



Formstack Submission For: 2026 DRI Declaration of Candidacy

Position Sought: Second Vice President

If you have declared your candidacy for Second Vice President and are not the successful candidate, will you consider the Secretary - Treasurer Officer position?:

Yes

Name: Stacy Lynne Douglas

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How long, in years, have you been a member of DRI?:

16

Areas of Practice:

My primary practice focuses on commercial litigation focused primarily on catastrophic injuries including retail & hospitality, transportation, product liability and coverage.

Everett Dorey, LP Partner & Director of Diversity & Inclusion, May 2021 to Present

Please provide your employment history in chronological order beginning with the current position.:

Collinson Law, Partner May 2016 to May 2021

Wood Smith Henning & Berman, Partner July 2002 to May 2016

Yoka & Smith, Associate July 1999 to July 2002

Bolden & Martin, Associate March 1999 to July 2002 (Firm Dissolved)

Please describe your previous involvement in DRI, including but not limited to, leadership positions held, projects contributed to, committee memberships, presentations given, and written materials authored. Special accomplishments should also be noted.:

When I first joined DRI, (2010) I joined all the substantive law committees relevant to my practice areas. However, it was not until I joined the Diversity & Inclusion Committee that I was provided opportunities for growth and leadership. For one year, I attempted to navigate the organization on my own (DRI was much larger at that time) and was not able to find my place until I joined the Diversity & Inclusion Committee. My involvement started when someone reached back and pulled me up, and since then, I have been committed to doing the same for others. I have done the most meaningful professional and personal work of my 28 year legal career in the DRI Diversity & Inclusion Committee and this work is what I am most proud

of as it has truly made an impact, especially when I served as a resource during the COVID 19 pandemic and the civil unrest that followed.

My first job for the Diversity & Inclusion Committee was Publications Chair and once I committed to that job and demonstrated a willingness to do the work four years straight, doors opened. I continued to do the work, ultimately becoming program chair and committee chair and was blessed enough to become a National Director in 2023. My biggest piece of advice to anyone wanting to become involved in DRI is to accept a job, but more importantly, do the job. If you build it, it will come.

When I started my journey within the Diversity & Inclusion Committee, I was a young naive attorney navigating a majority law firm environment. DRI provided a close knit community of individuals with shared and common law firm experiences. I was pleasantly surprised that it included majority members of that committee who were true allies and continue to be allies today. It was a place of comfort and solace. I attribute much of the success I have had outside of DRI to the relationships built within DRI. During my time with the committee, I held the following positions:

- Diversity & Inclusion Committee Immediate Past Chair, 2023 - 2024
- Diversity & Inclusion Committee Chair, 2021 – 2023
- Diversity Scholarship Selection Committee Chair, 2021 - 2023
- Diversity & Inclusion Committee Vice Chair, 2019 - 2021
- Program Chair, 2019 Diversity for

Success Seminar

Recipient - Albert H. Parnell

Outstanding Program Chair Award

- Program Vice Chair 2018 Diversity for Success Seminar
- Publications Chair (2011 – 2014)

Outside of the Diversity & Inclusion Committee I have enjoyed being involved in the following DRI programs and events:

- 2023 - Present DRI Board Member, National Director
- 2023 - Present SLC Engagement Committee Member
- 2024 - Present Retail & Hospitality Committee Board Liaison
- 2024 - Present ADR Committee Board Liaison
- 2023 - 2024 Toxic Tort & Environmental Law Committee Board Liaison
- 2024 - Present DRI Foundation Board Member
- 2025 - Present DRI Cares Chair
- 2024 - 2025 DRI Cares Vice chair
- 2022 - Nominating Committee
- 2021 - DRI Annual Meeting Chair
- 2020 - DRI Annual Meeting Vice Chair
- 2020-2022 To Protect & Service Task Force, Member

I have also had the privilege of speaking at DRI events, webinars and seminars on the following panels/topics:

- Strategies for Minority Attorneys in Majority Environments
- Is it Just Me? Strategies for Diverse Lawyers in Majority Environments
- Acknowledging Systemic Racism & How to Be an Ally
- Are we Faking Diversity?
- What Lies Beneath the Surface – How

to Proactively Build Diversity & Inclusion within the Ranks of Your Organization?

