



**Courtney R. Chavez, J.D. (ABA Grit Project).** Courtney R. Chavez is the Deputy Director for the Center for Women in Law (CWIL) at the University of Texas School of Law in Austin, Texas. As Deputy Director, Courtney implements programs for female law students, judicial clerks, and associates that provides them with essential tools to increase the likelihood of success within their chosen careers. Courtney has conducted training workshops, participated in panel discussions for law firm leaders, supervisors, and lawyers on a topics related to implicit bias, grit and mindset, and developed advancement programs for women in the legal profession. She also participates in the Consortium for Advancing Women Lawyers, which brings together the heads of women lawyer organizations and thought leaders from across the country to share knowledge, develop synergies, and double efforts to advance women in the profession. Courtney recently co-authored the white paper Power for Change that captures seven themes that emerged from the 2015 Women's Power Summit on Law and Leadership™ as foundations for using power for significant and lasting change and provides steps that leaders can take to achieve results for women in the legal profession.

Before joining CWIL, Courtney practiced law for nearly eight years at Jones Day, Schepers Kim & Harris LLP, and Andrade Gonzalez LLP in Los Angeles focusing on white collar criminal defense and internal investigations, advising corporations on database breach issues, and complex civil litigation.

Courtney serves as a Commissioner for the Hispanic National Bar Association's Latina Commission through which she focuses on advancing Latina lawyers in the profession. From 2009-2015, Courtney worked to advance Latinas in the legal profession as a member of the board of directors (and Executive Committee member from 2012-2015) for the Latina Lawyers Bar Association.