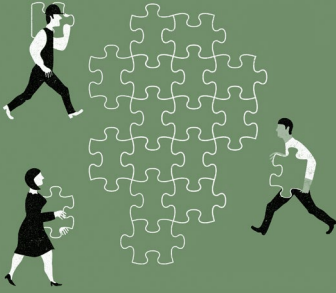


# Diversity & Inclusion

Quarter 4 NEWSLETTER 2016



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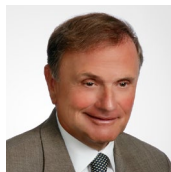
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## Chairman's Message...



Vincent A. Cino  
Chairman

The American Bar Association's recently adopted Resolution 113, "Promoting Diversity in the Legal Profession," urges law firms and other legal service providers to expand and create opportunities at all levels of responsibility for diverse attorneys, and asks clients (law firm services consumers) to direct a greater percentage of the legal services they purchase to diverse attorneys. As of this writing, more than 60 major company General Counsel have signed a pledge to implement the Resolution. This is a significant joint effort by law firms and corporate America, and it is important that our clients know we support this initiative, as well as a diverse and representative workplace at Jackson Lewis.

We have distributed our Jackson Lewis [press release](#) reaffirming our commitment to this initiative and diversity and inclusion in the profession. In addition, we have asked our attorneys to contact clients to inform them we are supporting the initiative.

Jackson Lewis has always strived to create and maintain a firm-wide inclusive environment, and this is just our latest step to give all of our talented attorneys the opportunity to excel.

For more information on this initiative, and the firm's involvement, please reach out to Principal and Firmwide Diversity Manager, **Michael Hatcher (DC)**. [Here](#) is a link to the list of Corporate General Counsel who have signed the pledge to support the Resolution.

I would also like to congratulate our Diversity & Inclusion Committee Chair, **Weldon Latham (DC)**, on being appointed by former President Barack Obama as Lead Attorney for the Obama Foundation Inclusion Council. The Foundation is committed to securing and maintaining an environment in which diversity and inclusion are valued and respected in all aspects of its operation, and the Inclusion Council will help accomplish that goal by envisioning and executing related initiatives and strategies. Congratulations, Weldon. Weldon, **Mike Hatcher** and **Meredith Bergeson (all DC)** have



been working with the Foundation; Inclusion Council Co-Chairs; and the entire Inclusion Council to create and implement a best-in-class supplier diversity program. The Inclusion Council Co-Chairs are Melody Spann Cooper, Chairman, Midway Broadcasting Corporation; Connie Lindsey,

Executive Vice President and Head of Corporate Social Responsibility and Global Diversity & Inclusion, Northern Trust; and William Von Hoene, Executive Vice President and Chief Strategy Officer, Exelon Corporation.

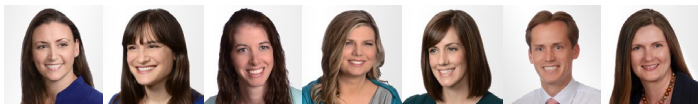
## A Word from Our Diversity Committee Chair...



Weldon H. Latham  
Diversity  
Committee Chair

Please note Jackson Lewis has changed the name of the Committee and the *Newsletter* from “Diversity” to “Diversity & Inclusion” to reflect the state-

of-the-art terminology and firm philosophy of not only increasing diversity in the firm and the legal profession, but also seeking to enhance the firm’s inclusive environment for all its attorneys, including minorities and women. Next, congratulations to our minority and female attorneys who were elevated to Principal, effective January 1st: **Stacey Bastone (LI)**, **Jessica Feinstein (OMA)**, **Aly Guyan (DC)**, **Lisa McClane (LV)**, **Sarah Millsap (OMA)**, **Talley Parker (DAL)**, **Hazel Poei (LA)** [no photo], and **Veronica von Grabow (DEN)**.



I would also like to congratulate **Stephanie Adler-Paindiris** and **Amanda Simpson (both ORL)** whose presentation proposal, “EEOC You Soon? Under Investigation by the EEOC: Prevention and Defense Strategies to Avoid Claims of Systemic Discrimination,” was accepted for the upcoming Minority Corporate Counsel Association General Counsel Conference, taking place April 19th – 21st in Miami. Stephanie and Amanda are including Sharonda Mills, Vice President – Legal, Wyndham Worldwide, as a co-presenter.

Finally, I would like to share photos provided by **Gail Holtzman (TPA)**, who is Chair of the ABA’s

Employment and Labor Section, of the Diversity and Inclusion Reception that Jackson Lewis hosted at the House of Blues in Chicago during the ABA’s Annual Conference in November. As Vincent Cino mentioned in a previous communication, we are honored that Gail is the Chairman of this ABA Section; she is a great JL ambassador to the ABA.