- Promoting Diversity & Inclusion (DRI North Central Region Meeting)
- Cross-Examination of an Expert Witness (Litigation Skills Seminar)
- Batson & Bias – Problem Solved? (DRI Young Lawyers Seminar)
- Invisible or Mixed Visible Diversity - Combating Bias
- Taking a Knee: A Fireside Chat (2021 Annual Meeting)
- Are we Taking a Step Backwards; Affirmative Action in Peril
- The Motherhood Penalty - The Disproportionate Impact on Mothers
- Sister to Sister: The Art of Building Meaningful Mentor Relationships
- Billing Practices Presentation
- What Keeps You Awake at Night? (September 2026)

Following is a list of articles I have written and published in various DRI publications:

- Interview with the G.O.A.T's
- Unapologetic
- A Time of Reflection, Recognition & Responsibility
- It's Time to Commit: Are We Faking Diversity?
- Why DRI Members Should Attend the Annual Diversity Seminar
- Combating Disloyal Employees: Is the Computer Fraud Still a Viable Tool?
- Attrition Rate of Women of Color in the Legal Profession
- Diversity & Voir Dire - Why Attorneys Should Use Diversity to Relate to Jurors
- Proposition 8 and What it Means for Law Firms
- Diversity Retention. How Can Majority Firms Retain Women of Color?
- Two Recent California Supreme Court

Decisions Favorable to Transportation Industry

- Sick & Tired.....and Proud, The Black Experience in America
- Proactive Diversity & Inclusion Must be Intentional
- Reflections of a Little Black Girl
- Back to Business, Why to Attend the 2021 Annual Meeting
- Why We Should Care About Black History Month
- Why a Month Matters....Why A Month Likely Isn't Enough - Hispanic Heritage Month
- Taking A Knee - An Analysis of Colin Kaepernick's Decision

List any significant leadership commitment and involvement within the legal field other than DRI, including but not limited to other legal organizations. :

International Association of Defense Counsel, Diversity & Inclusion Committee Member

Speaker for IADC on the following panels:

- Running Scared? Are We Settling Too Many Cases Because of Risk Fear? (July 2026)
- Diversity as Profit Drivers
- Becoming More than an Ally to the Black Community
- Jewish Allyship: How to get Involved, Stay Involved and Educate Others About Equality & Social Injustice.
- Social Justice on the Main Stage; Taking a Knee
- Mental Health, Wellness & Diverse Employees (July 2023)
- TikTok on the Clock, Will the Party Stop? Breaking Down the California Social Media MDL and the Upcoming Bellwether Trials
- The Painful Truth: Implicit Bias – An Effective Tool Utilized to Penalize Working Mothers

- Voir Dire to Verdict: The DEI Edge in Trial Practice

Black Women Lawyers of Los Angeles, Inc., Secretary

Los Angeles County Bar Association, Trustee

Association of Southern California Defense Counsel, Member

Speaker for ASCDC on the following panel:

- The Impact of Implicit Bias in Employment Law

Riverside County Bar Association, Speaker

- Bias In Jury Selection
- Batson & Bias, A Historical Look at the Supreme Court's Rulings

National Bar Association, Speaker

- Civil Lawsuits: Are They Disappearing or Continuing during COVID?

