

# Diversity Committee Newsletter

3rd Quarter 2015

## A Word from Our Diversity Committee Chair...



**Weldon H. Latham**  
Diversity Committee Chair

Jackson Lewis and Firm Chairman **Vincent Cino** continue to demonstrate a strong and continuing commitment to diversity and inclusion. As I am sure everyone has seen from Vincent's October 22, 2015 email, the Firm has created an Advisory Committee of Equity Shareholders to assist the Chairman and Board of Directors. What may not be immediately apparent is the diversity among members of the Advisory Committee, who were elected by the firm's Equity Shareholders. Of the 21 elected members of the Committee (Vincent services as Chairman *ex officio*), 24% are women, 9.5% are African American, 9.5% are Asian American, and 5% are Hispanic. This level of diversity, encouraged by firm leadership and endorsed by the Shareholders' vote, will assist in ensuring that decisions on major issues will include a cross-section of diverse perspectives from around the Firm.

I also want to thank **Greg Alvarez (MOR)** and the entire Board of Directors for their leadership on diversity, implementing new initiatives to ensure that Jackson Lewis continues to be a leader among our peer law firms. Upon becoming Board Liaison to the Diversity Committee, Greg made one of his priorities to ensure that our Shareholders are thinking "diversity" when recruiting new lawyers. In particular, Greg has enhanced the Summer Associate program by requiring each office to participate (with an emphasis on diverse law students) and is similarly working to revitalize the JL Scholarship Program. From conversations with Office Managing Shareholders and incorporation of recruiting strategies into requests for Diversity Committee event sponsorship requests, there is new energy and awareness around recruiting and hiring diverse attorneys. The Board's engagement and energy on this effort will strengthen our client service and development capabilities.



## A Diversity Manager's Update



**Michael R. Hatcher**  
Diversity Manager

We have quite a few leadership announcements this quarter. I would like to start off by congratulating African American Attorney Resource Group Co-Chair, **Marlo Johnson Roebuck (DET)**, on her elevation to Managing Shareholder of the Detroit and Grand Rapids offices. Marlo succeeds **Maurice Jenkins (DET)**, who started and grew both of those offices, and we thank him for a job well done.

Congratulations, also, to **Maggie Murphy (AUS)** for her elevation to Managing Shareholder of the Austin office. Maggie is an integral part of the Immigration practice group as well, and heads its Marketing Committee.

**Pedro Torres-Díaz (MIA/SJ)**, former Co-Chair of our Hispanic Attorney Resource Group ("ARG"), was sworn into his position as President-Elect of the Hispanic National Bar Association ("HNBA") in September. After fulfilling his duties as President-Elect for the coming year, Pedro will be sworn in as President during the 2016 HNBA Conference next September in Chicago. Prior to his election as President-Elect, Pedro served on the Board of Governors of the HNBA for several years, including as an Affiliate Representative and as the Association's General Counsel. He also co-chaired the HNBA's Labor and Employment Law Section. Vincent Cino recently said it best: "Pedro's proven track record of leadership both at Jackson Lewis and within the HNBA make him uniquely qualified for this position, and we congratulate him on this significant and well-deserved appointment." I second that sentiment. Congratulations, Pedro! You can see more about this event and a JL-hosted reception at the HNBA Annual Conference, in the Hispanic ARG section of this Newsletter.

Speaking of HNBA, congratulations to Hispanic ARG Co-Chair, **Verónica Arechederra Hall (LV)** for her recent appointment to the National Leadership Team for the next HNBA Corporate Counsel Conference. Verónica was personally selected for the team by HNBA President, Robert Maldonado.

**James Botana (CHI)**, Co-Chair of the Hispanic ARG, has been reappointed as a member of the Illinois Advisory Committee by the United States Commission on Civil Rights. The Commission maintains 51 State Advisory Committees (SACs), one for each state and the District of Columbia. Each is composed of citizen volunteers familiar with local and state civil rights issues. The members assist the Commission with its fact-finding, investigative, and information dissemination functions. Congratulations, James!

