

Diversity Committee *Newsletter*

1st Quarter 2016

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity
Committee Chair

While our firm Chairman **Vincent Cino (MOR)** always says “Jackson Lewis needs to do better...” I am pleased to report that Jackson Lewis ranked 2nd in *Law360*’s list of the “Top 10 Biglaw Firms for Female Attorneys” and 18th in the publication’s list of the “100 Best Law Firms for Female Attorneys,” based on the firm’s female representation at the partner and non-partner levels, and the total number of female lawyers. The rankings, which are part of *Law360*’s 2016 Glass Ceiling Report, are based on headcount surveys of more than 300 law firms with a United States presence.

Jackson Lewis has also been recognized for its leadership with respect to recruiting and developing minority attorneys. We were ranked by *Law360* as 13th among the “25 Best Law Firms for Black Attorneys,” and 48th among the “100 Best Law Firms for Minority Attorneys.” In addition, the firm was ranked #58 by *American Lawyer* among the “Best Law Firms for Diversity.”

Jackson Lewis also makes it a priority for women and minorities to have leadership roles. Currently, 36% of our Office Managing Principals are women and 8% are minorities, 25% of our Practice Group Leaders are minorities and 15% are women. In addition, of the firm’s Advisory Committee to the Board, 25% are minority and 25% are women.

Our Attorney Resource Groups (“ARGs”) have been active in helping mentor and develop our female attorneys, as well as in broader firm outreach and marketing efforts. I encourage all of our attorneys to support the ARGs’ efforts and the many events they sponsor around the country (see pages 3-8 for a description of ARG activities in the last quarter).



Diversity Manager's Update



Michael R. Hatcher
Diversity Manager

Jackson Lewis encourages its attorneys to be actively involved in minority bar associations and related organizations, particularly in leadership roles. This year, **Pedro Torres-Diaz (MIA/SJ)** is serving as President-elect of the Hispanic National Bar Association (“HNBA”) – which is a major honor. Pedro will be sworn in as President at the HNBA Annual Convention in September. **Kristin Bauer (DAL)** is on the Board of Governors of the National Association of Women Lawyers (“NAWL”), and numerous other firm attorneys serve in leadership positions in other such organizations.

We are seeking to identify firm attorneys to serve as lead contacts with various professional organizations focused on diversity. In addition to Pedro and Kristin for HNBA and NAWL, respectively, the following Principals are leading the firm’s relationships with diversity organizations: **Terri Freeman (MOR)**, Corporate Counsel Women of Color; **Sean Herring (CHI)**, National Bar Association (“NBA”) and National Employment Law Council (“NELC”); **Monica Khetarpal (CHI)**, South Asian Bar Association; and **Ruthie White (HOU)**, Minority Corporate Counsel Association (“MCCA”). Please reach out to these Principals to see how you can be active in these organizations. If you are active in an organization that is not listed, and wish to be the firm contact with that organization, please contact me.

Additional Items of Interest

At Jackson Lewis’ Corporate Counsel Conference (May 12th – 13th), **Weldon Latham (DC)** moderated a “Dialogue on Diversity” with Senior executive attorneys from the following *Fortune 50* companies: William Van Hoene, Jr., Senior Executive Vice President and Chief Strategy Officer, Exelon Corporation; Kelly Tullier, Executive Vice President & General Counsel, VISA; Tony West, Executive Vice President Government Affairs, General Counsel & Corporate Secretary, PepsiCo; Charisse Lillie, Vice President, Community Investment and Executive Vice President, Comcast Foundation, Comcast Corporation.

Jackson Lewis sponsored the National Employment Law Counsel Conference, on April 20th – 22nd in Orlando, FL. **Sean Herring (CHI)** spearheaded our involvement in this year’s conference.



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) and Marlo Johnson Roebuck (DET)

The Morristown office held its 9th annual diversity luncheon, which was organized and coordinated by **Terri Freeman (MOR)**. Once again, it was a huge success with tremendous participation throughout the entire office.

Adrienne Conrad (JAX) was featured in the *Jacksonville Business Journal's* article "Reflections of Black Heritage – Jacksonville" and also appeared on the cover. She was appointed to the Jacksonville Grievance Committee for the United States District Court, Middle District of Florida, as well.

On February 4th, **Roderick Gillum, Maurice Jenkins, and Marlo Roebuck (all DET)** attended a reception hosted by the African American Partners' Collaborative, whose mission, among others, is to honor and celebrate the achievements of African American in-house counsel in the metropolitan Detroit area.



Colby Morgan (MEM) has joined the board of directors of the Memphis Urban League. The Memphis Urban League is an advocacy and social services organization dedicated to empowering the underserved and disadvantaged. Its two primary initiatives' are 1) Workforce and Economic Development and 2) Education and Youth Development. Colby hosted Memphis Urban League President Tonja Baymon at the annual Leadership

Memphis awards luncheon banquet held on March 2nd.

