



**Beyond Lip Service: What Present and Future Managing Partners, Equity Partners, and Decision Makers Need to Hear About How They Can Meaningfully Advance Diversity and Inclusion from Within (and Ways to Tell Them)**

Chalankis Brown, Moderator  
Ball Ball Matthews & Novak  
Montgomery, AL

Bryan R. Browning  
Lenovo  
Chicago, IL

Dadri-Anne Graham  
Cargill, Inc.  
Minneapolis, MN

Ricardo Woods  
Burr Forman  
Mobile, AL

**Chalankis Brown** is an associate in the Montgomery office and practices in the areas of civil defense litigation, insurance litigation, medical malpractice defense, and workers compensation. Chalankis graduated from the Thomas Goode Jones School of Law in 2014, where he served as Vice President of the Ernestine S. Sapp Chapter of the Black Law Students Association. He was also a student member of the Alabama Defense Lawyers Association. Prior to attending law school, Chalankis graduated from Sewanee: The University of the South with a Bachelor of Arts in Political Science, and was a member of the Order of the Gownsmen. Chalankis currently serves on the Executive Board for the Central Alabama Community Foundation and the DRI's Young Lawyers' Steering Committee. He also serves on the Alabama State Bar's COVID-19 Civil Bench and Bar Task Force and is Co-Chair of the Diversity Subcommittee of the DRI's Young Lawyers Committee.

**Bryan R. Browning** is Sr. Legal Counsel at Lenovo, where he manages complex commercial and products litigation globally for the company and provides risk mitigation and litigation consultation. Bryan was selected by the Hispanic National Bar Association as a recipient of the 2017 Top Lawyers Under 40 Award, and a 2016 Attorney of the Year by Minnesota Lawyer. He has been named a Rising Star by Super Lawyers every year since 2012, and has been recognized by a number of organizations for his commitments to the legal profession and greater community. He has served as the VP of Programs and the National Finance Director for the Hispanic National Bar Association, is a Past President of the Minnesota Hispanic Bar Association, is a past Chair of the DRI Diversity Seminar, and serves on the National Diversity Advisory Board for the Office for Equality and Diversity at the University of Minnesota.

**Dadri-Anne Graham** is a commercial lawyer for Cargill in Wayzata, Minnesota. Prior to joining Cargill, Ms. Graham was member of DRI and its Diversity and Inclusion and Young Lawyers Committees and an associate of Faegre Baker Daniels LLP in the greater Minneapolis-St. Paul area, where she assisted corporate clients build their case as they resolve disputes.

**Ricardo A. Woods** is a trial lawyer and shareholder in Burr & Forman, LLP's Mobile office. He is a creative problem solver who provides his clients with innovative and cost effective solutions and strategies. Ricardo has first-chair jury trial experience, as well as extensive pre-trial litigation experience. He has successfully defended matters, which included allegations of wrongful death, paralysis, severe bodily injuries, and toxic torts. Ricardo currently serves as the Chair of DRI's Diversity and Inclusion Committee.

## Overview

Our accomplished panel of in-house and private practice lawyers will lead a provocative discussion regarding the intersection of the practice of law and the recent acknowledgment of disparities faced by minorities in the practice. Most employers have already conducted some form of diversity and inclusion training. But real change requires more. This panel will provide insights regarding their collective experience navigating the practice as minorities and will offer suggestions for decision-makers at every level to examine their hiring, retention, and promotion practices to make meaningful changes to ensure that all individuals in our field thrive.

## Resources

- [It's Time to Commit: Are We Faking Diversity?](#)
- [It Can Be Done: A Primer for Diverse Attorney Recruitment, Retention, and Promotion Efforts in Small and Mid-Sized Firms](#)