Finally, the Firm is now a member of the Minority Corporate Counsel Association's Firm Affiliate Network ("FAN"). As members we receive complimentary access to its special events, programs and research. **Misti Mukherjee (DC)** is leading the Firm's MCCA relationship. If you are interested in being involved with the organization, please contact Misti or **Regan Harrison (DC)**.



# 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)

In June, **LeRoy Watkins (MOR)** attended Verizon's "Engage Excellence Law Firm Diversity Reception" in San Francisco at Verizon's Innovation Center. The Engage Excellence program highlights Verizon's commitment to supporting diversity in the legal profession and encourages law firms to partner with Verizon in that effort.

In July, **Karen Eneas (LA)**, **Damien DeLaney (LA)**, **Danielle McMillian (SF)**, **Peter Moskowitz (NYC)** and LeRoy attended the National Bar Association Corporate Leadership Forum ("CLF") at the NBA's 90<sup>th</sup> Annual Convention in Los Angeles and once again had an opportunity to network with in-house attorneys from many *Fortune 500* companies. This was CLF's seventh year and focused on compliance, data and cyber security, and practice and business development. The forum was preceded by a fantastic reception at the Grammy Museum.

On September 19<sup>th</sup> during the 40<sup>th</sup> Annual Installation Dinner of the Black Women Lawyers Association of Los Angeles, Inc., **Karen Eneas (LA)** was installed as Treasurer for 2015-2016.

At the request of Corporate Counsel Women of Color ("CCWC") Founder, Laurie Robinson Haden (Senior Vice President and Assistant General Counsel of CBS Corporation), **Weldon Latham (DC)** served both on a panel discussion and as a keynote "interviewee" at the 11<sup>th</sup> Annual CCWC Conference in Atlanta on September 23<sup>rd</sup> and 24<sup>th</sup>. During the General Counsel Training Boot Camp, Weldon was one of four panelists discussing "How to Effectively Prepare for a Performance Appraisal." At the plenary session with nearly 900 participants mainly women of color, Weldon was interviewed on the "2016 Election: Considering Political Appointments on the Next Administration." CCWC President Haden has already asked Weldon to speak again at next year's conference.

**Traci Johnson Maurer** and **Adriana Midence (both ATL)** also attended the CCWC Conference, and engaged with in-house counsel from around the country. Traci also served on a panel for the Atlanta office's final Breakfast Series of the year and will be presenting on three employment law topics at an NBI seminar at end of October.

**Rod Gillum (DET)** has been named a Michigan State University Black Alumni Association Distinguished Alumni Award Recipient for 2015. Each year, the Michigan State Black Alumni Association honors black alumni who inspire others through their vision and leadership, exceptional achievements, and participation in and commitment to community service. The Distinguished Alumni and Scholarship Award ceremony will be held on October 3<sup>rd</sup> in Lansing, MI.

The 22<sup>nd</sup> edition of *The Best Lawyers in America* has included **Maurice Jenkins (DET)** in the areas of Labor Law-Management and Litigation-Labor and Employment. This selection was made by his peers.



**Maurice, Marlo Johnson Roebuck, and Tiffany Buckley-Norwood (all DET)** have been recognized by their peers and for their professional achievement, and named to Michigan's *Super Lawyers* list. Also, in August, Marlo was featured by *Crain's Detroit Business* on "Hot Spots in Employment Litigation." She will also attend the State Bar of Michigan's Labor & Employment Law Section meeting as well as the State Bar's Diversity Reception later that evening.

## Asian American ARG

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

On August 26<sup>th</sup>, **Anna Matsuo** and **Tanya Bovée (both HFD)** (who was recently listed in *Best Lawyer's* magazine) attended the Connecticut Asian Pacific American Bar Association's membership meeting at Gouveia Vineyards in Wallingford, CT.

On September 2<sup>nd</sup>, the Hartford office sponsored the South Asian Pacific American Bar Association's annual dinner. Attendees were **Beverly Garofalo, Anna Matsuo, Edward Richters, David Salazar-Austin, James Shea, Sarah Skubas, Collin Udell (all HFD), Justin Theriault (STA), and Ronald Johnson (WP)**.

