

Diversity Committee Newsletter

2nd Quarter 2015

Message from Our Board of Director's Liaison to the Diversity Committee ...



Gregory T. Alvarez
Shareholder

I'm privileged and excited to serve as the JL Board of Director's Liaison to the Diversity Committee. The Firm has a rich history of commitment to diversity and is poised to do even greater things in the future. The commitment to diversity from the Board has never been higher. In addition to the strong leadership of our Chair, Vincent Cino, on this issue, the Board currently consists of two past Chairs of the JL Diversity Committee, **Tyler Brown (SF)** and **Will Anthony (ABY)**, a current Co-Chair of the Women's Interest Network ("WIN"), **Samantha Hoffman (OC)**, and a former Co-Chair of the Hispanic Resource Group (me). Beyond this, to a person, every member of the Board is committed to diversity and to achieving our diversity goals.

In addition to the commitment from the Board, the Firm is privileged to have the foremost experts in corporate diversity, not only as members of the Firm, but also leading the Diversity Committee (**Weldon Latham** and **Mike Hatcher (both DC)**) and helping us achieve our goals. The Firm and the Diversity Committee are currently endeavoring to enhance the representation of minorities, women, and other under-represented groups, in particular, by expanding our Summer Associate program and other outreach efforts. However, we need everyone's help to reach our goals and will be reaching out to engage all of our lawyers. Please join me in taking JL's diversity accomplishments to an even higher level of achievement.

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

I would like to start by welcoming **Greg Alvarez (MOR)** to the Diversity Committee. Greg is succeeding **Joan Ackerstein (BOS)** as the Board of Director's Liaison to the Diversity Committee. On behalf of the Committee and the Firm, I thank Joan for all of her contributions, and look forward to working with Greg to continue to enhance the Firm's diversity. I would also like to congratulate **Samantha Hoffman (OC)**, who is a Co-Chair of WIN, on her first election to the BOD, and former firm Diversity Committee Chair, **Will Anthony (ABY)**, on his election as a returning member of the



BOD. An updated Diversity Committee Organizational Chart is on the next page. As you know, another former Diversity Committee Chair, **Tyler Brown (SF)**, also serves on the Board. Lastly, I want to congratulate African-American Attorney Resource Group (ARG) Co-Chair, **Marlo Roebuck (DET)**, on being named Managing Shareholder of the Detroit office.

We continue to enhance diversity and inclusion at Jackson Lewis and, as **Mike Hatcher (DC)** points out below, we are recognized for our accomplishments. However, we cannot rest on our laurels. Our clients are becoming more demanding of diversity in the teams supporting them. Diversity and inclusion requires the efforts of the entire firm. Our Chairman, Board of Directors, Greg, Mike, the ARG Chairs and I will continue our efforts, but we need the active engagement and leadership of Office Managing Shareholders, as well as the support of every JL attorney.

