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*Honorable Ravi K. Sandill*

**Ravi K. Sandill**  
**Judge, 127<sup>th</sup> Civil District Court**  
**Harris County, Texas**  
[rksandill@judgesandill.com](mailto:rksandill@judgesandill.com)  
**713.307.2900**

### **Current Public Office**

- Texas state civil district court judge, 2009 - Present
- Presided over more than 1400 civil jury and bench trials
- First and longest-serving judge of South Asian descent in the State of Texas

### **Academic Degrees**

- J.D., University of Houston Law Center, 2001; Editor, *Houston Journal of Int'l. Law*
- B.A., Government, University of Texas at Austin, 1998
- Graduate, U.S. Dept. of Defense Schools, R.A.F. Lakenheath High School, U.K., 1994

### **Biographical Information**

- Born July 19, 1976, Toronto, Ontario, Canada
- Naturalized American citizen, San Antonio, Texas, 1985
- Married with one child, age 15
- Cancer survivor (19 years remission)

### **Professional Leadership & Initiatives**

- Parental Leave for Lawyers - first judge in the nation to sign an order granting counsel automatic parental leave from trial settings
- Bias Education – first judge in Texas to make a public call for mandatory judiciary implicit bias training; first judge in Texas to require certification of implicit bias education by applicants for court appointed positions; first judge in Harris County to incorporate implicit bias instructions into voir dire and jury instructions
- Judicial Efficiency – first judge in Harris County to implement a process for streamlining and expediting the resolution of discovery disputes; only Harris County judge to require disclosures akin to the Federal Rules (2017 to present)
- Pro bono – first judge in Harris County to organize a pro bono program for civil litigants unable to locate counsel



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- Technology Innovation – first judge in Texas to adopt a virtual platform for hearings and presentations; one of the first judges in Texas to mandate e-filing
- Judicial Outreach– founder of a monthly virtual roundtable that connects the members of the Bench with the Bar to discuss developments in courtroom practice

### **Professional Affiliations & Bar Associations**

- Texas Lyceum, Director, 2021
- Leadership Houston, Class XXXII, 2014 - Present
- American Leadership Forum, Class XXXI, 2015 - Present
- Garland R. Walker American Inn of Court, 2004 - 2019
- Texas Bar Foundation, Fellow, 2012 - Present
- Houston Young Lawyers Foundation, Fellow, 2010 - Present
- South Asian Bar Association of Houston, 2009 - Present
- National Asian Pacific American Bar Association, 2017 - Present
- American Bar Association, 2009 - Present
- State Bar of Texas, 2001 - Present
- Houston Bar Association, 2002 - Present

### **Honors, Awards & Recognitions**

- *Trailblazer of the Year*, Texas Minority Counsel Program, Office of Minority Affairs, State Bar of Texas, 2021
- *Distinguished Jurist Award*, African-American Lawyer's Section, State Bar of Texas, 2021
- *Justice David Wellington Chew Award*, Asian Pacific Interest Section, State Bar of Texas, 2021
- *Diversity Award*, Houston Bar Association, 2021
- *President's Award*, Houston Bar Association, 2021
- *Trial Judge of the Year*, Hispanic Bar Association of Houston, 2019
- *Trailblazer Award*, Indo-American Coalition of Texas, 2019
- *Leadership Award*, South Asian Austin Moms Non-Profit, 2018
- *Distinguished Member Award*, South Asian Bar Association of Houston, 2016
- *Extraordinary Minority in Texas Law*, Texas Lawyer, 2015
- *Achievement in Public Service Award*, University of Houston Alumni Association, 2015



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- *Public Service Pioneer*, Indo-American Greater Houston Chamber of Commerce, 2014
- *President's Award*, Houston Bar Association, 2013
- *Leadership Award*, Asia Houston Network, 2012

#### **Arbitration Training & Conferences**

- *Advanced Arbitration Skills Certificate in Domestic and International Arbitration*, University of Houston Law Center, 2022
- 34<sup>th</sup> Annual International Transnational Arbitration Workshop and Annual Meeting, June 2022, Austin, Texas
- 17<sup>th</sup> New York Conference on International Arbitration, International Chamber of Commerce, New York, New York, September 2022
- Arbitration in the Americas – Views from the Profession, Practice, the Providers and the Parties We Server, CiArb, Miami, Florida, October 2022