**Sujata Ajmera (AUS)** spoke at two CLE events in August. The first was on August 11<sup>th</sup> and included **Pat Richter (AUS)**. The second was August 18<sup>th</sup> and included **Maggie Murphy (AUS)**. They presented on I-9 and e-verify issues.

On August 12<sup>th</sup>, **Victor Corpuz (DAL)** served as the Master of Ceremonies for the annual Dallas Bar Foundation Collins Clerkship Luncheon. These summer clerkship opportunities are open to minority law students from Southern Methodist University School of Law and Texas A&M University School of Law. Victor served on the committee which selected the law students assigned to various positions with the Dallas County civil district courts, City Attorney's Office, Dallas County District Attorney's Office, Public Defender's Office, Dallas Court of Appeals, and Texas Supreme Court. The luncheon served as an opportunity for the minority law students to discuss their clerkship experiences.

**Sujata Ajmera (AUS)** was invited to sit on the Steering Committee for the Texas Minority Counsel Program (TMCP) Save the Date Reception held in Austin, Texas on August 19<sup>th</sup>. The event was attended by in-house counsel, attorneys and judges from across the central Texas area. Jackson Lewis is a sponsor of TMCP, which is a 3 day conference held each year to promote the advancement and visibility of minority attorneys (including women) across the state of Texas.

On August 20<sup>th</sup>, **Victor Corpuz (DAL)** attended a minority law student orientation lunch for Southern Methodist University School of Law and an incoming law student orientation dinner for the University of North Texas College of Law. Victor assisted in the planning of both events and served as a mentor for each event, answering questions from students regarding law school, professional career, and employment opportunities.

On September 10<sup>th</sup>, the South Asian Bar Association of Austin (SABAA), of which **Sujata Ajmera (AUS)** is the co-founder and Executive Committee member, co-hosted a networking reception with Jackson Lewis, which was sponsored by Special Counsel.



On September 11<sup>th</sup>, **Monica Khetarpal, James Botana** and **Alison Crane (all CHI)** attended the Indian American Bar Association of Chicago's annual gala. Monica has been a board member of the organization for two years and has been active with the organization for four years. IABA presented Jackson Lewis with its annual Diversity Award as a result of the firm's continued support of the Chicago chapter, as well as the national South Asian Bar Association. Monica accepted the award on behalf of the firm.

On September 16<sup>th</sup>, **Victor Corpuz (DAL)** served on a committee that interviewed applicants from Texas A&M University School of Law for the Judge Sarah T. Hughes Diversity Scholarship, a full tuition three-year scholarship awarded to a minority law student. These scholarships are funded through the efforts of the Dallas Bar Foundation, on which Victor serves as a Trustee and a member of the Executive Committee. On September 22<sup>nd</sup>, Victor served as a mentor at the annual Dallas Bar Association's Minority Participation Committee Mentor/Mentee Dinner. For the third consecutive year, Victor serves as the Co-Chair for the Minority Participation Committee.

Finally, the Asian American Resource Group would like to wish our attorneys Eid Mubarak and Happy Chuseok. Eid is the Muslim Feast of Breaking the Fast and marks the end of Ramadan. Chuseok is a Korean three-day harvest festival.

## Hispanic ARG

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

It has been a busy quarter for the Hispanic ARG!

The biggest news is that **Pedro Torres-Díaz (SJ/MIA)**, who is former Co-Chair of the Hispanic ARG, was recently elected to serve as the President-Elect of the Hispanic National Bar Association (HNBA). Pedro will become President next year and will lead the HNBA in what will be an exciting year for the organization and for Jackson Lewis. Please join us in congratulating Pedro in this well-deserved honor for his years of service to HNBA and to the Hispanic legal community at large. You can watch Pedro's swearing-in ceremony [here](#).

Pedro's election and swearing-in coincided with this year's HNBA Annual Convention, which was held in Boston on September 2<sup>nd</sup> – 5<sup>th</sup>. Thanks to the firm for rolling out the red carpet for the convention by hosting a Welcome Reception at Del Frisco's, which was very well attended by various HNBA members, including outgoing President Cynthia Mares and current President Robert Maldonado.