Corporate Counsel Women of Color

- Mentorship Discussion for Young Lawyers and Law Students

Why do you wish to join the board of directors or become an officer and what skills, abilities and attributes identified in the Board of Director/Officer Competencies can you bring to the role?:

As I reflected on this particular question, the harder question is not why I would want to run for officer, but why I would not want to run for officer. DRI is my home. DRI is my family. DRI is the most rewarding and gratifying professional and personal experience of my life. It has provided me with some of the most important relationships I have experienced, helped me develop as a leader and lawyer and deepened

by ability to contribute to what matters most to me, the rule of law and the fair administration of justice. Continuing my service to DRI allows me to give back to my family. DRI has given so much to me professionally and personally, how could I not want to run for officer and contribute to the future success and growth of the organization.

Because this organization means so much to me, I care deeply about its future. We are all aware that the post-COVID "new normal" has changed the way lawyers interact, with more remote legal education and remote meetings, decreasing the opportunities for meaningful in-person connection. While technology has made these opportunities more convenient in some ways, I truly believe the loss of regular in-person interaction and the connections those make is a real concern and, more importantly, a major disservice to our young lawyers. The plaintiff's bar remains active in their in-person connections, networking events and relationship building. The defense bar is struggling in this regard, in large part to do the differing demands of our time. Although both sides of the bar are litigating, the work expectations for the defense attorney is much different. We must report to clients, track and bill our time, respond to the immediate demands from clients, judges, opposing counsel and firms, all while trying to manage our personal lives, including friendships, relationships, children and for some of us, aging parents.

For me, the strength of DRI has always been rooted not only in its stellar programming and professional development, but also the relationships

, mentorship, and sense of community that comes from being together. Recently, I commented that I felt so fortunate to have a community of DRI colleagues, who I can consider family - people who would jump on a plane and fly across the country if I was in need. This is the DRI secret sauce. My desire to serve is rooted in not only my desire to share the secret sauce, but my fear that we could lose it if we do not act soon. These personal connections are difficult to fully replicate remotely. As an officer, I would want to help create a better balance between the obvious benefits of remote access with the essential in-person engagement, without which I believe is catastrophic to the profession.

This may sound dramatic to some, but I believe it is real. Part of my fear revolves around the generation to follow and what happens to the defense bar if we are not supporting them properly. A past DRI President often says, "I am a defense lawyer." It is said passionately with a sense of pride. That cannot be taught. That can only be felt and experienced. If we are not exposing our younger lawyers to that passion, it will die. I am concerned that law firms may not place the same priority on supporting younger lawyers' in-person engagement with bar organizations, particularly where the more senior attorneys already have established books of business and professional networks to keep them comfortable. For young lawyers, these opportunities for in-person engagement are critical as it allows them to build relationships, find mentors and sponsors, and develop confidence as they become the emerging leaders of the broader

defense community. As an officer, I would want to help ensure that younger lawyers see this organization as accessible, valuable, and worth investing in. I would also want to re-engage with law firms and communicate the importance of young lawyer engagement as a way to continue their legacy.

Diversity - DRI's commitment to diversity, equity and inclusion has always been a critical component of my love for the organization. It is what made the organization a safe space for me to feel comfortable spreading my wings. It is the reason I have options in my career. It is the reason I have been able to develop a book of business. It is the reason I am able to submit this Declaration of Candidacy. We are living in challenging times, where efforts to promote diversity, equity, inclusion and belonging are increasingly met with skepticism and, at times, characterized as "reverse racism" or unfair preferential treatment. For the past ten years, I have been a speaker on these issues and have been adamant that diversity, equity and inclusion means everybody gets a seat at the table, and nobody, even the majority cannot be excluded. The goal of diversity, equity and inclusion is not to exclude anyone or diminish merit, but to ensure meaningful access to opportunity, mentorship, leadership, and full participation in the profession. Why this narrative has been misinterpreted remains a mystery. Diversity is not only about race and gender. It also includes socioeconomic background, geography, educational path, disability, age, religion, sexual orientation and veteran status, as well as the many life experiences that shape how attorneys

sees the world, solve problems, relate to clients and advocate in court. As an officer, I want to rectify the misinformation and assure all members of DRI, that their voice, opinions, and perspectives matter. We do not always have to agree, but we should always respect each other, including our differences.