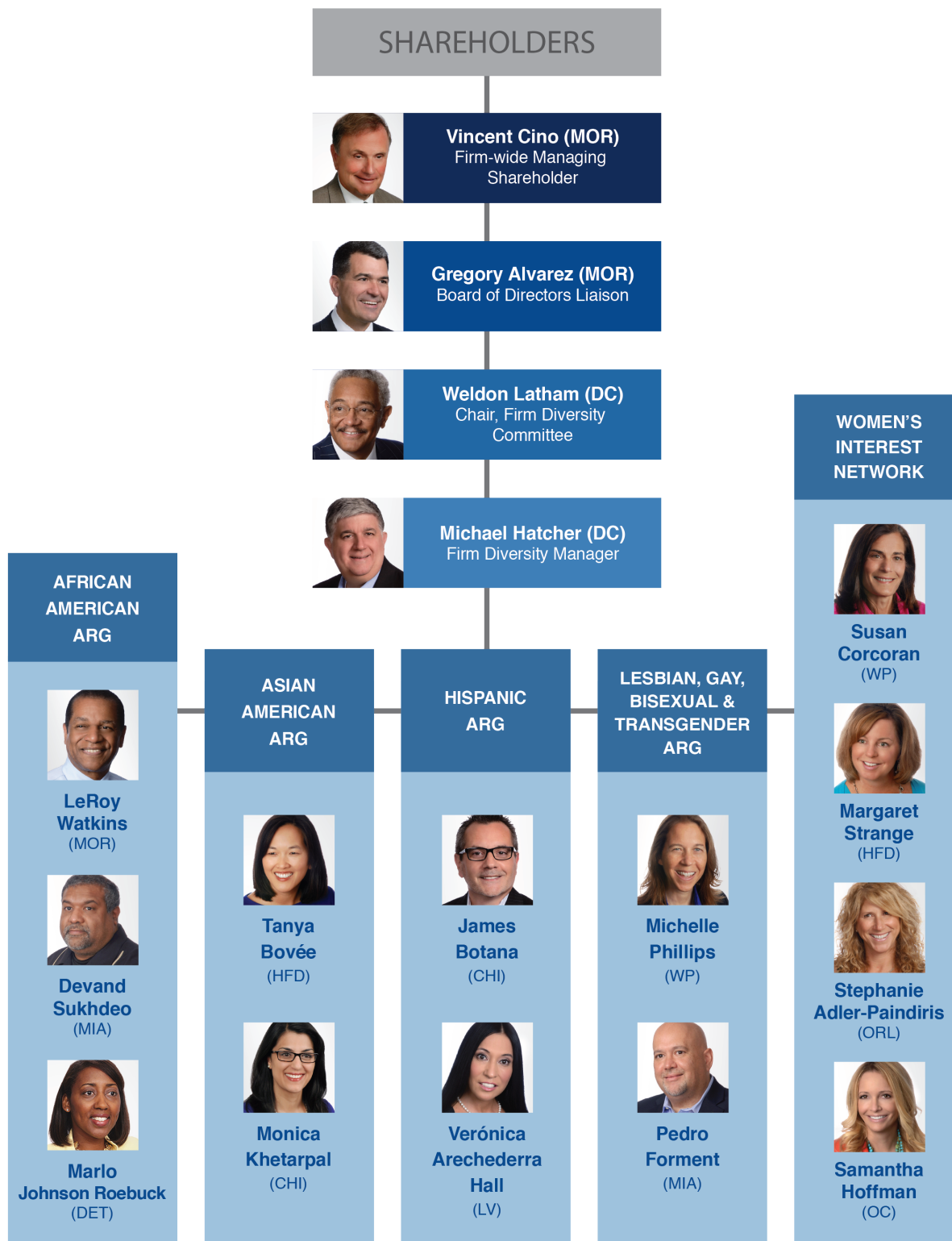
Diversity Manager's Update



Michael R. Hatcher
Diversity Manager

I am pleased to report that, for the 4th consecutive year, Jackson Lewis has been certified as a “Gold Standard Firm” by the Women in Law Empowerment Forum (WILEF). In order to receive this certification, law firms must successfully demonstrate that women comprise a significant percentage of the equity partnership, key leadership positions and governance committees.

Our Gold Standard designation is just the latest of a number of accolades the firm has received in recognition of its diversity-friendly initiatives, having recently been designated a “Ceiling Smasher” by *Law 360* and named to the publication’s lists of “25 Best Law Firms for Female Partners,” “25 Best Law Firms for Black Attorneys,” and “The Best Law Firms for Minority Attorneys.” We continue to respond to a significant number of “Best Firms” surveys in the diversity arena—and to rank favorably compared to our peer firms. We are eager to improve the Firm’s diversity profile, both nationally and in the communities we serve. As always, we appreciate your support in recruiting, retaining, developing and promoting our minority and female attorneys.





Attorney Resource Groups Update

The Attorney Resource Group Chairs provided the following updates on behalf of their members.

African American ARG

Led by LeRoy Watkins (MOR), Dev Sukhdeo (MIA) and Marlo Johnson Roebuck (DET)

Paula Taylor (DAL) was selected as a National Employment Law Council (NELC) Academy Fellow. NELC's membership consists of over 1100 diverse labor & employment defense attorneys with five or more years of L&E experience. Recognizing the need to facilitate the success of younger practitioners not yet eligible for NELC membership, the NELC Academy was launched in 2011 for promising diverse attorneys with less than four years of labor and employment defense experience. The purpose of the NELC Academy is to provide advanced skills training, expose participants to NELC's national network of experienced minority labor and employment attorneys, encourage mentoring relationships, promote NELC to attorneys who will soon be eligible for membership, and to create a pipeline for future NELC leaders. All NELC Academy Fellows will have direct interaction with in-house labor and employment lawyers from major corporations and leading minority labor and employment defense lawyers from across the country and will be partnered with an experienced attorney mentor. Space in the 2015 NELC Academy is highly competitive and strictly limited to a maximum of 25 participants.

