to return to my hometown in Guerrero, Mexico. I saw family that I thought I would never see again," said Juan Arenas, who obtained permanent residency through Abogada Alexandra. "I feel like I was given a new chance at life."

Lozano remembers a woman named Karla, who had been deported more than once after her abusive boyfriend forced her to cross the border illegally. Seven immigration lawyers told Karla her case was hopeless. But Lozano was able to help Karla through the Violence Against Women Act and the T Visa, which give legal residency to survivors of domestic violence and human trafficking, respectively. Now,

Karla has worked her way up the ladder to become a manager at a McDonald's, nearly finished her college degree, and gotten married.

All the odds had been against Karla, but "she is a true American success story," Lozano said.

Many people do not realize it, but undocumented immigrants are everywhere, working in hotels, restaurants, and more – the "invisible backbone of American society," Lozano said.

"They just want to go to work, go home, they love their families, they go to church on Sundays," she said. "But because of the immigration system, they have to sneak across the border, putting their lives at risk. They have to live under the radar."

What solidified Lozano's determination to fight for immigrants' rights was her time at Seattle University School of Law, which included internships with the U.S. Department of Justice's Seattle Immigration Court and an immigration law firm.

"I picked Seattle U Law because of its commitment to social justice," Lozano said. "I believe that Seattle U Law really walks the walk in that way and gives a lot of opportunities to really engage with social justice issues."

To similarly inspire future Seattle U Law graduates, Abogada Alexandra created a scholarship fund for members of the Latinx Law Student Association (LLSA). Last year, in honor of its eighth anniversary, the firm awarded eight scholarships.

"Spanish-speaking attorneys are needed in every single area of practice," said Lozano, who, along with her team, is fluent in Spanish.

Abogada Alexandra also provides internships.

"Working for Abogada Alexandra is like being part of a family," said Juan Díaz Cuenca, a senior paralegal at the firm. "We all have a common purpose."

Lozano finds plenty of ways to give back through community service, such as holding free consultations around the region and providing immigration advice on social media.

"People deserve to be here legally, and if we can find any way to help them, we'll try," she said. "My mission is that all 11 million undocumented people have legal status. And I will not stop until then."



Alexandra Lozano '08

A JUDGE'S CODE OF ETHICS

Jamal Whitehead '07 brings the social justice values of Seattle U Law from the classroom to the courtroom

BY NICOLE JENNINGS



Judge Jamal Whitehead '07

When being considered for a job, few can say that one of their strongest champions is the president of the United States.

But that is exactly the case for Jamal Whitehead '07, who became a U.S. District Court judge for the Western District of Washington this past spring after being nominated by President Joe Biden and confirmed by the U.S. Senate.

While Whitehead had practiced as an attorney in a variety of roles in both the private and public sectors since graduating from Seattle University School of Law, several themes remained the same in his work — namely, serving others in need.

During his four years as an attorney with the U.S. Equal Employment Opportunity Commission, Whitehead advocated on behalf of the government for workers who had faced employment discrimination. When he later returned to private practice, Whitehead continued to be a voice for workers' rights.

In 2017, the firm at which Whitehead worked, Schroeter Goldmark & Bender, partnered with the Washington State Attorney General's Office (AGO) to sue the company that runs the Northwest Detention Center in Tacoma for U.S. Immigration and Customs Enforcement. The lawsuit demanded that the company pay detained persons who work at the detention center the minimum wage instead of \$1 per day for their labor. A jury delivered a \$17.3 million verdict in favor of the workers in 2021 (it is currently being appealed).

"To be able to stand up for the rights of people against powerful interests is really

what I went to law school to do," Whitehead said.

Seattle U Law, with its social justice mission, only strengthened that goal.

"Going to Seattle U Law gives you the benefit of perspective. There's a large world out there, and I wanted to be someone who would help bend the moral arc of the universe toward justice," Whitehead said. "I wanted to be able to say I was doing something at the end of the day that advanced the greater good."

Whitehead remembers that early in law school, Professor Natasha Martin gave him an assignment to write his personal code of ethics. At the time, Whitehead found it "a little bit corny," but it has helped him in the courtroom on many occasions — for example, when interacting with opposing counsel.

