

# OYANGO A. SNELL, JD, MBA, CAE

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## PROFESSIONAL EXPERIENCE

### **University of the Pacific, McGeorge School of Law, Sacramento, CA**

*Visiting Assistant Professor of Law, Legal Practice*

*Director of Academic Support*

*July 2024 – Present*

Collaborate with faculty and administrators to design coursework and support law school objectives and students. Evaluate student performance via various assessment methods, conduct research, and remain current on legal trends impacting the legal profession.

Courses and Service:

- Academic Support Skills Lab
- Global Lawyering Skills II (GLS II)
- The Legal Profession
- Faculty Advisor, Black Law Students Association (BLSA)

### **University of the Pacific, McGeorge School of Law, Sacramento, CA**

*Adjunct Professor of Law*

*December 2023 – May 2024*

Collaborate with faculty and administrators to design coursework and support law school objectives and students. Evaluate student performance via various assessment methods, conduct research, and remain current on legal trends impacting the legal profession.

Courses:

- The Legal Profession
- Practical Analysis, Strategies, & Skills (PASS) II

### **California Lawyers Association (CLA), Sacramento, CA**

### **California Lawyers Foundation (CLF), Sacramento, CA**

*Chief Executive Officer & Executive Director*

*December 2021 – October 2023*

As the CEO and Executive Director, provided strategic, visionary leadership and direction to a 42-member professional team and managed the operations of CLA's human, financial, and technological resources, including an annual budget of approximately \$9M, using sound business principles and effective fiscal management. The CEO and Executive Director had oversight responsibility for legislative and regulatory strategy, diversity, equity, and inclusion initiative work, program design and management, board development, and fundraising for the California Lawyers Foundation (CLF), an affiliated nonprofit organization.

- Represented CLA with key stakeholders, including the California Legislature, State Bar of California, and the judiciary

- Advised and made recommendations to the Board of Representatives on Association-wide matters
- Assisted the Board in design and implementation of policies and organizational strategy
- Oversight and administration of the day-to-day operations of the association, including meetings, events, conferences, and the development of continuing legal education courses, as well as providing professional support to CLA's 18 sections, 16 standing committees, and CLF Board of Directors
- Managed the relationship between staff and member leaders in sections, committees, and task forces to ensure a smooth, effective working relationship, an inclusive and productive work environment, and rewarding membership and employment experience, all for the benefit of CLA
- Led effort to adopt CLA's first-ever diversity, equity, and inclusion policy to actively promote diverse attorneys in volunteer executive leadership roles
- Led statewide health and wellness initiative and media campaign to enhance wellbeing, health, and mental fitness for California attorneys
- Led award winning initiative to enhance civic education for kindergarten through twelfth-grade program
- Led the development of organization's first-ever five-year strategic plan, right-sizing human resources and technology to deliver strategic outcomes, increasing staffing by 46 percent and diversity amongst the team
- Increased membership by approximately five percent by designing and implementing a robust, innovative membership recruitment strategy
- Increased partnerships with affinity bar associations representing historically marginalized groups
- Led the successful implementation of a three-tiered new membership dues structure
- Fund development of nearly \$1M for CLF, including a \$500K grant to enhance legal ethics/civility
- Led investment strategies to ensure a healthy reserves balance and mitigate financial losses
- Implemented leadership changes in the workplace to enhance the work culture through authentic, transparent leadership reducing employee attrition by 50 percent in the first year of service
- Increased member engagement through robust social media strategies, in-person events, and enhanced legislative and regulatory advocacy program

## **Western States Petroleum Association (WSPA), Sacramento, CA**

*Senior Vice President, General Counsel & Corporate Secretary*

*Registered In-House Counsel (RIHC), The State Bar of California*

*March 2017 – December 2021*

Served as the chief legal officer representing the mutual interest of regional, national, and international energy companies regarding legislative and regulatory issues that impacted the oil and natural gas industry in the nation's western region. Served as a member of the executive leadership team and senior advisor to the Board of Directors and the President and CEO regarding corporate governance matters, political compliance, labor and employment issues, competition matters concerning federal and state antitrust laws, climate policies, and environmental issues. Served in the role of chief staff officer in absence of the President and CEO. Served as the Corporate Secretary and *ex officio* member of the Board of Directors and ensured that the integrity of the organization's corporate governance framework was compliant with statutory and regulatory requirements. Created and led diversity, equity, and inclusion program to foster an inclusive work environment.

