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THE BUSINESS CASE FOR DIVERSITY, EQUITY, AND INCLUSION – WHY IT MATTERS IN THE BOARDROOM, THE COURTROOM, AND EVERY ROOM

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A native of Argentina, Sofia Adrogué is a seasoned trial partner (25 plus years) with Diamond McCarthy LLP, a 10 year *Texas Super Lawyer* & *Latino Leaders* Magazine "25 Most Influential Hispanic Lawyers" & "Most Powerful Women in Law." She represents diverse clients in all industries, ranging from entrepreneurs to multinational conglomerates with worldwide business holdings. Having handled matters arising in Buenos Aires, Mexico City, Puerto Rico, and Texas, among other venues, she has obtained favorable judgments and settlements on behalf of both plaintiffs and defendants in U.S. state and federal courts and in ADR proceedings. She serves as an advocate and a facilitator, resolving a litany of issues, from the simplest to the most complex.

She serves as the Editor of the TEXAS BUSINESS LITIGATION treatise & has published and/or spoken on over 250 occasions. She is a graduate of Harvard Business School Owner/President Management Program, an alumna of HBS (U.S. Keynote Graduation Speaker for HBS OPM 37, ostensibly the first woman, and U.S. Class Representative) and graduate of the University of Houston Law Center, *magna cum laude*, and Rice University, *magna cum laude*, *Phi Beta Kappa*, both on full academic scholarships.

Sofia serves and/or has served on the Board of Directors of, among other entities, the American Leadership Forum Houston; BARC Foundation (former Chair of Advisory Board); Girls Inc. of Greater Houston (former President and Board Chair); HOUSTON LAW REVIEW Alumni Association (former President); Memorial Hermann Foundation; RICE-TMS; Museum of Fine Arts, Houston; Theatre Under The Stars; UH Law Center Immigration Clinic (Executive Committee); United Way of the Texas Gulf Coast; and the University of Texas Health Science Center Foundation. She currently serves the City of Houston, appointed by the Mayor of Houston and Houston City Council, on the Mayor's Hispanic Advisory Board and the Houston First Corporation Board of Directors.

She has received over 40 awards, including a Comcast Hispanic Heroes Award; a Greater Houston Women's Chamber "Hall of Fame" Inductee; a HOUSTON CHRONICLE Channel 11 "Texas Legend" & 10 "Extraordinary Latinos" (Inaugural List) ; a Houston Jaycees "Outstanding Houstonian"; a Texas Jaycees "Outstanding Texan"; & a U.S. Jaycees "Outstanding Young American"; a Latino Learning Center, Inc. "Helping Hands" Humanitarian Award; a UH Law Center Immigration Clinic Arrival Award & a World Affairs Council of Greater Houston 2021 Global Leader of Influence. She serves as the Co-Host & Co-Producer of LATINA VOICES—SMART TALK. Sofia has been recognized for her public service by the City of Houston with a proclamation of July 10, 2004 & December 18, 2018, as "Sofia Adrogué Day.

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Carolyn Benton Aiman

Senior Vice President and Chief Legal Officer

Carolyn Benton Aiman is senior vice president and chief legal officer for Sempra Infrastructure. She was recently vice president and general counsel for Sempra LNG. She is responsible for all of Sempra Infrastructure's legal affairs, including matters related to legal strategy, LNG development, operations, regulatory, governance and compliance.

Benton Aiman has more than 20 years of in-house legal and private law firm experience. She has worked in energy for most of her career and has supported different lines of business across the energy value chain. Most recently, Benton Aiman was managing counsel – capital projects and global supply chain for Shell, where she provided legal support for Shell's major capital projects and was also responsible for overseeing legal aspects relating to the global supply chain function for capital projects. Benton Aiman has significant experience in the delivery of major projects across the U.S and global oil and gas, LNG, chemicals and renewables projects and operations.

Prior to that role, Benton Aiman served as senior legal counsel in various of Shell's business areas, including upstream & wind, alternative fuels, downstream manufacturing & commercial, and regulatory & employment, including managing pre-litigation disputes.

In addition, Benton Aiman served as executive sponsor of Shell Legal's U.S Diversity Council as well as Shell's woman focused employee resource group, and related key initiatives. She was also named to the Top 50 Women in the Law 2019 by the National Diversity Council and named Houston Magazine's Woman of Influence in 2017.

Benton Aiman serves on the boards of Lead Inc. and the Spouses of Barristers.

Benton Aiman has a bachelor's degree in mathematics from the University of Texas and received a law degree with honors from the University of Missouri.

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Title search: The Business Case for Diversity, Equity, and Inclusion: Why it Matters in the Boardroom, the Courtroom, and Every Room

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