"You encounter these issues where the right thing to do under the Rules of Professional Conduct is obvious, but there's so much in between the rules that shapes and decides what sort of lawyer you want to be, what is my personal makeup," he said. "So, I really appreciated that assignment — reflecting on it over the years has been very helpful."

Martin said she was inspired but not surprised that Whitehead recalled that particular assignment.

"I remember Jamal as focused, engaged, and curious, often lingering after class to ask more questions or go deeper," she said. "I couldn't be prouder of Jamal's ascension to the judiciary and am so excited for what this next phase brings for Judge Whitehead with his 'Code of Ethics' intact."

Another Seattle U Law mentor was the very person whose seat on the bench Whitehead is now filling — Judge Richard Jones '72 ('75 JD, University of Washington School of Law), who has become a senior judge with the Western District.

Whitehead met Jones, one of the first Black federal judges in Washington, through Seattle U Law's Black Law Student Association (BLSA).

"Judge Whitehead brings to the bench his incredible intellect and keen ability to work with people of varied backgrounds," Jones said. "If you believe his star shines now, you will be in for an amazing journey as he puts forth his boundless energy and brilliance in becoming one of the greatest judges to serve our community."

"Diversity on the bench is important. As the public face of justice, you should represent and reflect the communities," Whitehead said. "There's a legitimacy that comes from a litigant or a party being able to come in and believe, 'This person will see me for who I am and can understand and appreciate some of the experiences in my life.'"

And in his judge's robe, Whitehead incorporates the social justice values instilled in him at Seattle U Law.

"A good judge is someone who doesn't engage in any pre-judgment of parties or issues, and who rules based on the facts and law that are before the court," Whitehead said. "I want to make sure that all parties feel seen and are seen by the court, and that there's trust — that regardless of who you are, person or entity, that you're getting a fair shake in court."

CLASS NOTES



▲
ASSOCIATE CHIEF JUSTICE CHARLES W. JOHNSON '76

became the longest-serving justice on the Washington Supreme Court. First elected in 1990, he began serving on Jan. 14, 1991, and is currently in his 32nd year on the bench. Johnson was reelected in 2020 to a sixth six-year term, which runs until 2027. He recently surpassed the previous record-holder, Justice Mark Fullerton, who served 32 years, eight months, and 12 days, from January 1899 to September 1931.

1976

Peter Kram was honored by the Washington State Bar Association with the 2023 APEX (Acknowledging Professional Excellence) Professionalism Award.

1983



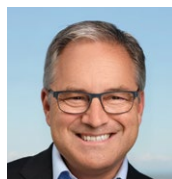
Richard Wooster received his LLM in Dispute Resolution

from Pepperdine University Caruso School of Law, Straus Institute for Dispute Resolution. He was also elected to the Tacoma Pierce County Bar Association Board of Trustees. His Tacoma-based practice specializes in employment law and mediation.

1985

Jeff Killip was confirmed by the California Senate (34-0) for the position of chief of the California Division of Occupational Safety and Health. After about 20 years of law practice, Killip returned to school and obtained an Master of Public Health degree from Johns Hopkins University, shifted his career towards public and occupational safety and health, and was appointed by California Governor Gavin Newsom as Cal/OSHA chief in January of 2022.

1987



Sean Parnell was appointed by U.S. Sen. Dan

Sullivan (R-AK) to a new nine-member Alaska Federal Judiciary Council he has convened to make recommendations for nominations to Alaska's open federal judiciary seats. Parnell, who will serve as council chair, is a former Alaska governor and the current chancellor of the University of Alaska Anchorage.

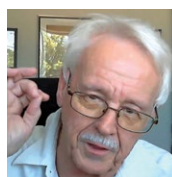
1989



John Worden was inducted into the American

College of Trial Lawyers. He is a trial lawyer with the San Francisco office of Venable LLP.