- Directed and managed key legal and regulatory policy issues in a manner that promoted health and safety best practices and served the organization's mission and advocacy goals to protect member companies' license to operate in upstream, midstream, and downstream lines of business
- Strategic legal advisor on climate policy initiatives including, but not limited to, cap and trade, low carbon fuel standard, electrification, carbon tax policy, and greenhouse gas reduction initiatives
- Provided oversight responsibility of litigation, rulemaking proceedings, and other forums to ensure consistency with policy positions and legal interests of the oil and natural gas industry
- Initiated and managed key components of reorganization eliminating working silos and significantly enhanced cross-functional capacity, team performance, and the delivery of membership services
- Collaborated with senior executive leadership team regarding the development and management of annual strategic operations and program budget of approximately \$25M and oversight responsibility of various programs, litigation, and outside counsel budget of approximately \$4M

- Served on the Investment Policy Committee and advised the President and CEO and Board of Directors on investment policy recommendations to maximize revenues of the corporate pension plan and administration of 401(k) and 457 retirement programs

**Property Casualty Insurers Association of America (PCI), Washington, D.C.  
(Now American Property Casualty Insurance Association (APCIA))**

*Counsel, State Government Relations  
January 2012 – March 2017*

Served as the chief legislative and regulatory counsel in multiple states representing trade association member companies on critical issues impacting the property and casualty insurance industry. Developed and executed legislative and regulatory strategies and issue campaigns to support and endorse the organization’s agenda in promoting industry-specific policies. Managed and led a team of attorneys and various consultants in multiple states. Managed and coordinated engagement in the Congressional Black Caucus Foundation Annual Legislative Conference, Congressional Hispanic Caucus Institute, and Attorneys General Associations.

- Led government relations advocacy and political operations in multiple states with annual average success rate of 90 percent on key legislative and regulatory initiatives, which positively impacted business operations, improved efficiencies, and benefited insurance carriers and consumers
- Provided legislative and global regulatory compliance counsel to c-suite level executives and mid-senior level government affairs professionals at small and large insurance companies
- Advised staff and trade association members of antitrust risks under the *McCarran-Ferguson Act*, campaign finance compliance, gift and lobbying laws, and nonprofit corporate law issues
- Provided federal legislative advocacy before targeted members of Congress regarding the *Terrorism Risk Insurance Act*, *PARTS Act*, *Biggert-Waters Reform Act*, Housing and urban Development’s Disparate Impact Rule, and the *Policy Holder Protection Act*
- Established compromise legislation regarding auto and homeowners’ ratemaking and market reform in North Carolina by managing industry coalitions and deploying an appropriate campaign strategy
- Successfully lobbied the enactment of industry costs savings workers’ compensation reforms in Delaware resulting in the adoption of a state based medical fee-schedule

**Oyango A. Snell Law Firm, LLC, Columbus, OH**

*Principal Attorney  
August 2009 - December 2011*

Provided legal counsel and regulatory advocacy with an emphasis on matters affecting disadvantaged business entities, including small, minority-owned, and women-owned businesses, in government relations, employment and labor issues, corporate transactions, and civil litigation matters.

**Office of the Ohio Consumers’ Counsel, Columbus, OH**

*Director of Legislative & Governmental Affairs  
November 2008 - July 2009*

Chief policy advisor to the residential utility consumer advocate, the Ohio Consumers’ Counsel, the Counsel’s Governing Board of Directors, and department heads on legislative and regulatory issues, representing the interests of 4.5 million households in proceedings before state and federal policymakers. Secured \$10M in state funding for agency operations and assisted in national advocacy effort obtaining a \$5.1B appropriation for low-income home energy assistance in the federal budget.

**Bricker & Eckler, LLP, Columbus, OH**  
**(Now Bricker Graydon, LLP)**

*Associate Attorney / Legislative Counsel*  
*September 2005 - November 2008*

Provided legislative, regulatory, and legal advocacy, including direct lobbying and support services on behalf of insurance companies, alternative energy and construction trade groups and businesses. Served as a member of the Public Sector, Financial Services, Government Relations, and Insurance Practice Groups.

**Ohio Legislative Service Commission, Columbus, OH**

*Legislative Service Commission Fellow*  
*November 1998 - December 1999*

Primarily responsible for legislative and budgetary research for selected members of the Ohio General Assembly including, but not limited to, budgetary and media research, drafting press releases and media advisories concerning past, pending, and future legislation, policy research for legislative introduction, and preparation of testimony and witness statements for public hearings. Staffed economic development, higher education, health and human services, public utilities, and various legislative committees.

**EDUCATION | LICENSES | CERTIFICATION | TRAINING**

- The Ohio State University, Moritz College of Law, Columbus, OH  
Juris Doctor, 2005
- Franklin University, Columbus, OH  
Master of Business Administration, 2001
- Central State University, Wilberforce, OH  
Bachelor of Arts, Political Science, 1998
- Licensed to Practice: Supreme Court of Ohio / U.S. District Court, Southern District of Ohio, 2006
- Registered to Practice Law: Registered In-House Counsel: California State Bar, 2017-2021
- Certified Association Executive (CAE), American Society of Association Executives (ASAE), 2020
- Diversity, Equity, and Inclusion in the Workplace Certificate, University of South Florida, 2021
- Leadership in Corporate Counsel Certificate, Harvard Law School, Cambridge, MA, 2019
- Association Leadership Academy Certificate, California Society of Association Executives (CalSAE), 2022
- Institute of Organizational Management (IOM), U.S. Chamber of Commerce, Pending Certificate, July 2024