#### **Articles & Presentations (sampling)**

- *Presentation of Damages: What Works and What Doesn't work in the Courtroom*, Texas Bar CLE, February 2021 (presentation)
- *How the Pandemic Has Changed the Practice of Law*, Texas Bar CLE, April 2021(presentation)
- *Implicit Bias in the Legal Profession*, Houston Bar Association Bench Bar Conference, 2020 (presentation)
- "Protecting Every Citizen's Right to Participate in Jury Service." *Houston Lawyer*, 2020 (article; co-author)
- *Youth Leadership Development Program*, Indian Culture Center (presentation) (2020 and annually for the prior ten years)
- *Persuasion Techniques for Remote Hearings and Bench Trials*, American Association for Justice, 2020 (presentation)
- *Communicating with Judges: Motions, Conferences and More*, National Business Institute, 2020 (presentation)
- *Implicit Bias*, 13<sup>th</sup> Annual Soaking Up Some CLE, A South Texas Litigation Course, Texas Bar CLE, 2020 (presentation)
- *What is Implicit Bias and How Can It Affect Your Cases?*, Houston Bar Association, Diversity Summit, 2019 (presentation)



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- “Promoting Diversity and Eliminating Economic Hardship from Jury Service through Supplemental Jury Pay.” *Civil Jury Project Newsletter*, 2019 (article; co-author)
- *U.S. Immigration and Naturalization Ceremony*, Keynote, 2017 (speech)
- *Views from the Bench: Judges’ Panel*, Texas Minority Attorney Program, 2017 (presentation)
- *Pathways to the Bench*, South Asian Bar Association of North America Annual Conference, 2017 (presentation)
- *Human Trafficking: A Global Problem*, South Asian Bar Association of Houston, 2016 (moderator)
- *Litigators: In the Boardroom and in the Courtroom*, Asian Pacific Interest Section, Texas Bar/National Asian Pacific American Bar Association Annual Conference, 2017 (presentation)
- *The Limits of Fair Competition: The UTSA, Non-Competes, Clawbacks and More*, UT Labor & Employment Conference, 2015 (presentation)
- *Indo-American Cancer Network Inaugural Gala*, Keynote, 2012 (speech)
- *Jury Trial Waivers*, Texas Association of Defense Counsel Summer CLE, 2012 (presentation)

### **Boards & Committees**

- Houston Bar Association Bias Education Task Force, 2020 - 2021
- NAACP Texas Bias Education in the Justice System Committee, 2020 - Present
- Harris County District Courts’ Civil Board of Judges, Rules Committee, Chair, 2020 - 2021
- University of Houston Law Center Alumni Association, Board Member, 2017 - Present
- American Leadership Forum, Gulf Coast Chapter, Board Member, 2016 - 2021
- Harris County Board of District Judges, Legislative Committee, Chair, 2014 - 2015
- Garland R. Walker American Inn of Court, Executive Board Member, 2009 - 2019
- Texas Minority Council Program Steering Committee, 2012 - 2013
- Harris County District Courts’ Civil Board of Judges, Ethics & Education Committee, Chair, 2010-2011
- Leukemia Lymphoma Society, Gulf Coast Chapter, Trustee, 2005 - 2009



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### **Professional Experience**

- Judge, 127<sup>th</sup> Civil District Court, Harris County, Texas, 2009 - Present
- Adjunct Professor, Trial Advocacy, University of Houston Law Center, 2016 - 2018
- Steele Sturm, PLLC, Associate Attorney, 2007 - 2008
- McGlinchey Stafford, PLLC, Staff Attorney, 2006 - 2007
- Sandill & Associates, PLLC, Managing Member, 2004 - 2006
- Berg & Androphy, Associate Attorney, 2004
- Caldwell & Clinton, PLLC, Associate Attorney, 2002 - 2003
- First District Court of Appeals, Justice Murry Cohen, Briefing Attorney, 2001 - 2002
- White House Office of Advance, domestic and international travel in support of the President and First Lady, 1998 - 2000
- Executive Office of the President, Council of Economic Advisors, Intern, 1997
- Office of Senator John Kerry, Intern, 1996
- Re-Elect Rep. Lloyd Doggett Campaign, Finance Volunteer, 1996