*Photos from Jackson Lewis' HNBA reception at Del Frisco's.*



Jackson Lewis also participated in the HNBA's Career Fair, underscoring the firm's commitment to diversity. Thanks to **Matt Porter** and **John Commisso (both BOS)** who interviewed several promising law students who are interested in labor and employment law, and reported on potential candidates for several offices.

During the convention Pedro also moderated a panel on international employment law issues. In addition, **Paul Kelly (BOS)** was a speaker on a sports law panel.

The 2016 HNBA Mid-Year Corporate Counsel and Moot Court Convention will take place on March 16<sup>th</sup> - 19<sup>th</sup> at Planet Hollywood in Las Vegas. **Verónica Arechederra Hall (LV)** will play a key role in the Mid-Year Convention. Verónica is also coordinating the firm's sponsorship of a local reception on October 7<sup>th</sup> honoring the current HNBA President, Roberto Maldonado.

Next year's HNBA convention will have Pedro as the President and will be held in Chicago. The **Boston office** has thrown down the gauntlet about how a Jackson Lewis office helps to host a convention and Chicago will respond!! The **Chicago office** looks forward to a memorable convention. Details will follow.

Hispanic ARG members have been active at the local level as well. Kudos to the **Memphis office** for consistently and successfully making efforts to become a part of the growing Memphis community. On September 16<sup>th</sup> it co-sponsored the second annual Latino Memphis Leadership Luncheon at the Holiday Inn University in Memphis. NPR & PBS Emmy-winning journalist, Maria Hinojosa, was the keynote speaker.



Memphis attorneys Colby Morgan, David Jones and Sally Barron attend the Latino Memphis Leadership Luncheon.

The firm co-sponsored the Texas Minority Counsel Program ("TCMP") in mid-October. The TMCP is a program hosted by the Office of Minority Affairs of the State Bar of Texas. **Lucrecia Davis (HOU)** will be attending. Lucrecia is a member of the Houston Chapter of the Hispanic Bar Association and has become a presence in the local community with her work as a board member for KIND (Kids in Need of Defense) where she provides pro bono immigration support to families of Hispanic heritage along with doing similar work for Catholic Charities. Lucrecia is also an example of the service Hispanic ARG members can provide to firm clients. She recently assisted with translating documents from Spanish to English for a firm client.

The Hispanic ARG continues to build its Spanish Legal Services Practice by translating documents and assisting clients with large Spanish speaking workforces in all aspects of litigation and labor issues. **Cynthia Sandoval (OC)** and **James Botana (CHI)** are getting ready to assist a client with changes to their operations in California. James was recently in Dallas again to prepare for a certification hearing for a client with a large Spanish speaking workforce for which **Chris Antone (DAL)** helped to win an election that is now being challenged. A number of Hispanic ARG members have the capabilities to handle clients' legal needs in both English and Spanish and we look forward to assisting more clients with these matters.



Finally, several Hispanic ARG members will help to translate the new FMLA forms into Spanish. Thanks to **Gabriela Dávila-Micheo** and **Sandra Colón-Acevedo**, along with **Verónica Pérez (all SJ)**, our wonderful paralegal, for volunteering to assist with this project. If anyone else is interested in assisting, please contact **James Botana (CHI)**.

## Lesbian, Gay, Bisexual and Transgender ARG

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

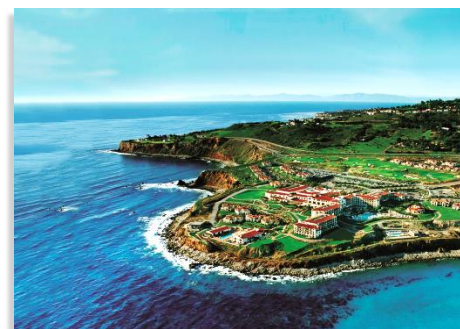
On September 17<sup>th</sup>, **Michelle Phillips (WP)** presented a webinar on recent updates regarding sexual stereotyping and gender identity in the workplace and had almost 900 people in attendance. The program was extremely well-received with several clients and prospective clients reaching out to her for advice on transitioning employee protocols and additional in-house training for management.