Thursday, November 10 7:00 - 10:00 pm  
**Diversity and Inclusion Networking Reception:  
Unity in Diversity/All Are One**

Co-Hosted by: ABA Commission on Sexual Orientation and Gender Identity (SOGI); Arab American Bar Association of Illinois; Asian American Bar Association of Chicago; Chinese American Bar Association; Hispanic Lawyers Association of Illinois; Lesbian and Gay Bar Association of Chicago (LAGBAC); South Asian Bar Association

**Sponsored by Jackson Lewis P.C.**

The reception will take place at the House of Blues and will feature great food, drinks and live entertainment by local blues favorite Gerald McCleendon Band.

The House of Blues is dedicated to educating and celebrating the history of Southern Culture and African American artistic contributions to music and art. Steeped in tradition of the South, many of the artifacts and items represented in the House of Blues have historical significance. Under every stage in the House of Blues is a metal box filled with Delta Mississippi mud. This box is welded to the structure on the stage to ensure that every artist has the roots and the spirit of the South planted beneath their feet.

The art collection is almost entirely comprised of Folk, Outsider, and Self-Taught artwork and is referred to as the “Visual Blues.” Currently, the House of Blues is the largest curator of Outsider Art in the world. We hope you will take some time to view the art and experience the mission of the House of Blues: to celebrate the diversity and brotherhood of world culture, and to promote racial and spiritual harmony through love, peace, truth, righteousness and non-violence.

Buses will depart from the Sheraton Grand Chicago beginning at 6:30 pm.





## Attorney Resource Group Updates

The Attorney Resource Group Chairs provided the following updates on behalf of their members. Although our diverse attorneys are involved in a variety of activities, the items below specifically pertain to diversity & inclusion-related activities, items and topics about which our diverse attorneys have reported.

### African American ARG | Led by Marlo Johnson Roebuck (DET) and Maurice Jenkins (DET)

**Rod Gillum (DET)** accepted an invitation from Berry Gordy, Motown Founder, and Joe Hinrichs, President-The Americas, Ford Motor Company, to join the Motown Museum’s National Legacy Council. Other notable Council members who will be involved in the expansion of the museum include Motown legends Stevie Wonder and Smokey Robinson; Reverend Jesse Jackson; former Detroit Mayor and ABA President, Dennis Archer; UAW Vice-President, Jimmy Settles; and renowned television Judge, Greg Mathis.

**Ruthie White (HOU)** was named a finalist in the Texas Minority Counsel Program Outside Counsel of the Year Award. Her article, “[The Benefits of Fear](#),” was also published in the *September/October* issue of MCCA’s *Diversity & the Bar* online magazine.

On October 3rd, **LeRoy Watkins (MOR)** attended the New York State Annual MWBE Forum in Albany, NY.

On October 11th, **Weldon Latham (DC)** participated in the first meeting of the Barack Obama Foundation Inclusion Council in Chicago. Weldon was appointed Lead Attorney to and a Member of the Foundation Inclusion Council by President Obama.

In November, in conjunction with Michigan’s African-American In-House Counsel group and Major Lindsey & Africa, the **Detroit office** hosted

a Welcome Reception for April Boise, the new Senior Vice-President, General Counsel & Corporate Secretary at Meritor, Inc. April is the first African American female GC for a Michigan *Fortune 1000* company. The event was attended by a “Who’s Who” of African American in-house counsel. To see a picture and brief article in *Detroit Legal News*, click [here](#).

On November 4th **Weldon Latham (DC)** was the guest of Executive Leadership Council President and CEO Ronald Parker (former Senior Vice President of PepsiCo) at the ELC Annual Gala in Washington, D.C. ELC is the preeminent membership organization for African American executives of *Fortune 500* companies.

The **Detroit office** is a sponsor of the Detroit Economic Club (“DEC”), a non-partisan, non-profit organization committed to the discussion and debate of important business, government and social issues. It has hosted every U.S. President since Richard Nixon. In December, as part of the DEC’s monthly Young Leaders Series, we were lunch sponsors for



*Detroit Economic Club event*





students from Detroit Public School Martin Luther King High School. Despite the fact that schools were closed that day due to inclement weather, DPS

teachers used their personal vehicles to transport students who wanted to attend. **Rod Gillum** attended as the Jackson Lewis spokesperson.

## Asian American ARG | Led by Tanya Bovée (HFD) and Monica Khetarpal (CHI)

In November, **KoKo Huang (SEA)** and **Victor Corpuz (DAL)** attended the National Asian Pacific American Bar Association's (NAPABA) 2016 Annual Convention. The firm was a sponsor of the event. More than 1,900 Asian Pacific American (APA) attorneys, judges, law students, legal scholars, and elected officials from around the country attended. **KoKo** and **Victor** were able to strengthen existing relationships with other Asian American attorneys within NAPABA and ABAW.

