

Diversity Committee Newsletter

4th Quarter 2015

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

I would like to start off by congratulating **Tanya Bovée (HFD)** on her appointment to Managing Principal of the Hartford office. Tanya has done a terrific job as a Co-Chair of the Asian American Attorney Resource Group and we know she will excel in her role as Managing Principal.



Tanya Bovée

I would also like to congratulate the women and minorities who were selected for elevation to Income or Equity Principal. It is worth noting that of the firm's 2016 elevation class, **33%** are **women**, and **15%** are **minorities**. Congratulations to:

Income Principals:



Tiffany Buckley-Norwood (DET)



Alison Crane (CHI)



Jody Kahn Mason (CHI)



David Salazar-Austin (HFD)



Corey Tracey (CLE)



Nadine Trinh (WP)

Equity Principals:



Kathryn Montgomery Moran (CHI)



Otieno Ombok (WP)



Amy Peck (OMA)



Stephanie Peet (PHI)



Dana Weisbrod (NYC)



Diversity Manager's Update



Michael R. Hatcher
Diversity Manager

As 2016 begins, I want to encourage everyone to help recruit additional diverse minority and female attorneys to the firm. With the leadership of the Board Liaison to the Diversity Committee **Greg Alvarez (MOR)**, the Board of Directors has made recruiting diverse attorneys a priority. I have been working with HR to ensure that JL attorney position openings are posted with minority bar associations, both national and local, recruiting sites focused on diverse lawyers, and friends of the firm who have referred associate candidates to us in the past. A number of our partners and associates have also referred candidates to me, and I have been able to put them in touch with the appropriate Office Managing Principal. Please work with your local Office Managing Principals to identify qualified diverse candidates for your office and let me know if there is a candidate who is interested in working for another JL office. Please also let me know if there is a bar association, newsletter, or other place where we should be posting our attorney openings.

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)

Tracie Maurer (ATL) presented twice at the National Business Institute's symposium, "Human Resources Law from Start to Finish," in October. She also presented during the Atlanta office's annual "Surveying the Workplace Law Landscape" symposium in December.

Weldon Latham (DC) participated in the Annual Gala of the Executive Leadership Council ("ELC") on October 8th. ELC members are African American corporate officers of *Fortune 500* companies. The Gala is well-attended by ELC members and many of their CEOs. Weldon was able to extend his circle of contacts among this powerful group of executives.

On October 21st, **Maurice Jenkins (DET)** presented as part of the firm's Corporate Governance and Internal Investigations Webinar Series on "Conducting Effective Internal Investigations and Prevention of Retaliation Claims." He also attended the American College of Trial Lawyers Annual Meeting in Chicago.

On October 22nd, **Weldon Latham** and **Mike Hatcher (both DC)** and **Richard Margulies** and **Bill Mosely (both JAX)** represented the firm at the NAACP of Jacksonville Annual Freedom Fund Dinner. The keynote speaker was National NAACP President Cornell Brooks.



On October 27th, **Ruthie White (HOU)** and **LeRoy Watkins (MOR)** presented a CLE titled “Understanding the ADA & FMLA Puzzle.”

Letitia Silas (BAL) won the *Maryland Daily Record's* “Leading Women” award in November, and was recognized during a ceremony in December. Leading Women identifies women who are 40 years old or younger for the tremendous accomplishments they have made so far in their careers. They are judged on professional experience, community involvement, and their commitment to inspiring change.

Tiffany Buckley-Norwood (DET) was selected by *Michigan Lawyers Weekly* to the prestigious Class of 2015 “Up & Coming Lawyers.” This award is limited to only 30 attorneys and is given to lawyers with 10 years or less of practice who have established themselves as the “best and the brightest.” The awards ceremony was in December.

Asian American ARG

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

Greetings and Happy New Year!

On September 2nd, the **Hartford office** sponsored the South Asian Pacific American Bar Association’s annual dinner. Attorney Nikesh M. Patel, Former Acting Solicitor General of the United States, was the Keynote Speaker and received the 2015 Distinguished Legal Professional Award. **Beverly Garofalo, Anna Matsuo, Edward Richters, David Salazar-Austin, Jim Shea, Sarah Skubas, and Collin Udell (all HFD)**, as well as **Ronald Johnson (WP)** and **Justin Theriault (STA)** represented JL at this event.



South Asian Pacific American Bar Association’s annual dinner

On October 7th **KoKo Huang (SEA)** spoke at the Northwest Human Resources Management Association (NHRMA) Conference in Portland, OR, on “Immigration Reform: What Businesses Need to Understand and Outlook for Employers.”

On October 8th, the **Hartford office** sponsored the Connecticut Asian Pacific American Bar Association’s annual dinner and cheered on the swearing in of **Anna Matsuo (HFD)** as the Vice President of Communications. The keynote speaker was Dale Minami, a San Francisco-based lawyer best known for heading the legal team that overturned the conviction of Fred Korematsu, whose defiance of the World War II Japanese American internment order led to *Korematsu v. United States*, one of the most controversial United States Supreme Court decisions of the 20th century. Also in attendance were **Tanya Bovée** and **Peggy Strange (HFD)**, **Ronald Johnson** and **Lewis Silverman (WP)**, and **Justin Theriault (STA)**.

In November, **Victor Corpuz (DAL)**, **KoKo Huang (SEA)**, **Tanya Bovée (HFD)**, and **Anna Matsuo (HFD)** attended the National Asian Pacific American Bar Association’s 2015 Annual Convention. The firm was a proud sponsor of the event and it was attended by approximately 1,600 Asian Pacific American (APA) attorneys, judges, law students, legal scholars, and elected officials from around the country.