**SCHOLARSHIP | ARTICLES | KEYNOTES | PANEL DISCUSSIONS**

- *SCOTUS' Color-Blind Doctrine: A Brief Look at the Ban on Race-Conscious Affirmative Action in Higher Education*, NALA, The Paralegal Association, <https://nala.org/january-dei-scotus-color-blind-doctrine/>, 2024 Article
- *Defending Access: Persevering Diversity Pipeline Programs: The Path Forward: Discussions and Strategies in Ensuring Diversity, Equity, and Inclusion post-SFFA v. Harvard Webinar Series*, American Bar Association, <https://www.americanbar.org/groups/diversity/resources/path-forward-series/>, 2024 Panelist, CLE Course, Virtual

- *The Importance of Building Strong and Vibrant Communities through Pro Bono Work*, San Diego Paralegals Association, 2024 Keynote, San Diego, California
- *Landing the Plane: From Pursuing M&A to Closing the Deal*, ASAE: The Center for Association Leadership, 2024 Panel Moderator, CAE Course, Virtual
- *Legal Oversight and Risk Mitigation: Laying the Legal Groundwork*, ASAE: The Center for Association Leadership CAE Kickoff, 2020-2024 Speaker, Content Creator, and Facilitator, CAE Course, Hybrid (Virtual and Washington, D.C.)
- *Diversity, Equity, Inclusion, and Belonging and its Impact on the Legal Profession*, San Diego Paralegals Association DEIB Educational Conference, 2023 Keynote Speaker, Hybrid (Virtual and San Diego, California)
- *Corporate Governance: Ethical and Fiduciary Responsibilities for Legal Counsel*, Guam Bar Association, 2023 Speaker, Content Creator, and Facilitator, CAE Course, Hagatna, Guam
- *What To Do When Your Client Receives Digital Assets During a Divorce and/or as part of an Inheritance? A Family Law and Trust & Estates Update and Panel Discussion: Deep Dive into the Metaverse and Web3*, New York State Bar Association, 2023 Moderator and Panelist, CLE Course, New York, New York
- *The Power of Belonging*, California Society of Association Executives (CalSAE) Leadership Academy, 2022-2023 Faculty Member, Hybrid (Virtual and Sacramento, California)
- *Promoting a Gendered Approach to Economic Development and the Rule of Law*, International Association of Lawyers, 2022 Rule of Law Webathon: Economic and Social Development, <https://www.youtube.com/watch?v=mlaMjNr3a7M>, 2022 Panelist, CLE Course, Virtual
- *Navigating the Labyrinth of Credentialing Programs and Inherent Legal Risks*, ASAE: The Center for Association Leadership, Virtual Program Series, 2021-2022 Speaker, Content Creator, and Facilitator, CAE Course, Virtual
- *Diversity, Equity, and Inclusion in the Energy Industry – Post-COVID Edition*, 4C Health, Safety, and Environmental Conference, 2021 Panelist, CLE Course, Austin, Texas
- *Perspectives on Diversity, Equity, and Inclusion in Environmental Law and Policy*, Environmental Law Section of the California Lawyers Association, 2019 Article
- *Think Holistically: Incorporating Diversity, Equity, and Inclusion in Environmental Decision-Making*, Environmental Law Section of the California Lawyers Association, 2019 Panelist, CLE Course, Southwestern Law School, Los Angeles, California
- *The Future of Pacific Northwest Low Carbon Fuels*, Environmental Law Institute, <https://www.eli.org/events/future-pacific-northwest-low-carbon-fuels>, 2019 Panelist, CLE Course, Hybrid (Virtual and Seattle, Washington)
- *Keeping In-House in Order: Managing Complex Environmental Matters*, Environmental Law Section of the California Lawyers Association, 2018 Environmental Law Conference at Yosemite, Panelist, CLE Course, Fish Camp, California
- *Sea-Level Rise and the Law: Emerging Litigation on Sea-Level Rise*, Environmental Law Section of the California Lawyers Association, San Francisco, California, 2018

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## SERVICE | HONORS

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- *Past Chair, Board of Directors*, United Way, California Capital Region
- *Former Member, Board of Directors*, California Society of Association Executives
- *Former Co-Chair*, Diversity, Equity, and Inclusion Task Force, California Society of Association Executives

- *Former Member*, Ethics Advisory Committee, American Society of Association Executives
- *Former Member*, Government Relations and Advocacy Professionals Advisory Council, American Society of Association Executives
- *Content Leader*, American Society of Association Executives *CAE Kickoff*
- *Member*, Ohio State Bar Association, American Bar Association, National Bar Association
- *Honoree*, Feature Cover Article, Vanguard Law Magazine
- *Honoree*, Rising Star, Ohio Super Lawyers
- *Honoree*, Business First 40 Under 40, Columbus, Ohio
- *Honoree*, Hall of Fame of Achievement, Central State University
- *Honoree*, Association 2021-2022 Executive of the Year, California Society of Association Executives
- *Honoree (on behalf of California Lawyers Association)*, Community & Educational Outreach Award, National Association of Bar Executives (NABE)
- *Honoree*, Making the Difference Award, San Diego Paralegals Association
- *Honoree*, The Diamond Award for Outstanding Achievement, Kappa Alpha Psi Fraternity, Incorporated, Delta Zeta Chapter