Marlo Johnson Roebuck and **Tiffany Buckley-Norwood (both DET)** were selected for inclusion in *Who's Who in Black Detroit*, 8th edition. This is Marlo's third appearance. She also volunteered for Just The Beginning's (JTB) one-week Summer Institute with middle and high school students. JTB is a multiracial, nonprofit organization comprised of lawyers, judges, educators, academicians and other citizens that has served the legal community for nearly twenty years through education, mentorship and continual advocacy for diversity in the legal field. It is dedicated to developing and nurturing interest in the law among young persons from various socioeconomic, ethnic, and cultural backgrounds underrepresented in the legal profession and to supporting their continued advancement. By acting as a continual advocate for diversity and higher education, JTB sustains a cycle of academic and professional achievement and role models for underserved communities with a high proportion of at-risk-students.

Maurice Jenkins (DET) was named by *Chambers* as a "Leader in the Law" for Employment Law, and has been selected by *Human Resource Executive* magazine for the fourth consecutive year among the "Top 100 Most Powerful Employment Lawyers." He has also been appointed member of the State of Michigan committee of the American College of Trial Lawyers.

Karen Eneas (LA) received the National Bar Association ("NBA") "40 Under 40 Award" at the recent NBA Annual Conference. The NBA was founded in 1925 and is the nation's oldest and largest national network of predominantly African-American attorneys and judges. It represents the interests of approximately 60,000 lawyers, judges, law professors and law students. The NBA is organized around 23 substantive law sections, 9 divisions, 12 regions and 80 affiliate chapters throughout the United States and around the world. The awards recognize the nation's top lawyers under 40 who exemplify a broad range of high achievement, including in innovation, vision, leadership and legal and community involvement.



John Higgins has joined the **Albany office** as a shareholder. He is a member of the NY State Bar Association's Committee on Diversity and Inclusion, member and former president of the Capital District Black and Hispanic Bar Association, long time Diversity Appointee to the NYS Bar Association House of Delegates, member of the NBA and former head of a competitor firm's Affirmative Action team. He is a welcome addition to the firm.

On May 6th, **Weldon Latham (DC)** was the VIP guest of Founding Director Lonnie Bunch at a Director's Preview of a new exhibit at the Smithsonian National Museum of African American History and Culture.

Asian American ARG

Led by Tanya Bovée (HFD) and Monica Khetarpal (CHI)

On May 8th, **Sujata Ajmera (AUS)** spoke at the Austin Association of Corporate Counsel's Annual Golf/Spa CLE for which Jackson Lewis was a sponsor.

On May 16th, two of our Chicago Shareholders (who by the way are married to each other), **Monica Khetarpal** and **James Botana**, and big brother Nikhil, welcomed Niyam James Botana, the cutest baby ever! Monica and James are also Co-Chairs of two of our ARGs, Asian ARG and Hispanic ARG, respectively.



Niyam James Botana



Monica, Niyam, Nikhil, and James Botana

On June 11th, the national South Asian Bar Association voted unanimously to accept the South Asian Bar Association of Austin, an organization that **Sujata Ajmera (AUS)** co-founded and for which Sujata currently serves on the Executive Committee, to be an official chapter of the national SABA organization.

June 11th – 14th, **Ravindra Shaw (NYC)** and **Naveen Paul (MIA)** attended the 12th Annual South Asian Bar Association of North America Convention in Orlando, Florida. Ravi gave a presentation, entitled "Onboarding Employees With Non-Competition and Non-Solicitation Agreements: Avoiding Litigation and Ensuring Compliance," at a Corporate Counsel Roundtable that was well-received by the in-house attorneys in attendance.

On June 16th the Austin Law Firm Diversity Report Card was released with the 2014 grades of Austin's largest law firms. **Sujata Ajmera (AUS)** sits on the Diversity Report Card Committee which is comprised of representatives from each minority bar associations in Austin. The Report Card is considered a reliable metric on local law firm diversity and is widely reported upon in the Austin, Texas area. (JL's Austin Office is below the minimum threshold of 20 attorneys to be included on the Report Card).