For the defense bar to remain strong, relevant and respected, it must continue to welcome a broad range of perspectives and experiences. Diversity strengthens our judgment, improves our advocacy, and better reflects the clients, courts, juries, and communities we serve. I want to advance these principles in a thoughtful, practical, and inclusive way, where nobody feels as though anyone is receiving preferential treatment. As the leading defense bar, DRI has an obligation to its members, member's clients and member's communities to contribute to the education on this important issue.

Marketing - As an attorney who has been practicing for 28 years, the most difficult and challenging task has been learning how to market and brand myself. Yes, I have been involved in the marketing of both small and large law firms, however, that marketing comes with support of the law firm. You are given resources to market for the greater good. The harder task, is marketing yourself independently from the law firm because you do not have the same level of support because that feels threatening to the firm. At some point in my career, I had to take responsibility for myself. I have paid and continue to pay out of pocket for exposure because it makes a difference

for me. I left the comforts of a large law firm so I could develop myself, market myself, brand myself and create my own power. Because if this "outside the box" risk, I am able to direct my own destiny without relying on anybody else. Because of this risk, I have options.

Branding oneself creates options, freedom, and opportunity. It allows a lawyer to define who they are, control their professional narrative, build relationships beyond the walls of their own firm, and create a platform that is not dependent on any one client, employer, or circumstance. I believe DRI needs to approach its future with that same mindset. As the practice of law continues to change, our organization must think outside the box, broaden its reach, and create new pathways for engagement, leadership, and visibility. My experience marketing myself has taught me that growth comes from being authentic. If people believe and trust you, they will follow. Those are the same qualities I would bring as an officer: helping the defense bar preserve its traditions while also creating the options, freedom, and flexibility necessary to thrive in a changing legal landscape. As an officer, I want to help the organization to become more visionary and intentional in its marketing to draw people to the secret sauce.

Leadership - The impact of my leadership is one of the proudest professional accomplishments for me. My leadership is reflected in the people I have helped develop, support, and empower throughout my career. At my law firms, young lawyers have consistently come to me not only for legal guidance, but for career advice,

and support in navigating their personal lives. I remain a mentor to young lawyers, not so young anymore, who I took under my wing 20 years ago. I take pride in being someone they trust and I do not take that trust lightly. I believe true leadership creates other leaders. Through my involvement in the defense bar, I have worked to identify, encourage, and develop young lawyers by giving them opportunities to participate, speak, lead, and build relationships within the organization. As an officer, I would continue to strengthen the defense bar by developing the next generation of leaders who will carry the organization forward.

Reputation/Conflict Resolution - I have always said my reputation is my power. One of the things I am most proud of is that the plaintiffs' bar respects me and speaks positively about me, even when we are in the middle of dog fight in court. To me, that reflects the reputation I have worked hard to build. I miss the days of fighting to the death in court and demonstrating genuine respect for one another with a handshake in the hallway. Litigation has become unnecessarily uncivil with personal attacks. Credibility and integrity matter. Our effectiveness depends not only on how we advocate for our clients, but on how we are viewed by courts, clients, and opposing counsel. I believe my ability to earn respect across the aisle is one of the unique leadership qualities I bring to the table which has also benefitted by clients. As a DRI officer, I would bring a deep commitment to civility, professionalism and respectful advocacy for the causes I believe important to the success of the

organization.