Also in November, the **Boston office** hosted the South Asian Bar Association–Greater Boston's (SABA GB) Annual Meeting and SABA GB Advisory Board meetings. The Advisory Board meeting was attended by the SABA GB Advisory Board. The Annual Meeting was attended by SABA GB Board Members, Advisory Board Members, and General Members. On November 30th, **Andy Pickett, Keerthi Sugumaran, and Samia Kirmani (all BOS)** attended the SABA GB Gala.

**Victor Corpuz (DAL)** once again served on the Sarah T. Hughes Diversity Scholarship Committee, which awards a scholarship to one minority law student from each of the Dallas-area law schools. He also served on the Collins Clerkship Committee, which appoints minority law students to various judicial and governmental clerkship positions. **Victor** was

also instrumental in securing a firm sponsorship for the Dallas Asian American Bar Association's (DAABA) Awards Night, the organization's largest annual fundraiser. The President of the Dallas Bar Association addressed the attendees and specifically referenced **Victor's** contributions to various bar associations and his leadership as a minority lawyer. In October, Victor served as a panelist during the National Filipino American Lawyers Association (NFALA) In House Counsel and Partner Affinity Group webinar. Finally, in November, he sponsored a corporate table at the Dallas Bar Foundation's "An Evening with Bob Woodward," the Foundation's largest fundraising event each year. Victor began his service as Vice-Chair in January 2017. One of the main objectives of the Foundation is to promote diversity in the Dallas legal community.

In December **Monica Khetarpal (CHI)** attended Chicago's Unity Dinner, which is the primary fundraiser for the Diversity Scholarship Foundation ("DSF"). The DSF works to provide scholarships and programming to increase diversity in the profession. The event attracts about 1,000 attendees, including many prominent members of Chicago's legal community. **Monica** and **James Botana (CHI)** purchased a table, and **Sean Herring** and **Nick Simpson (both CHI)** joined them at the dinner.

## Hispanic ARG | Led by James Botana (CHI) and Verónica Arechederra Hall (LV)

We have very good momentum with the HNBA after sponsoring two panels and participating in another one at the National Convention, which took place in September in Chicago. **Jason Gavejian (MOR)** was involved with the planning of CLE panels. Please reach out to **Jason** if you are interested in being considered for future CLE panels at HNBA events.

Congratulations to two of our Hispanic ARG members who have been recently recognized. First, congratulations to **Pedro Torres-Díaz** for making the list of Top Latino Lawyers published by *Latino Leaders Magazine*, which notes **Pedro's** dual role as a successful employment attorney at Jackson Lewis as well as his role as HNBA President. ¡Adelante **Pedro!**



You can read the article [here](#). And congratulations twice to **Roberto Concepcion (LI)** for being named a Rising Super Star by *Super Lawyers* magazine. **Roberto** was also tapped by HNBA to serve as a Deputy General Counsel in charge of *Pro-Bono* on employment issues. ¡Felicidades **Roberto!**

One of our initiatives for the coming year is to reinvigorate our Spanish Language Services (SLS) by promoting awareness, both within the firm and to outside clients and prospects. SLS can provide translation of all legal documents from English to Spanish, and vice versa. SLS can also review documents that have been translated by other sources. In addition, SLS can connect you with attorneys or paralegals who can assist with conducting investigations, blitzes, or training in Spanish. **Juan Felipe Santos (PR)** and **Angela Nevarez (PHL)** will be leading the efforts to reinvigorate this valuable service. This year, the Hispanic ARG will be reaching out to different offices to coordinate efforts with local Hispanic organizations (bar associations, as well as business and community groups) to find

ways for Jackson Lewis to become involved and assist these organizations and their members with their needs. **Kevin Gallardo** and **James Botana (both CHI)** will be reaching out to coordinate our efforts.

Speaking of local initiatives, **Colby Morgan (MEM)** participated in the Latino Memphis Day of the Dead Fiesta and has attended the Latino Memphis board meetings. He also attended the Mid-South Latino Chamber of Commerce Conexión Luncheon featuring Douglas Scarboro, Vice-President and Regional Executive of the Memphis Branch of the Federal Reserve Bank, and the MLCC holiday mixer at the invitation of co-founder Alexandra Matlock, President of Contigo Creative. The **Memphis office** in general, and **Colby** in particular, have been active participants in the vibrant and growing Memphis Latino business community. And we would be remiss if we did not thank Jim Mulroy, who recently retired from the Memphis office to take a job with one of his clients, for Jim's tireless efforts in reaching out to the Memphis Latino community.