Hispanic ARG

Led by James Botana (CHI) and Verónica Arechederra Hall (LV)

The firm will be a Silver Sponsor of the 2015 Hispanic National Bar Association (“HNBA”) Annual Convention to be held September 2nd- 5th in Boston. **Pedro Torres-Diaz (MIA/SJ)**, **Veronica Arechederra Hall (LV)** and a number of other attorneys from the firm will attend. Pedro will participate and make the opening remarks at the CLE panel titled “Employment Law Challenges in Managing a Global Workforce.” In addition, Pedro and Veronica are busy securing other opportunities to highlight our firm, including speaking roles for our attorneys at the convention. This is a terrific opportunity for the firm to showcase both its depth of talent and its diversity. As a result, we are looking for a strong Jackson Lewis showing at the convention. If you plan to attend, please let Pedro, Veronica or **James Botana (CHI)** know, so we can coordinate activities.

The Hispanic ARG continues to promote its Spanish speaking capabilities to clients. **Cynthia Sandoval (OC)** has been busy advising one of our clients in California with its expanding operations. **James Botana (CHI)** recently tried an NLRB objections case in Fort Worth for one of our Mexico-based clients with **Chris Antone (DAL)**. James started his cross examination of the first union witness in Spanish. These bilingual capabilities are a source for obtaining work from clients that our competitors cannot offer. We have a deep bench of attorneys who can conduct training, investigations, blitzes, document reviews and other work in Spanish. If you have any clients that have the need for these services, please let James, Veronica or Pedro know. Kudos to Chris Antone for reaching out and using these services. Update: The NLRB hearing officer ruled in favor of the company and recommended certifying the election in favor of our client.

Finally, congratulations to Hispanic ARG co-chair **James Botana (CHI)** and his wife, **Monica Khetarpal (CHI)**, co-chair of the Asian American ARG on the new addition to their family, Niyam James Botana, who was born on May 16th. Monica, James and big brother Nikhil are thrilled with the arrival. (See pictures in the Asian American ARG update!)

Lesbian, Gay, Bisexual and Transgender ARG

Led by Michelle Phillips (WP) and Pedro Forment (MIA)

On June 26th, the U.S. Supreme Court legalized same-sex marriage throughout the United States in its *Obergefell et al. v. Hodges, et al.* decision! A cross-practice team worked together to immediately advise clients on the implications of the law on the workplace. That Legal Update can be found [here](#). Thanks to **Tasos Paimdiris (MIA)**, who represented the Disability, Leave & Health Management practice group, and **Stephanie Zorn (STL)**, who represented the Employee Benefits practice group, for their help on this project. **Michelle Phillips (WP)** and **Nick Murray (DEN)** spearheaded the effort.





Michelle Phillips (WP) was featured in an *Employment Law 360* article, “Attorneys Rally Around High Court’s Gay Marriage Decision,” saying “This is a decision about dignity for all in the most basic of human rights, including the right to ‘personal choice,’ to same-sex unions and to safeguard children and families.” Read her full comment [here](#).

Women’s Interest Network

Led by Stephanie Adler-Paindiris (ORL), Susan Corcoran (WP), Peggy Strange (HFD), and Samantha Hoffman (OC)

Save the Date! WELC West Coast 2015. WELC West Coast is back! The firm’s 2015 Women’s Employment Law Conference (WELC), is scheduled to take place from **Wednesday, November 4 through Friday, November 6, 2015** at **Terranea Oceanfront Resort** in Rancho Palos Verdes (right outside of Los Angeles). The conference, now in its 16th year, is a full-day CLE seminar targeting women in-house counsel.



WIN Master’s Series. We have completed three out of the four Master Series sessions, with our last session featuring **Joy Napier-Joyce (BAL)**, scheduled for September 15th. Our 2015 “Masters,” **Vincent Cino (MOR)**, **Peggy Strange (HFD)**, and **Will Anthony (ABY)** shared their experiences on leadership and growth. Their interviews were not only informative, but also inspiring. We have recorded all sessions and they will soon be available on the Portal for all attorneys. The 2015 Master’s Series, coordinated by **Patricia Diulus-Myers (PGH)**, **Sarah Ryan (POR)**, and **Lenora Schloss (LA)**, focuses on leadership and management.