1991



Bob Cumbow has been named the Best Lawyers

2024 Trademark Law "Lawyer of the Year" for Seattle, which is awarded to only one lawyer in a particular practice and region with the highest average of votes, indicative of an

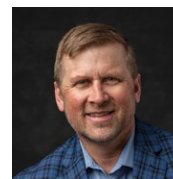
outstanding reputation and work ethic. A partner at Miller Nash LLP, Cumbow counsels domestic and international businesses and entrepreneurs on trademark and copyright protection. He is also an adjunct professor at Seattle U Law.

1995



Mark Lindquist founded a personal injury firm, Mark

Lindquist Law, which represents victims and their families in cases against large corporations and the government, including aviation disasters, wrongful shootings by police, government negligence, sexual assault, and other cases involving death or serious injuries. Currently, he is litigating a case against Boeing for the crash of the 737 Max in Ethiopia. Lindquist previously served as the elected prosecuting attorney in Pierce County for a decade. He is also a published novelist.



Kevin Noreen recently started his own executive

leadership coaching business, Kevin Noreen Consulting, which coaches executives in K-12 education and the public and private sectors.

CLASS NOTES



2001

Kathy Campbell was elected the 2023-24 president of Collaborative Practice California (CP Cal), an organization raising awareness of and promoting collaborative divorce to families and divorce professionals throughout California. Campbell is a family law specialist, certified by the California State Board of Legal Specialization, and the owner of Campbell Family Law, a firm that exclusively practices family law using out-of-court processes such as mediation and collaborative divorce.

2002

Tanesha La'Trelle Canzater was accepted into the U. S. Center for Disease Control and Prevention's (CDC's) 2023 International Experience and Technical Assistance (IETA) fellowship program. She was selected to complete part of her IETA detail at CDC headquarters with the Division of Global HIV & Tuberculosis to work on efforts that advance

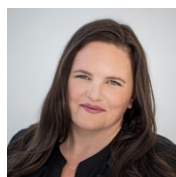
the President's Emergency Plan for AIDS Relief. The other part will be completed in-country at the CDC office in Kinshasa, Democratic Republic of the Congo – the first IETA fellow in the program's 25-year history to be placed there.

2006



Amanda Hopkins was appointed by Colorado Supreme Court Chief

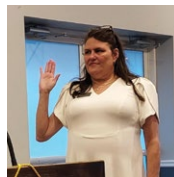
Justice Brian Boatright to serve as chief judge for Colorado's 12th Judicial District, which includes Alamosa, Conejos, Costilla, Mineral, Rio Grande, and Saguache counties.



Quita St. John won gold for criminal defense and silver for DUI

representation in The Seattle Times' Best of the Pacific Northwest Awards.

2008



Christine Kelly was sworn in as president of the

Escambia-Santa Rosa Bar Association in Florida. Kelly's initiatives for this year include Every Member Matters, Mental Health Matters, and an initiative to involve the legal community in completing poverty simulations to sensitize judges and lawyers to the realities low-income individuals face.

2009

Amy Pritchard was hired as a consultant attorney for the University of Arkansas at Pine Bluff's Keeping it in the Family (KIITF) Sustainable Forestry and African American Land Retention Program.

▲ CRAIG SIMS '97 & ERIKA EVANS '15

were named co-chairs of the Washington Leadership Institute, a partnership between the Washington State Bar Association, Seattle University School of Law, the University of Washington School of Law, and Gonzaga University School of Law that seeks to help attorneys from underrepresented backgrounds develop their careers.



2010



Raymond Delos Reyes was appointed by Gov. Jay Inslee to

serve on the Washington State Clemency and Pardons Board, where he will help review petitions from incarcerated individuals for sentence reductions or commutations, pardons, or restoration of their rights to engage in political office.

Kevin King was promoted to senior in-house counsel at Zwiift. His responsibilities now include commercial transactions and product and employment law, in addition to privacy law. He is a member of the Washington State Bar and a registered in-house counsel with the California Bar Association.



Noah Weil was hired by Seattle Municipal Court as a full-time

magistrate judge.

2011



Alissa Baier completed an LLM degree in Human Rights at

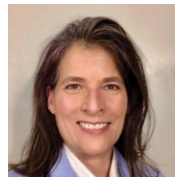
the University of Reading in England. She wrote a

dissertation about how international human rights and the UK asylum law fail to respect and protect single refugee women.