Visionary - I received the Arnold H. Parnell Outstanding Chair Award in 2019 . I believe that reflects my visionary attributes. At the time I was program chair, the Diversity for Success Seminar had been in Chicago every year. I petitioned to have the seminar moved to New Orleans, a location closer to our attendees. I submitted my plan, DRI approved and New Orleans has become one of the premier and most well received locations for the seminar. I also had the courage and vision to create content that was "uncomfortable, " including corporate counsel's willingness to demand firms direct business generation and profit to their diverse talent responsible for generating and/or working that business. I also developed the "Taking A Knee" presentation which has since gone of the road, where we discussed the impact Kolin Kaepernick's decision to take a knee has on the legal profession. My creation of the Disability and LGBTQ+ Sub Committees was a part of my vision, and during my tenure as Chair of the Diversity & Inclusion Committee I supported and helped launch the Women of Color Roundtable, which has become a highly sought after program during the Diversity for Success Seminar. These initiatives reflect the kind of visionary leadership I would bring as an officer of the defense bar. I saw needs that were not being fully addressed that needed a stronger platform, and executed. These initiatives demonstrate my ability to think beyond the way things have always been done, identify where the defense bar must grow, and create meaningful structures that will outlast any one event or moment. That is the

What suggestions would you make to move the organization forward?:

essence of leadership: recognizing what the future requires before others do and having the commitment to build it.

1. If you build it, they will come. We can no longer wait for engagement, leadership, diversity, or connection to happen on its own. We also must be careful to not make decisions that impact our organization, without understanding what its members want and need. We must be intentional and creative about building the spaces, programs, and opportunities that give lawyers a reason to show up and participate. This leads to the members not only becoming invested, but also champions of the organization. I believe listening to our members is critical component to recognizing how to move DRI forward. There is no such thing as a bad idea, as ideas create new ideas which create new ideas which create a forward thinking organization that strives to meet the needs of its members. The survival of any defense bar hinges on the members.

2. Inclusivity of country in membership. An organization is only as strong as the representation of its members. We need to expand our membership efforts and be more inclusive. As a Los Angeles Lawyer, I have always been perplexed on why our membership efforts focus disproportionately on soliciting members from the east coast and the south, versus development of a plan to engage not only our west coast defense attorneys, but attorneys from all four corners of the country, and globe to some extent. A meaningful strategy to increase membership in the defense bar must focus on the entire country, not just the East and South, where many traditional defense

organizations have historically had stronger visibility. If we want to grow, we must be intentional about expanding our reach into the West Coast, Midwest, Southwest, Mountain states, and Pacific Northwest, and we must make lawyers in those regions feel that the organization belongs to them as well. We should not expect lawyers to join an organization they do not see themselves in. If we build meaningful platforms across the entire country, they will come. As an officer, I would focus on making the defense bar more national in both presence and perspective, so that membership growth is driven by inclusion, visibility, and opportunity for lawyers everywhere.

3. Marketing. To increase attendance and engagement, DRI must develop social media marketing that is more exciting, more intentional, and more visually compelling. We cannot rely on traditional email announcements or traditional social media posts and expect to capture the attention of busy lawyers, especially younger lawyers who are used to fast-moving, graphic-driven content. Our on-line marketing should tell a story, create energy, and make people feel that they are missing something if they are not in the room. That means using bold graphics, catchy word phrases, AI animation, countdown posts, and professional branding that makes every event look dynamic, relevant, and worth attending. If we want lawyers to show up, we must first catch their attention. As an officer, I would focus on helping the defense bar modernize its social media presence so that our programs do not just inform people, but excite them and move them to participate.

Describe one transformational/defining experience in your professional life you have been involved with and what you learned from that experience. :

Before I became active in DRI, I was just another young lawyer, working on a partner's files, billing hours with no expectation that my career would be anything other than working hard to become a non-equity partner. I was young and naive, working hard for a title that did not change my trajectory, opportunity or access to the top. My life changed forever when I was walking alone in the lobby at a DRI annual meeting, and someone saw me, saw potential and opened the door. After the door was opened it was incumbent upon me to do the work to create the space for my involvement in the organization. However, the opening of the door was necessary for me to get where I am today.