## Lesbian, Gay, Bisexual and Transgender ARG | Led by Michelle Phillips (WP) and Pedro Forment (MIA)

**Tanya Bovée (HFD)** spoke at the Connecticut Business and Industry Association ("CBIA")/ Jackson Lewis Employment Law Conference about Stereotyping and Bias on November 10<sup>th</sup>. An interview that she did on the topic with CBIA was featured on their website as part of their Business Minute.

**Pedro Forment (MIA)** presented on the following topics during the 4<sup>th</sup> Quarter of 2016:

**October 14th** – Human Resources Association of Broward County (HRABC) Annual Conference

**Presentation:** "LGBTQ: Managing an Evolving Workforce"

**Location:** Margaritaville Beach Resort, 1111 N Ocean Drive, Hollywood Beach, FL 33019

**December 7th** – JL's Las Vegas Annual Symposium  
**Presentation:** "LGBTQ: Managing an Evolving Workforce"

**Location:** Las Vegas, NV

**Michelle Phillips (WP)** presented on the following topics during the 4<sup>th</sup> Quarter of 2016:

**September 18-19** – NYSSHRM 2016 Summit

**Presented:** "He/She/They/Hir/Ze – Navigating Gender Identity, Misgendering and Transitioning in the Workplace"

**Location:** Lake Placid, NY

**September 30** – ACC New Jersey CLE Event

**Presented:** "Gender Identity and Sexual Stereotyping in the Workplace: Best Practices Regarding the



Gender Transition Plan and the Accommodation Process”

Location: Morristown, NJ (JL Office)

**October 5-7** – Out & Equal Workplace Summit

Presented: “Accommodating Religion, Gender Identity/Expression and Sexual Orientation in the Workplace”

Location: Orlando, FL

**October 8** – Alabama ABA Labor and Employment Law Seminar

Presented: “Sexual Stereotyping and Gender Identity in the Workplace”

Location: Miramar Beach, FL

**October 20** – Mid-Hudson SHRM Conference

Presented: “He/She/They/Hir/Ze – Navigating Gender Identity, Misgendering and Transitioning in the Workplace”

Location: Central Valley, NY

**October 21** – ALANYC 2016 Educational Symposium & Exposition

Presented: “He/She/They/Hir/Ze – Navigating Gender Identity, Misgendering and Transitioning in

the Workplace”

Location: New York, NY

**November 11** – 10th Annual ABA Labor and Employment Law Conference

Presented: “Transgender Issues In the Workplace”

Location: Chicago, IL

**November 15** – HRACC 2016 Diversity Program

Presented: “He/She/They/Hir/Ze – Navigating Gender Identity, Misgendering and Transitioning in the Workplace”

Location: Rocky Hill, CT

**December 1** – Jacksonville Local Chapter of ACC CLE Presentation

Presented: “He/She/They/Hir/Ze – Navigating Gender Identity, Misgendering and Transitioning in the Workplace”

Location: Jacksonville, FL

**December 2** – WELC Conference –

Presented: “Intragenerational and Transgender Issues”

Location: New York, NY

**Women’s Interest Network** | Led by Stephanie Adler-Paindiris (ORL), Susan Corcoran (WP), Samantha Hoffman (OC), and Peggy Strange (HFD)

In October, **Susan Corcoran (WP)** presented “The World of Workplace Law” as part of Pace Law School’s New Directions program for individuals seeking to return to the practice of law. Over the years, other White Plains attorneys have volunteered as presenters, and the office has in the past sponsored externs.

On December 2, Jackson Lewis hosted its 17<sup>th</sup> annual Women’s Employment Law Conference at the Rainbow Room in New York City. This full-day educational event featured panel discussions with general counsel, executives, and Jackson Lewis attorneys. This year’s seminar sessions covered current and expected challenges in the workplace.

## Other Items of Interest

On November 4<sup>th</sup>, **Mike Hatcher (DC)** represented the firm at the Hispanic Bar Association of DC Equal Justice Awards Reception.

On December 3<sup>rd</sup>, Weldon Latham and **Mike Hatcher (both DC)** and **Tyler White, Bill Mosely** and **Sean Walsh (all JAX)** hosted firm clients at the



Jacksonville NAACP Annual Freedom Fund Dinner. At the request of the NAACP Chapter President, Weldon was instrumental in securing the dinner's

Keynote Speaker after it was postponed due to Hurricane Matthew.

## Diversity Calendar

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; and
- (d) the 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
March	30 - 4/1	Hispanic National Bar Association Corporate Counsel Conference (Miami)
April	19 - 21	Minority Corporate Counsel Association General Counsel Summit (Miami)
	26 - 28	National Employment Law Counsel Annual Conference (Denver)
October	4	Minority Corporate Counsel Association Diversity Gala (NYC)