2013

Archita Taylor joined Moss Adams as corporate counsel.

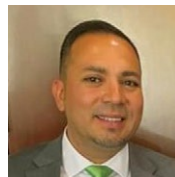
2014



Nicole Gainey left the Washington State Office of Public Defense,

where she successfully represented parents in dependency cases for the last two years, to return to private practice representing Washington workers who have been discriminated against or sexually harassed or assaulted in the workplace.

Kristina Markosova was promoted to principal corporate counsel at Microsoft.



Edwardo Morfin was given the Local Hero Award by the Washington

State Bar Association. The award is bestowed on legal professionals who demonstrate a strong commitment to giving back to their communities. Morfin earned the award through his extensive community service, including

his pro bono work and his mentoring of high school students through the Tri-Cities Youth and Justice Forum.

2015



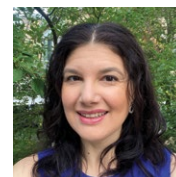
Maria Emerich joined the Michigan Bar Association. She is based

in Lansing, Michigan, and works in the Legal & Compliance Department at Physicians Health Plan. Her practice areas include insurance, health care, and regulatory law and contracting.

2016

Georg Kaai joined Costco Wholesale as corporate counsel.

2020



Emily McDaniel was elected chair of the Elder Law Section of the

Colorado Bar Association and will serve a one-year term, which began in July and will expire in June of 2024. An associate with Schwartz, McMinimee & Andrew, LLC in Denver, her practice focuses on estate administration, conservatorships resulting from financial exploitation of vulnerable elders, and trust administration.



▲ JOAN MILLER '12

was recently appointed CEO of the Washington Council for Behavioral Health, a nonprofit advocacy organization dedicated to ensuring people living with serious mental illness and/or substance abuse disorders have access to the quality health care they deserve.



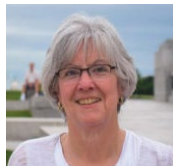
Warren Chinn '02

Chinn, 46, passed away on March 30, 2023, from complications of a heart attack. A native of Hawaii, he graduated from the University of Hawaii and Seattle U Law. As a law student, he served as vice president of the Asian Pacific Islander Law Student Association. He is survived by his wife and young son.



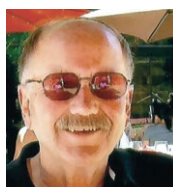
Alice F. Gallagher '87

Gallagher passed away on March 21, 2023, from complications of a stroke. A graduate of Miami University of Ohio and Seattle U Law, Gallagher was a member of the bar in Illinois, where she practiced law. At the time of her passing, she was serving as president of the Board of Trustees of Western Springs, a village in Illinois. Her additional public service includes president of the Field Park Parent-Teacher Organization, chairperson of the Western Springs Foundation for Educational Excellence, and member of the Western Springs School District 101 Board of Education. In February 2019, Gallagher was appointed by Illinois Gov. J.B. Pritzker to serve on the Illinois Tollway Board. Gallagher is survived by her husband, Terry, their five children, and extended family.



Nancy Leanne Schultz '89

Schultz, 67, passed away peacefully at her home on March 9, 2023, after a long battle with cancer. Born in Minneapolis, she graduated from Ballard High School, attended Shoreline Community College, and earned a bachelor's degree from Seattle University. After graduating from Seattle U Law (University of Puget Sound School of Law), she had multiple careers, including practicing law, operating a personal chef business, and managing corporate and government clients for Cigna. Schultz is survived by her husband, Mike, sons Andrew and Christopher, sister Cindy, and extended family. She was preceded in death by her father, mother, and brother.



James K. Sells '74

Sells passed away in December of 2022. Born in Shelton, Washington, he earned a degree in political science from Central Washington University, after which he worked as a parole officer for the Office of Juvenile Rehabilitation. Sells joined the first-ever class of the University of Puget Sound School of Law in 1972. He enjoyed a successful law career, retiring from Ryan, Sells, Uptegraft in 2010. He was awarded the Kitsap County Bar Association Professionalism Award for Sustained Excellence in the Practice of Law and was named the Kitsap County Legal Secretaries Association's Boss of the Year. He was general counsel to the Washington Refuse and Recycling Association (WRRRA), and to the Washington Highway Users Federation for more than 30 years.



