

December 11, 2020

Mr. John C. (Charlie) Ginn  
Chair, State Bar of Texas Board of Directors  
THE MCCRAW LAW GROUP  
1504 First Ave.  
McKinney, Texas 75069

Via Email: [jcharlesginn@gmail.com](mailto:jcharlesginn@gmail.com)

Re: Nomination for Chair of the State Bar of Texas Board of Directors

Dear Chair Ginn:

I respectfully seek the nomination to serve as Chair of the State Bar of Texas Board of Directors for 2021-2022.

It has been a privilege and an honor to serve the lawyers and citizens of the State of Texas through my position as a director of the State Bar of Texas. Should I be fortunate enough to be elected Chair, I intend to work with my fellow directors to build on the exceptional accomplishments of prior boards by focusing on the following goals:

1. ***Strengthening the board's sense of unity.*** As lawyers, we often focus heavily on our role as advocates in an adversarial system. However, the true goal we all strive to achieve for our clients is peace. We are peacemakers. We should never lose sight of that, regardless of whether we are advocating in the courtroom or meeting in a boardroom. In the recent past, divisive issues have required the board's focus and attention. While these issues have been immensely important, now is the time to unify and refocus on accomplishing our mission. As Chair, I intend to focus on unifying issues consistent with our mission such as assisting members in need, helping our members better serve their clients, and ensuring equal access to justice. Through strengthened unity, we will build on and enhance the accomplishments of those who have served before us.
2. ***Enhancing the communication structure between the board, State Bar members, and members of the public.*** As board members, we have a duty to communicate openly and effectively with State Bar members and members of the public. Open and effective communication also assists the Board of Directors in accomplishing its goals by increasing awareness of State Bar initiatives and reducing the potential for misinformation from outside sources. Recently, the State Bar has done a tremendous job increasing access to board meetings and facilitating member

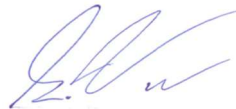
- participation. I plan to work with State Bar leadership and fellow board members to enhance these efforts by increasing access to board meetings and other board activities through forums in which our members and the public actively participate such as social media. By increasing access to board meetings and other board activities through such forums, we can reduce the spread of misinformation and increase awareness of the board's work and achievements.
3. ***Striving for maximum efficiency.*** Since joining the State Bar Board of Directors, I have been impressed by the efficiency with which our board operates due in large part to the extensive preparation of the State Bar staff and the professionalism exhibited by my fellow board members. One of the most valuable contributions our board members give is their time, and I intend to respect it. As Chair of the Board, I will follow the example of our current Chair and advance the board's work with maximum efficiency while exhibiting the diplomacy and temperament required of the position. I will also respect the State Bar staff and work closely with them to identify and incorporate additional efficiencies.
  4. ***Promoting board members as ambassadors of the State Bar.*** The Board of Directors and the Executive Team are the face of the State Bar of Texas. As such, we must actively engage with our members. Not only do our members expect this, but increased engagement will assist the board in achieving its mission because it will enhance member awareness of the board's efforts as well as board awareness of our members' needs. I will work with the State Bar leadership and staff to enhance the tools directors have at their disposal to increase engagement with our members.
  5. ***Championing increased diversity on the board.*** The State Bar of Texas has approximately 5,677 African-American lawyers, and none of them serve as directors of the State Bar Board of Directors. ***This must change.*** The Board of Directors cannot effectively accomplish its mission of promoting diversity in the administration of justice and the practice of law if members of one of its largest minority groups are not adequately represented on the board. We are fortunate to have African-American board representation *via* the current TYLA President and one of our public members. However, the State Bar of Texas must do better. I will work with the State Bar leadership to increase opportunities for Texas minority lawyers to engage with the State Bar of Texas through its various sections, committees, and task forces. Through increased engagement, minority attorneys will be encouraged to seek out and win additional leadership opportunities on the Board of Directors.

As the son of immigrants who never had an opportunity to obtain an education in their home country, I am incredibly grateful for the opportunities this country has provided me. I have consistently strived to give back through service, including to the legal profession. Through service, I have sought out and obtained leadership positions which have prepared me for the leadership role I now seek with the State Bar of Texas.

I was elected President of the San Antonio Bar Association at a time when significant division had developed within the ranks of the organization. During my term as President, I was both persistent and successful in bringing leaders and members together to refocus on the organization's mission. As a result of these efforts, the San Antonio Bar Association improved its membership initiatives, fortified the infrastructure for its various sections, and vastly increased networking opportunities for its members. I have had similar experiences as President of the San Antonio Young Lawyers Association and in numerous leadership roles within other organizations. These experiences have prepared me for challenges I may face as Chair of the State Bar of Texas Board of Directors. I am ready to face those challenges.

I look forward to the opportunity to continue serving the State Bar of Texas and humbly submit this nomination to serve as Chair of the State Bar of Texas Board of Directors.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Santos Vargas', with a stylized flourish at the end.

Santos Vargas

cc: Ms. Chielsey Barber

Via Email: [cbarber@texasbar.com](mailto:cbarber@texasbar.com)