

Vinh Duong
Waller Lansden, TN

Vinh Duong is a Partner at Waller Lansden in Nashville, Tennessee. Vinh is a member of Waller's Board of Directors and is the Co-Chair of the firm's Diversity, Equity, and Inclusion Committee. Vinh leads the firm's Corporate Immigration Practice and has practiced as an immigration attorney for over twenty years. Vinh previously served as President of the Tennessee Asian Pacific American Bar Association (TAPABA). He obtained his law degree from American University, Washington College of Law, in Washington, D.C. and earned his undergraduate degree at Pennsylvania State University.



Lloyd Freeman

Chief Diversity & Inclusion Officer

Email: lloyd.freeman@bipc.com

P: 215 665 5306 Philadelphia, PA



As Buchanan's Chief Diversity & Inclusion Officer, Lloyd Freeman is responsible for advancing and expanding diversity throughout the firm and across the legal industry as a whole. Lloyd develops and drives the firm's diversity initiatives related to attorney hiring, retention and advancement. He oversees the firm's affinity groups and promotes mentorship and sponsorship as key retention initiatives. Additionally, he collaborates with Buchanan's clients to meet and advance their diversity and inclusion goals and coordinates partnerships for mutually-beneficial programs such as internships, thought leadership, speaking engagements and more. Lloyd is also involved in nurturing key partnerships to drive strategic diversity and inclusion marketing, as well as business development initiatives.

Lloyd has been a champion of diversity and inclusion in the legal profession throughout his career, including in his roles as a litigation partner and a Chief Diversity Officer at his previous firm. He is a sought-after speaker and has published articles on various diversity-related topics, including the impact of stigma and discrimination, implicit bias, allyship and imposter syndrome, among others.

"Each of us plays a role in fostering an inclusive workplace where everyone feels respected and reflected at all levels of the organization."

Community Involvement

Outside of the firm, Lloyd has served as president of the Garden State Bar Association (GSBA) and under his leadership, the GSBA raised nearly \$100,000 and awarded scholarships to a record number of diverse law students. He also worked tirelessly in this role to increase diversity in the judiciary by endorsing scores of attorneys of color to be appointed to the bench.

He is chairman of the board of Big Brothers Big Sisters Independence Region (BBBS) - the fourth largest agency in the nation, providing mentors to nearly 4,000 children in the Philadelphia and South Jersey area. On behalf of the agency, Lloyd has made numerous television appearances to promote BBBS programs and events while raising awareness of its mission and need for more mentors. Specifically, Lloyd has inspired dozens of black men to volunteer as mentors, a demographic that is in dire need. Further, Lloyd has donated hundreds of pro bono hours in legal services over the years to the agency.

Lloyd founded, and has chaired for a decade now, the Burlington Camden Achievement Foundation, which runs the Beautillion program—a scholarship and mentoring program designed to prepare high school males of color for college and subsequent life. To date, over 120 young men have completed the program; they’ve been accepted to over 650 colleges around the country and Freeman’s foundation has awarded them over \$155,000 in scholarships.

In 2019, he was named Diverse Attorney of the Year by the New Jersey Law Journal and received the Minority Business Leader Award from the Philadelphia Business Journal. In 2018, he was listed as one of the Most Influential Black Lawyers in America by Savoy Magazine and was named “South Jersey’s Man of the Year” by South Jersey Magazine.

Outside the Office

An avid traveler, Lloyd enjoys international vacations and cuisine—including traditional French classes at Le Cordon Bleu in Paris. Stateside, he enjoys summers in Martha’s Vineyard, perfecting his Kansas City barbeque skills and competitive cycling. Lloyd resides in Medford, New Jersey with his wife, Ebony, and children, Ailey and Beau.

Awards

- South Jerseyan of the Year (Walter Rand Institute), 2020
- New Jersey’s 40 Under 40 (NJBiz), 2020
- Authentic Leadership Award (Tri-State Diversity Council), 2020
- Diverse Attorney of the Year (New Jersey Law Journal), 2019
- Community Leadership Award (Urban Affairs Coalition), 2019
- Mary Philbrook Public Interest Award (Rutgers Law School), 2019
- Minority Business Leader Award (Philadelphia Business Journal), 2019
- Humanitarian Award (National Bar Association), 2019
- Trailblazer Award (New Leaders Council-NJ), 2019
- Lawyers of Color Nation’s Best List, 2019
- Champion of Diversity Award (Drexel Black Law Students Association), 2019
- South Jersey’s Man of the Year (South Jersey Magazine), 2018
- 40 Under 40 Nation’s Best Advocates (National Bar Association), 2018
- Most Influential Black Lawyers in America (Savoy Magazine), 2018
- Halo Award (South Jersey Young Professionals Association), 2018
- Bringing It Beyond Award (Association of Black Law Students), 2018
- South Jersey’s 20 Under 40 List (South Jersey Biz Magazine), 2017
- Visionary Leader Award (Camden County East NAACP), 2017
- Young Professional of the Year Award (Non-Profit Development Center of Southern New Jersey), 2017
- Outstanding Director Award (Philadelphia Business Journal), 2017
- Champions of Social Justice and Equality Award (Rutgers Black Law Students Association), 2016
- Young Lawyer Award (Garden State Bar Association), 2015