DePaul University College of Law's Black Law Student Association (BLSA) Mock Trial Team featuring **Nick Simpson (CHI)** won the 2016 National Thurgood Marshall Mock Trial Competition sponsored by the National Black Law Students Association. More than 50 schools across the country competed in 6 regional competitions, with only 18 schools invited to the finals in Baltimore, MD, March 9th – March 12th. The Thurgood Marshall Mock Trial Competition, created in 2002, is one of the largest and most respected law school mock trial competitions





in the country. Each year, hundreds of competitors compete at the regional level with hopes of ultimately being declared the top team in the nation.

Roderick Gillum (DET) was selected as one of the recipients of the 2016 D. Augustus Straker Bar Association's Trailblazer Award. The dinner and ceremony will be held in June.

On August 12th **Sean Herring (CHI)** and the **Chicago office** will participate in the Cook County Bar Association's Minority Law Student Job Fair.

Asian American ARG

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

Keerthi Sugumaran (BOS) joins Jackson Lewis' Boston office as an Associate. Keerthi is a member of the South Asian Bar Association of Greater Boston, the national South Asian Bar Association, and is active in many community and professional organizations in Massachusetts.

In November 2015, **Victor Corpuz (DAL)** sponsored a corporate table and hosted current and potential clients at the Dallas Bar Foundation's "An Evening with David McCullough," the Foundation's largest fundraising event each year. At the end of 2015, Victor completed his service as Grants Committee Chair of the Foundation and began 2016 as Secretary-Treasurer. One of the main objectives of the Foundation is to promote diversity within the Dallas legal community. Consistent with that objective, Victor once again participated on the committee which interviewed minority law students from the 3 area law schools in connection with the Foundation's Collins Clerkships. The requirements for being selected for one of the summer clerkship positions include the student's desire to remain in the Dallas area and to practice in Dallas upon graduation from law school. Victor also continues to serve on the Board of Counselors at Drake University Law School, where he previously received a full tuition diversity scholarship and stipend.

On February 16th, **Kevin Lauri (NYC)** and the **New York City office** sponsored and attended the Asian American Legal Defense and Education Fund Dinner.

The **Hartford office** hosted the Connecticut Bar Asian Pacific American Bar Association's Mentoring Kickoff Dinner on February 25th.

Tanya Bovée (HAR) received the Connecticut Bar Association's Women in the Law Committee's Ladder Award on March 24th.

In April, **Jewell Lim Esposito (DC)** published "Three Strikes? Not So Fast" in *Diversity and the Bar*, which is the Minority Corporate Counsel Association's online magazine.

Jackson Lewis sponsored the South Asian Bar Association's annual conference, which took place in May in Houston, TX. **Nicky Jatana (LA)**, **Monica Khetarpal (CHI)**, **Shawn Butte (NYC)**, **Orla McCabe (NYC)**, and **Ravindra Shaw (NYC)** attended. We will also sponsor the National



Association of Asian Pacific Attorneys Bar Association (NAPABA) in November in San Diego. If you are interested in getting involved in SABA or NAPABA, please contact either **Tanya Bovée (HAR)** or **Monica Khetarpal (CHI)**.

Hispanic ARG

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

The Hispanic National Bar Association held its 7th Annual Corporate Counsel Conference and 21st Annual Uvaldo Herrera Moot Court Competition on March 16th-19th at Caesars Palace in Las Vegas. Jackson Lewis sponsored and actively participated in the event, with HNBA President-Elect **Pedro Torres-Díaz (MI/SJ PR)** delivering remarks during the evening gala and throughout the conference, including the first Plenary of Latino and Latina Secretaries of State, and a plenary session on the Fiscal Crisis in Puerto Rico.



In addition, **Jason Gavejian (MOR)** organized and moderated a panel titled “Employee Use of Technology – The Good, The Bad, and The Ugly.” Jason was joined on his panel by Manuel Cuevas-Trisán, Corporate Vice President, Human Resources, Employment Law & Data Protection Motorola Solutions, Inc.; Jenny Ortiz-Schaffer, Attorney, Legal Department, UPS; Kim Colbert, Assistant General Counsel, Employment, Daymon Worldwide; and Teresa J. Hutson, Assistant General Counsel, Global Employment and Migration Law Corporate, External, and Legal Affairs (CELA), Microsoft. The panel addressed issues related to the ever increasing reliance on technology by employees and provided an overview of the associated legal issues of which in-house counsel and HR professionals should be aware.

In addition, Jackson Lewis sponsored an HNBA Presidential VIP Reception at the Bellagio Hotel. The reception was very well attended, with over 100 corporate counsel and VIPs from government and the judiciary, as well as our very own **Juan Felipe Santos (SJ)** and **Shawn Kee (SLC)**.