## Women's Interest Network

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

**WELC:** Now in its 16<sup>th</sup> year, WELC will take place from November 4<sup>th</sup> – 6<sup>th</sup> at the beautiful Terranea Resort in Rancho Palos Verdes, CA. Targeted to female in-house counsel, the event will be an informative and engaging event.

**WIPL:** Jackson Lewis will once again be a Gold Sponsor at this year's *Inside Counsel's* Women Influence & Power in Law Conference (WIPL), which takes place October 28<sup>th</sup> – 30<sup>th</sup> in Washington, D.C. **Misti Mukherjee (DC)**, **Rene Thorne (NOLA)**, **Robyn Aversa (MOR)** and **Holly Cini (HFD)** will attend on behalf of the firm. Additionally, Rene will speak on a panel regarding cost-saving trends for dispute resolution. With an attendance of over 300 women in-house counsel, we are happy to be a prominent force at this fantastic networking event.



**Recent WIN Events:** The **San Francisco office** hosted its second annual WIN event on June 18<sup>th</sup> at The Cheese School of San Francisco. Eighteen guests attended the private pizza-making class led by in-house female chef, Jocelyn VanLandingham. Photos taken at the event can be viewed by [clicking here](#) and entering "JLwomen15" as the password.

The **Portland office** hosted its second annual WIN event on July 15<sup>th</sup> at Beast Restaurant. Nineteen guests attended the private six-course tasting meal and watched as award-winning chef Naomi Pomeroy prepared dishes. The chef also addressed the group, and attendees took home a signed copy of her cookbook. Photos taken at the event can be viewed by [clicking here](#) and entering "JLwomen15" as the password. Notable feedback: "This was an amazing experience. I appreciate the opportunity to be with a lovely group of strong women! Thank you very much for the invite. I look forward to participating in more with Jackson Lewis."



**Upcoming WIN Events:** On October 21<sup>st</sup>, the **Seattle Office's** WIN Committee will host a private cooking class and family-style dinner at Hot Stove in downtown Seattle.

On October 28<sup>th</sup>, the **Washington, D.C. Region office** will host an evening with award-winning author and literacy activist, Pam Allyn (Bill Krupman's daughter). Ms. Allyn will share her own extraordinary story and the evening is bound to be one of fellowship and inspiration.

On November 5<sup>th</sup>, the **Morristown and Monmouth County, New Jersey offices** will host their first ever WIN event at Bobbi Brown Studios. Guests will be treated to an evening of networking, makeup tips, and complimentary make-overs.

On November 18<sup>th</sup>, St. John Knit (a women's clothing boutique) will host a champagne and hors d'oeuvres reception in downtown San Francisco. It will be a fun evening of mixing and mingling, and will include a presentation by a fashion stylist on the season's trends.

**2015 WIN Master's Series Comes to a Close:** It has been a great year for the 2015 WIN Master's Series where the firm got to hear from **Vincent Cino (MOR)**, **Peggy Strange (HFD)**, **Will Anthony (ALB)** and **Joy Napier-Joyce (BAL)**. We look forward to hearing everyone's feedback and creating another interesting and inspiring series for 2016.

## Additional Items of Interest

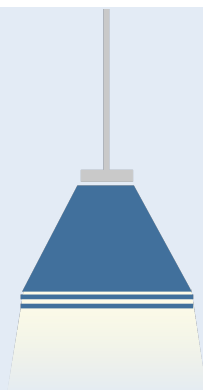
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**Michael Hatcher (DC)** will attend the Rainbow PUSH 16<sup>th</sup> Annual Global Automotive Summit on October 8<sup>th</sup> – 9<sup>th</sup> in Detroit.

On October 8<sup>th</sup>, **Weldon Latham (DC)** will be the guest of the Executive Leadership Council (ELC) President at ELC's annual gala. Weldon secured former U.S. Attorney General Eric Holder as the event keynote speaker.