- New Leaders of the Bar Award (New Jersey Law Journal), 2015
- “Reasons to Believe” Alumni Honor Roll (Kansas City Public Schools), 2014
- Philadelphia’s 40 Under 40 (Philadelphia Business Journal), 2014
- Community Leader Award (LEAP Academy), 2013
- Recent Graduate Award (Rutgers Law School), 2012
- Rutgers Excellence in Alumni Leadership Award (Rutgers University), 2011
- Young Business Leader Award (Howard University School of Business), 2010
- Young Lawyer of the Year (New Jersey State Bar Association), 2010
- Craig M. Perry Community Service Award (Philadelphia Bar Association—Young Lawyers Division), 2010
- Young Urban Leader Award (Urban League of Philadelphia), 2008

Education

Howard University , B.B.A., 2004, International Business/Marketing

Rutgers School of Law, J.D., 2007

Admissions

New Jersey

Pennsylvania

Civic & Charitable

Big Brothers Big Sisters Independence Region, Board Chairman

Burlington Camden Achievement Foundation, Chairman

American Red Cross of Southwestern NJ, Past Board Member

Kappa Alpha Psi Fraternity, Inc.

Sigma Pi Phi Fraternity, Inc.

Greg R. Gautam
Snell & Wilmer L.L.P - Arizona

Greg Gautam has an unwavering belief in helping people from all walks of life. The practice of law has inspired him to challenge the status quo and to use his position, education, and resources to serve and improve the community in which he lives and works. He strives to recognize and foster the hard work of underrepresented groups (including people of color and individuals who identify as LGBTQ+) in the law and to help spread the message and practice of inclusivity, particularly in the large law firm setting.

Greg earned his B.S. in political science from the University of Wisconsin – Madison and his J.D. from the Washington University School of Law. He began his career at Snell & Wilmer in 2008 and was promoted to partner in 2017. Greg has served as co-chair of Snell & Wilmer’s Diversity and Inclusion Committee since November 2016 and is the immediate past President of the South Asian Bar Association of Arizona and serves on the Regional Board of Directors for Teach for America – Phoenix. In 2019 Greg was recognized by the Phoenix Business Journal as a member of its 40 under 40 class and has been named as a Southwest Super Lawyer®, Rising Star each year since 2014. Greg has served the State Bar of Arizona in many capacities including most recently being appointed to the State Bar’s Task Force for Social Justice, Bias and Inclusion. Most recently, Greg was honored by the State Bar of Arizona with its 2020 Member of the Year Award.

In his law practice, Greg focuses on various areas of executive compensation and employee benefits. Greg counsels corporate boards, employers, compensation committees, and individual executives on the tax and other issues that impact executive compensation and benefit programs. Greg has significant experience with the executive compensation and benefits issues that arise in corporate transactions and, in his career, has advised on the benefits aspects of transactions ranging from \$5M to over \$1B in transaction value.

Amy Lemley, Foulston Siefkin LLP, Wichita, Kansas.

Amy is a trial lawyer. She has first-chaired over 70 jury trials, second-chaired several dozen, and been primary writer on over 30 appeals in state and federal court. She was the first woman in Kansas invited to fellowship in the American College of Trial Lawyers, and the first woman in Kansas invited to membership in the American Board of Trial Advocates. For many years she has been selected by her peers for inclusion in typical professional organizations such as Benchmark, Super Lawyers, and Best lawyers. She currently practices in commercial litigation, but her knowledge base started with medical malpractice defense, which she describes as going to medical school one disease at a time. As a trial lawyer, she has learned about business and business activities as diverse as pipelines, salt mines, building and selling old-fashioned diners, and suing for the theft of trade secrets in niche banking software. She has been co-chair of Foulston's Diversity and Inclusion Committee since it was formed four years ago.