WIN Event Highlights. On May 13th, the **Portland office** hosted their WIN event at Beast Restaurant. Guests enjoyed a six-course meal along with wine pairings. Award-winning chef, Naomi Pomeroy, was in attendance to sign copies of *The Oregonian Cookbook*, in which her recipes are featured.

On June 10th, the **D.C. Region office** hosted its annual WIN event. The evening started with an intimate, Justice-designated tour of the United States Supreme Court, including a tour of private spaces used by the Justices. After the tour, we walked to Sonoma Restaurant and Wine Bar for cocktails and appetizers. Guests included senior counsel for major firm clients.



D.C. REGION OFFICE WIN EVENT—ON THE STEPS OF THE U.S. SUPREME COURT

The **San Francisco office** hosted its second annual WIN event on June 18th at The Cheese School of San Francisco. Eighteen guests attended the private pizza-making class led by in-house female chef, Jocelyn VanLandingham. Feedback was outstanding, including “I think it’s great you have a focus on women and building each other up” and “I am very honored that I was invited to attend this event. It was a fun experience and I enjoyed networking with the attorneys and clients. Thank you!”



NAWL. On May 1st, **Susan Corcoran (WP)** attended NAWL's Women's Initiatives Leadership Boot Camp in West Point, NY. The program explored a more strategic approach to crafting and implementing women's initiatives and strived to increase the number of women equity partners and chief legal officers.

WIPL. Jackson Lewis will once again be a Gold Sponsor of *Inside Counsel's* Women Influence & Power in Law Conference (WIPL). In 2014, we were a prominent force at the event, which was attended by over 300 women in-house counsel. We are looking forward to once again sponsoring this fantastic event.

Additional Items of Interest

On March 4th, the **Hartford office** sponsored and attended the George W. Crawford Black Bar's annual dinner. Dr. Lenworth Jacobs of Hartford Hospital was the recipient of the Visionary Award, and the Honorable Lubbie Harper, Jr., retired Associate Justice of the Connecticut Supreme Court, was honored with the Trailblazer Award. Thanks to **Peggy Strange, David Salazar-Austin, Jillian Orticelli, Colin Udell, Tanya Bovée (all HFD), Ron Johnson (WP)**, and Carolyn Hebsgaard, Executive Director of the Lawyers Collaborative for Diversity and Sally Weisman, Hartford Hospital, for attending.

The **San Francisco office** sponsored the Asian American Bar Association of the Greater Bay Area (AABA)'s Annual Gala on March 12th. **Alison Hong (SF)** was given the honor of co-introducing the incoming AABA President, Eumi Lee, at the induction ceremony in front of approximately 800 attendees.

Michael Hatcher (DC) represented the firm at the Annual Congressional Black Caucus Political Action Committee ("CBC PAC") Chairman's Dinner in Washington, D.C. on April 15th.

On April 18th, the **Hartford office** sponsored the Connecticut Hispanic Bar Association. Awards were presented to Dr. Elsa Nuñez, the International Institute of Connecticut (IICONN), and MassMutual. **David Salazar-Austin (HFD)** was sworn in for a second term on the Board of Directors.

On April 20th, the **Hartford office** sponsored the Lawyers Collaborative for Diversity's Edwin Archer Randolph Award at the UTC Aerospace Museum in East Hartford. **Beverly Garofalo and Tanya Bovée (both HFD)** attended.

On May 6th, **Michael Hatcher (DC)** moderated a Panel entitled "21st Century Diversity and Inclusion Strategies" at the Rainbow PUSH Tech 2020 Conference in San Francisco. Panelists included executives from Twitter, Yelp, Pandora (Internet Radio), and Paynearme.

The firm was a sponsor of the Minority Corporate Counsel Association's Diversity Gala, which took place on June 30th at The Kennedy Center in Washington, D.C. The black tie affair honored former Massachusetts Governor, Deval Patrick. **Misti Mukherjee and Garen Dodge (both DC)** attended on behalf of the firm.



All we do is
work®

Workplace Law. With 800 attorneys practicing in major locations throughout the U.S. and Puerto Rico, Jackson Lewis P.C. sets the national standard, counseling employers in every aspect of employment, labor, benefits and immigration law and related litigation.

jackson | lewis

Preventive Strategies and
Positive Solutions for the Workplace®