On December 1st, **Monica Khetarpal** and **James Botana (CHI)** (Co-Chairs of JL Asian ARG and Hispanic ARG, respectively) sponsored a table at the annual Chicago Unity Dinner to benefit the alliance's Diversity Scholarship Foundation. Monica was one of the honorary chairs of the event and was asked to introduce three of the evening's honorees, including Hugo Chaviano, the Director for the Illinois Department of Labor. JL guests included the Honorable Judge Jorge Alonso (N.D. Illinois, Eastern Division), Honorable Ann Collins-Dole (Cook County Probate Court), Claudia Castro (President elect of the Illinois Hispanic Lawyers' Association) and Karina Ayala-Bermejo, EVP & General Counsel, Metropolitan Family Services and Executive Director for The Legal Aid Society (and former General Counsel to the Hispanic National Bar Association).

On December 5th, **Monica Khetarpal (CHI)** represented the Indian American Bar Association in a service project at the Indo-American Center (IAC), where volunteers painted common areas at the Center. The IAC provides a variety of social services to Chicago's South Asian community. Other volunteers at the event included in-house counsels for Northwestern University and Accenture, and a Cook County Circuit Court judge. Monica serves on IABA's Foundation Board, which is the philanthropic arm of the Indian American Bar Association of Chicago.

Hispanic ARG

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

As a member of the Tennessee Latino Chamber of Commerce, **Colby Morgan (MEM)** attended its Empanada Tasting event in Nashville on October 7th. At the invitation of Latino Memphis, he also attended the "Dialogue with the Fed" on November 5th at the Memphis Federal Reserve Bank. Latino Memphis Executive Director, Mauricio Calvo, expressed his thanks for the firm's continuing support. Fed economist Fernando Martin gave the keynote address. Colby and **David Jones (MEM)** attended the annual Latino Memphis Day of the Dead fiesta on October 30th. David's wife, Allessandra, assisted in designing this colorful event.



Empanada Tasting event



Dialogue with the Fed



Latino Memphis Day of the Dead fiesta



On November 12th, **David Salazar-Austin (HFD)**, a board member of the Connecticut Hispanic Bar Association, and **Anna Matsuo, Tanya Bovée, Sarah Baskin, Sara Simeonidis and Sarah Skubas (all HFD)** attended the Connecticut Hispanic Bar Association's annual dinner.

James Botana and Monica Khetarpal (both CHI) hosted a table at Chicago's Unity Dinner for the Chicago Diversity Scholarship Foundation on December 1st. The Foundation raises money to give scholarships to minority students, and gave out 25 scholarships at the dinner.

Pedro Torres-Diaz (PR/MIA), Hispanic National Bar Association (HNBA) President-Elect, and **Veronica Arechederra Hall (LV)** are busy preparing for the HNBA's 2016 Corporate Counsel Conference & Moot Court Competition, which will be held in Las Vegas on March 16 - 19, 2016. The conference will be held at Planet Hollywood Resort & Casino and promises to be an exciting event. Registration numbers are at record highs and corporate sponsors are beginning to roll in. Jackson Lewis is a Gold Sponsor for the Corporate Counsel Conference and the Annual Convention, which will be held in Chicago on September 7 - 10, 2016. Pedro will be sworn in as President of the HNBA at the Annual Convention. If you have an interest in participating in the events, please contact Veronica.

The **Chicago office** welcomes new Associate, **Kevin Gallardo**. Kevin has graciously volunteered (although he does not know it yet) to assist James, Pedro and Veronica in leading Jackson Lewis' participation in the HNBA Annual Convention in September.

Finally, the Hispanic ARG had its first teleconference of the year on January 12th. We discussed updating the resources for our Spanish Language Legal Services, coordinating activities with Hispanic bar organizations and business groups, business development opportunities, mentoring initiatives and, of course, the national HNBA Convention. We are aiming for a teleconference every three months. We will also break up into subgroups for discreet projects that will meet periodically as needed.

Lesbian, Gay, Bisexual and Transgender ARG

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

On October 1st, **Michelle Phillips (WP)** co-presented with EEOC Investigator, Petrona Melgarejo, on transgender and sexual stereotyping issues in the workplace at the Minneapolis Office Symposium. Michelle also conducted webinars regarding transgender issues and sexual stereotyping on November 6th, November 9th, and December 3rd. On December 17th, she presented this topic for almost 1,000 Jackson Lewis clients and contacts.

On October 7th, **Rebecca Benhuri (SF)** and **Michelle Phillips (WP)** co-presented at the Out & Equal Conference regarding the employer's duty to reasonably accommodate the sincerely held religious beliefs as balanced with the sexual orientation of other staff.



Women's Interest Network

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

WIN leadership has been very busy speaking with consultants and industry experts on ideas for a renewed message and vision. Stay tuned for exciting things to come. We are also in the early stages of planning an East Coast WELC later this year. Feel free to share any suggestions or ideas.

Additional Items of Interest

Weldon Latham's (DC) article, "Silicon Valley Diversity Wake-Up Call: Turning Business Risk Into Competitive Advantage", was published in *Bloomberg BNA*. In the article, Weldon examines the Silicon Valley workforce and discusses the diversity challenges these companies face. He also explains the next steps that Silicon Valley business need to take in order to expand their diversity and inclusion efforts.

On October 8th – 9th, **Mike Hatcher (DC)** represented JL at the Rainbow PUSH Global Automotive Summit in Detroit.

On October 8th, JL was a sponsor of the 2015 Anti-Defamation League Award Dinner where Kenneth Samet, CEO of MedStar Health was honored.

On November 4th, **Mike Hatcher (DC)** attended the fall Latino Leaders Luncheon as the guest of Latino Leaders founder Mickey Ibarra, CEO of Ibarra Strategy Group and former Assistant to the President for Intergovernmental Relations.

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