**Monica Khetarpal** and **Nadine Abrahams (both CHI)** will attend the Minority Corporate Counsel Association's Academy for Leadership & Inclusion on October 14<sup>th</sup>. MCCA's Academy is a groundbreaking, interactive CLE training program designed to focus on hidden biases, how they impact the workplace and what can be done to overcome them.





## Spotlight On...

### The Chicago Office's Summer Associate Program!

The Chicago office hired law students **Nicholas Simpson (DePaul)** and **Ari Asher (UC Davis)** as summer associates in 2015. Preparation for the summer program began months before Ari and Nick arrived, when dates were set for a welcome lunch, two happy hours and a goodbye lunch. Our Chicago attorneys welcomed Ari and Nick, gave them challenging assignments and took them to lunch to get to know them better. **Alison Crane** and **Jody Kahn Mason** served as mentors, and made sure that Ari and Nick attended court hearings, mediations, fact-finding conferences and depositions. The firm also sponsored Ari's attendance at the LGBT Bar's Lavender Law Conference, which was held in Chicago. **Kathryn Moran** and **Kirsten Milton** coordinated assignments, solicited feedback and met with Ari and Nick at the midpoint of the summer to discuss their progress. The summer ended on a high note when **James Botana** and **Monica Khetarpal** hosted a party at their home, where we announced that Ari and Nick would receive offers. Both have accepted. We look forward to welcoming them to the firm as full-time associates in September 2016!



## Diversity Calendar

In order to better track and plan for diversity events, we have started a Diversity Calendar. The goal is to capture all diversity-related events in which the firm may want to participate. Adding an event to the calendar does not mean the firm has committed to participate, just that it is worth considering, and diversity-minded attorneys should be aware of it. If you have an item to contribute to the calendar, please send it to Regan Harrison and include (a) the name of the organization holding the event (b) the name of the event (c) the date and location of the event (d) JL attorney willing to take the lead on coordinating the firm’s involvement and (e) whether or not there is a job fair opportunity included (if you know).

Month	Day(s)	Event	JL Lead
<b>2 0 1 5</b>			
<b>November</b>	<b>4</b>	Latino Leaders Luncheon Series Honoring Edward James Olmas (DC)	M. Hatcher
<b>November</b>	<b>4-6</b>	Jackson Lewis’ Women’s Employment Law Conference (Terranea Oceanfront Resort in Rancho Palos Verdes (outside of Los Angeles))	R. De Dora / C. O’Rourke
<b>November</b>	<b>5-8</b>	NAPABA Convention (New Orleans)	T. Bovee
<b>November</b>	<b>6</b>	Hispanic Bar Association – DC Equal Justice Awards Dinner	P. Torres-Diaz
<b>2 0 1 6</b>			
<b>February</b>	<b>15 -21</b>	19 <sup>th</sup> Annual Wall Street Project Economic Summit (NYC)	M. Hatcher
<b>February</b>	<b>18 -20</b>	National Bar Association –Corporate Counsel Conference (Scottsdale, AZ)	W. Latham L. Watkins
<b>March</b>	<b>16-19</b>	HNBA Mid-year Corporate Counsel and Moot Court Convention	V. Hall
<b>April</b>	<b>13-16</b>	Minority Corporate Counsel Association General Counsel Summit (Palm Beach Gardens, FL)	M. Mukherjee
<b>July</b>	<b>15</b>	NBA Corporate Leadership Forum (St. Louis, MO)	L. Watkins
<b>July</b>	<b>16 – 22</b>	NBA Annual Convention (St. Louis, MO)	L. Watkins



<b>July</b>	<b>18</b>	Minority Corporate Counsel Association's Creating Pathways to Diversity Conference (DC)	M. Mukherjee
<b>July</b>	<b>19</b>	Minority Corporate Counsel Association's Diversity Gala (DC)	M. Mukherjee
<b>September</b>	<b>7-10</b>	HNBA Annual Convention (Chicago)	P. Torres-Diaz
<b>September</b>	<b>21-25</b>	Corporate Counsel Women of Color	W. Latham
<b>October</b>	<b>6-7</b>	Minority Corporate Counsel Association's CLE Expo (New Orleans)	M. Mukherjee

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