THE BEST OF BOTH WORLDS

FLEX JD

SEATTLE U LAW'S INNOVATIVE AND FLEXIBLE PATH TO A LAW DEGREE

- Combines schedule-friendly online classes with concentrated campus-based sessions
- Part-time, hybrid format makes legal education accessible for those with work and family commitments
- Benefit from our exceptional faculty, rigorous curriculum, and commitment to justice

Learn more: law.seattleu.edu/flex-jd

AWARD-WINNING INCUBATOR PROGRAM

Applications for our 11th cohort for 2024 are now open!

This program provides training, guidance, and resources to help alumni launch and maintain a solo or small firm practice focused on serving moderate-income clients.

For more information, including application procedures and deadlines, visit:

law.seattleu.edu/incubator



JOIN THE CONVERSATION

Find us on Facebook, Instagram, X (Twitter), and LinkedIn [@SeattleULaw](#)

 **kellirodriguezcurrie** 



1/3

 Liked by davidshanekeenan and others

kellirodriguezcurrie Congratulations SeattleU Law School 2023 Graduates!!! I am so proud of you all and am excited to see all of you go off to do amazing things! 🎓👏

 **Erin Fullner**
@SULawStudentDev 

Congratulations to Olivia Shangrow, recipient of the Mary Ellen Krug Labor & Employment Law Scholarship! It was an honor and joy to introduce Olivia (pictured below with her friend and classmate Sydney Lopes) as the @SeattleULaw recipient at yesterday's scholarship luncheon.



 **melissa.mauer** 



 Liked by lbmauer24 and others

melissa.mauer Just a few more to complete the day.

 **tsap_ilp_ilp**
Seattle University School of Law 





 Liked by breeblackhorse and others

tsap_ilp_ilp Honored to have been invited to speak at Seattle U Law School's Coffee with Counsel this past Wednesday, where we discussed the differences between government and firm work, commitment, goal setting, time management, and the art of the Law. Qe'ciyew'yew! 🙏
@nalsaseattleu @americanindianlawjournal @seattleulaw

 **Naama Daniel**
@NaamaDaniel1 

It was great to give a guest lecture at the copyright class of the wonderful @maggiechon yesterday at @SeattleULaw. We talked about AI, NFTs, and the paparazzi! It was a pleasure to interact with such a great group of law students.



 **King County Prosecuting Attorney's Office** 
4d · 🌐


As a proud Seattle University School of Law alum, it's always great to connect and reconnect with the folks who are making sure the next generation of legal professionals are ready to take on the legal challenges of today (and tomorrow).

Thanks for grabbing lunch earlier today, Seattle University School of Law Dean Tony Varona and Associate Dean for Experiential Learning Paul Holland!



 **Hispanic Nat'l Bar**
@HNBAnews 

HNBA News! We have recently launched the National Task Force on Hispanic Law Faculty and Deans, which is the first of its kind. Raquel M. Matas and Anthony E. Varona will chair the task force.



 **sjsj.su**
Seattle, Washington 



 Liked by kellirodriguezcurrie and others

sjsj.su We are excited to announce our newest publication Vol. 21, Issue 2! Thank you to everyone who made this issue possible. Link to read in our bio!

SEATTLEU
SCHOOL OF LAW

Seattle University School of Law
901 12th Avenue, Sullivan Hall
P.O. Box 222000
Seattle, WA 98122-1090

CHANGE SERVICE REQUESTED

NON-PROFIT ORG.
U.S. POSTAGE
PAID
SEATTLE, WA
PERMIT NO. 2783

SEATTLEU
SCHOOL OF LAW

SAVE THE DATE

PUBLIC INTEREST LAW FOUNDATION PRESENTS

BLOOM

31ST ANNUAL PILF AUCTION & DINNER

February 24, 2024

5:30 P.M.

GRAND HYATT SEATTLE

Ticket sales open January 8, 2024