The Memphis office again takes the prize for a local office reaching out to the local Hispanic business and legal community. **Colby Morgan (MEM)** met with Mauricio Calvo and Cynthia Magallon Puljic, Executive Director and Chairwoman of the Board respectively, of Latino Memphis, and he subsequently attended their staff meeting. They talked about the many worthwhile Latino Memphis projects, and how Jackson Lewis can help. Latino Memphis is



committed to strengthening Latino individuals, families, and communities and preparing them to better embrace life in a prosperous 21st century Memphis.

The firm's commitment to the HNBA does not take a rest. Right after the mid-year corporate counsel in Las Vegas we will move to the annual convention which will take place in Chicago in early September. This will be the time when **Pedro Torres- Díaz (MI/SJ)** will officially take over as HNBA President. We hope to have record participation from Jackson Lewis, both from the Chicago office and from the firm nationwide. If you are interested in attending the convention or have clients who are interested or have committed to attending, please let Pedro, Veronica, or James know.

The **Chicago office** will be kicking off activities by hosting a reception for the swearing-in of new officers for the Hispanic Lawyer's Association of Illinois in late June. We expect this event to be well attended by current and prospective clients, judges and members of the broader Chicago legal community. If you have clients in Chicago who you think would be interested in sharing a good time, drinks and beautiful views from our **Chicago office**, please let us know and we will reach out.

Lesbian, Gay, Bisexual and Transgender ARG

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

On January 25th **Ellen Bandel (NYC)**, **Richard Greenberg (NYC)**, and **Michelle Phillips (WP)** published "New York State and New York City Guidance Focus on Transgender" in *Preventive Strategies* newsletter.

On February 23rd, **Michelle Phillips (WP)** presented at the firm's Tampa Symposium on sexual stereotypes and gender identity in the workplace.

Michelle Phillips (WP) was quoted in the March 8th *Bloomberg Business* article, "Your Boss Wants to Know If You're Gay."

Michelle Phillips (WP) discusses implications of self-identifying as LGBT in the workplace in "Do Ask, Do Tell?" published by *SHRM* on March 14th.

On March 28th **Jason Federmack (RAL)**, **Michelle Phillips (WP)**, and **Ann Smith (RAL)** published "North Carolina Legislation Removes LGBT Protections and Possible Wrongful Termination Claims," in *Preventive Strategies* newsletter.

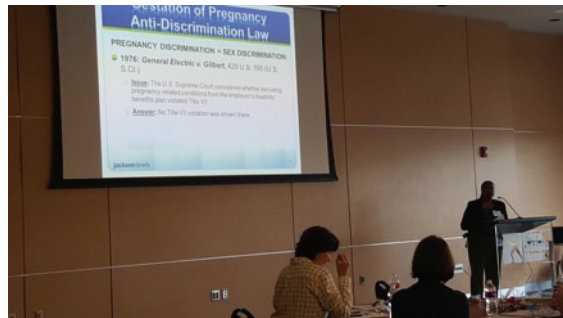
Michelle Phillips (WP) discusses the use of women's restrooms for those transitioning from male to female in, "Anxiety over Transgender Women in Restrooms Persists," published on March 29th by *SHRM*.