Therefore, the defining and transformational experience in my professional life was when someone reached back and gave me an opportunity. That moment changed the trajectory of my career because it reminded me that talent is important, but access, sponsorship, and visibility are often what allow talent to be seen. As a woman of color in the legal profession, I understand that one of the greatest challenges is not a lack of talent, ability, work ethic, or ambition; it is gaining access to the rooms where relationships are formed, opportunities are offered, and leaders are chosen. That is why it was transformational when someone opened a door for me. It was more than a professional opportunity; it was a moment of recognition. Someone saw my potential and created access which allowed me to demonstrate what I was capable of doing. That experience taught me that access can change the trajectory of a career, and that leadership carries a

responsibility to reach back and create those same opportunities for others.

Because someone opened a door for me, I have made it part of my purpose to open doors for young lawyers, women, lawyers of color, and others who deserve not only to be invited into the room, but do not have the same access to the room. Everyone deserves to be heard and positioned to lead once they demonstrate a willingness to do the work. I have learned that leadership is not only about my own success; it is about using the influence I have to open doors for others. That experience taught me that one opportunity can become a legacy and I want my legacy to be creating spaces for future leaders. That experience shaped the way I lead, mentor, and sponsor legal talent.

Describe the greatest challenges and opportunities that lie ahead for DRI over the next five+ years.:

With every challenge comes the potential for development of a creative opportunity to address it. I truly believe that every challenge is an opportunity in disguise. Again, if you build it, they will come.

Membership. Despite valiant efforts, increasing membership has continued to be challenging for DRI. As stated above, one of the opportunities relative to increasing membership is to develop an intentional and strategic plan that incorporates identifying ways to appeal to members from all of the country versus limiting our focus on the South and East regions. This challenge creates opportunities for development of programming specific to regions. If we create content appealing to narrow issues, specific to a certain demographic of the country, that is an opportunity to appeal to prospective

members. However, the content creation cannot be a one size fits all approach. The intentional and deliberate focus must also include cutting edge content never done before with eye catching social media marketing.

State Local Defense Organizations (SLDO). As the leader of the defense bar, it is incumbent on DRI to ensure that its relationship with the SLDO organizations is one of support, mutual respect and collaboration. We must listen to our SLDO members and ensure that we are not distancing them by projecting our vision on them. We should partner with them more, especially as it relates to the creation of cutting edge regional content. This relationship should be mutually beneficial, as both organizations have a vested interest in serving their members and increasing their membership. Truly listening to our SLDO partners is essential to ensuring that their members view DRI as an amazing space and not an imposing force.

Corporate Counsel Engagement. DRI's focus on our corporate counsel friends must be front and center of the organization. DRI must create a space for our clients that serves them better. The opportunities to create this space are many. In order to increase corporate counsel engagement, the defense bar must make corporate counsel feel like true partners in the organization, not just invited guests or occasional speakers. We should be intentional about creating programming that addresses the real issues corporate counsel face at every seminar. Corporate counsel should

have a significant voice in shaping seminar content. As defense attorneys, we serve our clients. DRI must do the same. By creating meaningful opportunities for corporate counsel to participate, we can increase the corporate counsel membership which would be of value to the majority of the DRI membership. Similar to partnering with the SLDO for regional content, we should partner with our corporate counsel regionally, to present content specific to their needs. With corporate counsel tightening the reigns on travel at this time, we must go to them. If we build it, they will come.

Seminar Attendance. Decreased seminar attendance is not unique to DRI. There are many factors contributing to this reality. Lawyers are busier than ever and still recovering from the COVID-19 backlog, remote content and zoom/team accessibility has changed expectations, firms are not encouraging in-person participation, and many lawyers will not attend unless the value is obvious. DRI must treat every seminar like a product that must be marketed, branded, and experienced. We must get away from the standard announcement style marketing that is not unique to each seminar. People need to be excited about a seminar, not just informed of it.

DRI strives to be governed by a diverse board of directors—in terms of race, ethnicity, age, gender, religion, sexual orientation, disability, location, and/or professional level, and other facts that enhance diversity and inclusion --- who can and will help advance DRI's

As the former Chair of DRI's Diversity & Inclusion Committee, my role, in part, was to support the diversity initiative and commitment of DRI. I was often tasked with assisting with sensitive issues, providing insight when a different perspective was needed and providing counsel to other committees. During the COVID-19 pandemic when issues pertaining to police brutality

goals through the power of collaboration. In what ways have you demonstrated a commitment to Diversity, Equity and Inclusion in your work, and how will your DE&I experience inform your contributions as a Board member?:

surrounding the George Floyd murder and countless other lives lost, I was heavily immersed in DRI's push to stand strong in its commitment to the cause. This included being a member of the "To Protect & Serve" task force, a collaboration with the government liability committee.

In addition, I serve as the Director of Diversity & Inclusion for my firm.

My passion for Diversity & Inclusion began when I was very young. My mother purchased a subscription to Ebony Jr. Magazine for me when I was in 5th grade. I loved this magazine. It was something that I could relate to when growing up surrounded by an environment (predominantly caucasian) so different than I was. One of my first accomplishments was having a question I sent to the magazine (via first class mail) published. It was in that moment, I realized this space was a space I belonged in.

Once I graduated high school and moved to San Diego, I became involved in the Black Student Union at my alma mater, University of San Diego. I ultimately became President of the Black Student Union. A critical initiative I was involved in during the mid-90's at USD was creation of an organization called the United Front, which was composed of all the affinity organizations on campus. Although I have fond memories of USD, some of the challenges still faced today, we were addressing back in the 90's.

I transitioned from college to being a member of the Black Law Students Association in law school as well as a member of the Thurgood Marshall Inns

of Court. Once I started practicing in Los Angeles, I became a board member of the Black Women Lawyer's Association of Los Angeles.

When asked how my Diversity & Inclusion experience will inform my contributions as a Board Member, my response is, "How Can it Not?" My day to day life is informed by my diverse status in the United States. From how I navigate work situations, parent my children, interact at my children's school, everything in my day to day life and how I handle it is informed by Diversity.

This reality is both unfortunate and empowering. It is unfortunate that diverse individuals are constantly having to make decisions on how to navigate life because of how they are perceived. However, it is empowering because we are now at a point where people are becoming more receptive to Diversity and Inclusion and we can openly share these perspectives and experiences. Even in these challenging times our country is currently facing, I am optimistic that we will reach the mountain top.

As it relates to my service on the DRI Board of Directors, one of my proudest moments was supporting a Diversity Statement issued by DRI, despite concerns of retribution and confronted with significant resistance. I quietly observed while people reacted to either the support of the statement or opposition to the statement. I took this time to quietly reflect and consider the pros and potential implactions of the statement, making a decision based on my own independent assessment, without influence from others. The only

Is there anything else you would like to add that has not already been previously stated?:

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outside influence I considered were the words of Dr. Martin Luther King, "The ultimate measure of a man is not where he stands in moments of convenience and comfort, but where he stands at times of challenge and controversy."

I believe that my diverse background and commitment to standing on the right side of history will ensure DRI will also remember the importance of diverse perspectives and standing solid in its commitments and values. My expansive experience in diversity, equity and inclusion will allow me to utilize my diversity lens when the Executive Committee is discussing any issue and provide insight that people may not have. It will open the door to new perspectives, new ideas and ultimately new lenses for consideration.

I am filled with gratitude for the opportunity to serve as a National Director on DRI's Board of Directors. I believe the organization is at a critical juncture which requires intentionality now more than ever. As an Officer, I am prepared to commit the necessary time and energy to ensure that DRI remains the premier defense bar.

If we build it, they will come.

Thank you for your consideration.

Stacy L. Douglas, Esq.

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