Women's Interest Network

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

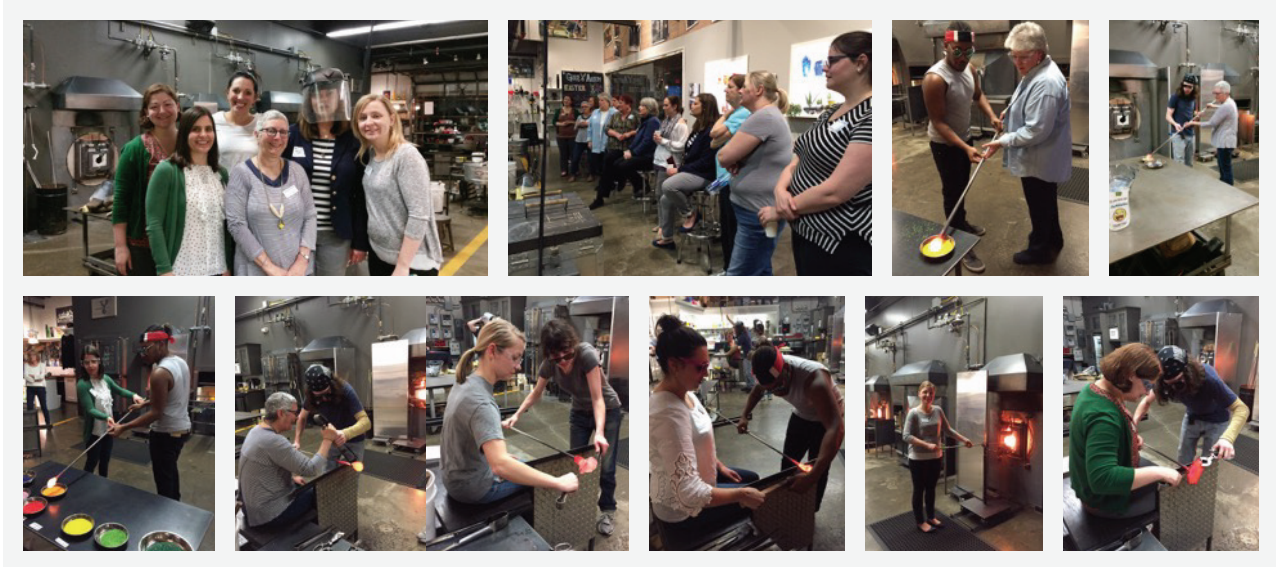
Throughout 2015, the **Memphis office** has been active with the Association for Women Attorneys. **Eileen Kuo (MEM)** served as CLE Chair for AWA last year, and the Memphis office sponsored 2 employment-related CLEs (Aug. 21st and Dec. 17th), both of which were well attended and well received. Attorneys from the Memphis office spoke at both – **Pamela Irons** and **Colby Morgan (both MEM)** presented at the August CLE, and **Jim Stock (MEM)** presented at the December CLE. **Eileen Kuo (MEM)** is serving on the Association for Women Attorneys (“AWA”) Board as Vice President and **Pamela Irons (MEM)** is serving as this year’s CLE chair. Eileen has taken over as AWA webmaster and rebuilt their website (www.awamemphis.org). The AWA Foundation is a non-profit that provides scholarships to female law students who have taken an active part in AWA initiatives or otherwise advancing the community or women’s interests. Eileen will be President-Elect for 2017 and President of the organization in 2018.



Tiffany Buckley-Norwood, Emily Petroski, Marlo Johnson Roebuck, and Katherine Van Dyke (all DET), were recently named Top Women Attorneys in Michigan by *Hour Detroit* magazine, based on their inclusion in the latest edition of *Michigan Super Lawyers* and *Rising Stars*.

The **St. Louis office** hosted its annual WIN event on February 25th at Robust Wine Bar in Kirkwood, Missouri. Our event was both social and educational. Approximately 25 women were able to network with one another and spend time with four experienced sommeliers who taught us how to properly taste wine. Of course we practiced our newly acquired skill with the evening’s specially selected wines. To celebrate leap year, guests indulged in a variety of leap year wines, which were paired with delicious hors d’oeuvres and assorted truffles and chocolate caramels. We were thrilled to host a number of guests who attended last year’s event and welcomed many new guests who are already looking forward to next year’s soiree.

The National Association of Women Lawyers had its mid-year meeting in San Francisco in March, bringing together law firm women and in-house counsel from around the country. Women and corporations honored at the event included Marie Oh Huber, SVP and General Counsel of E-Bay; Oracle Corporation; and Hannah Beth Jackson, State Senator. **Lisa Sween (SF)** was active on the planning committee for this program, and attended along with **Natalia Fulton, Nicole Forde, and Stephanie Yang (all SF)**.



On March 10th, the **Cleveland office** held its annual WIN event at The Glass Asylum in Chagrin Falls. This event included a demonstration on glass blowing by the resident artists and allowed attendees to try their hand at creating a unique piece of glass art. Afterwards, participants dined on delicious food from M Italian restaurant and enjoy their beer and wine. Everyone was ecstatic about this one-of-a-kind experience and there was great bonding time enjoyed by all participants.

At the end of March, the Junior League of Memphis had its inaugural Memphis Women’s Summit, at which the **Memphis office** was one of the vendors. The Summit was geared toward empowering women.



The **Phoenix office** hosted a cooking event on April 5th. Attendees were treated to a cooking demonstration by TV Celebrity Chef Barbara Pool Fenzl.

The **Chicago office** held a WIN event on April 20th. Event attendees customized and decorated child-size TOMS shoes for charity while enjoying beverages, appetizers, and great company.

The National Association of Women Lawyers hosted its Regional General Counsel Institute and Pipeline to Equity Partnership program in Atlanta on April 22nd. **Emily Borna (ATL)** presented on



“Hot Topics in Employment Law.” Several Jackson Lewis women from across the country attended, including **Jessica Liss (STL)** and **Susan Corcoran (WP)**.

The **Philadelphia office** will be hosting a wine and dinner pairing with a sommelier on June 16th.

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) 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	JL Lead
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July	15	National Bar Association Corporate Leadership Forum (St. Louis, MO)	L. Watkins
July	16 – 22	National Bar Association Annual Convention (St. Louis, MO)	L. Watkins
September	7 – 10	Hispanic National Bar Association Annual Convention (Chicago, IL)	J. Botana