

Diversity Committee

Newsletter

Winter 2011-2012

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

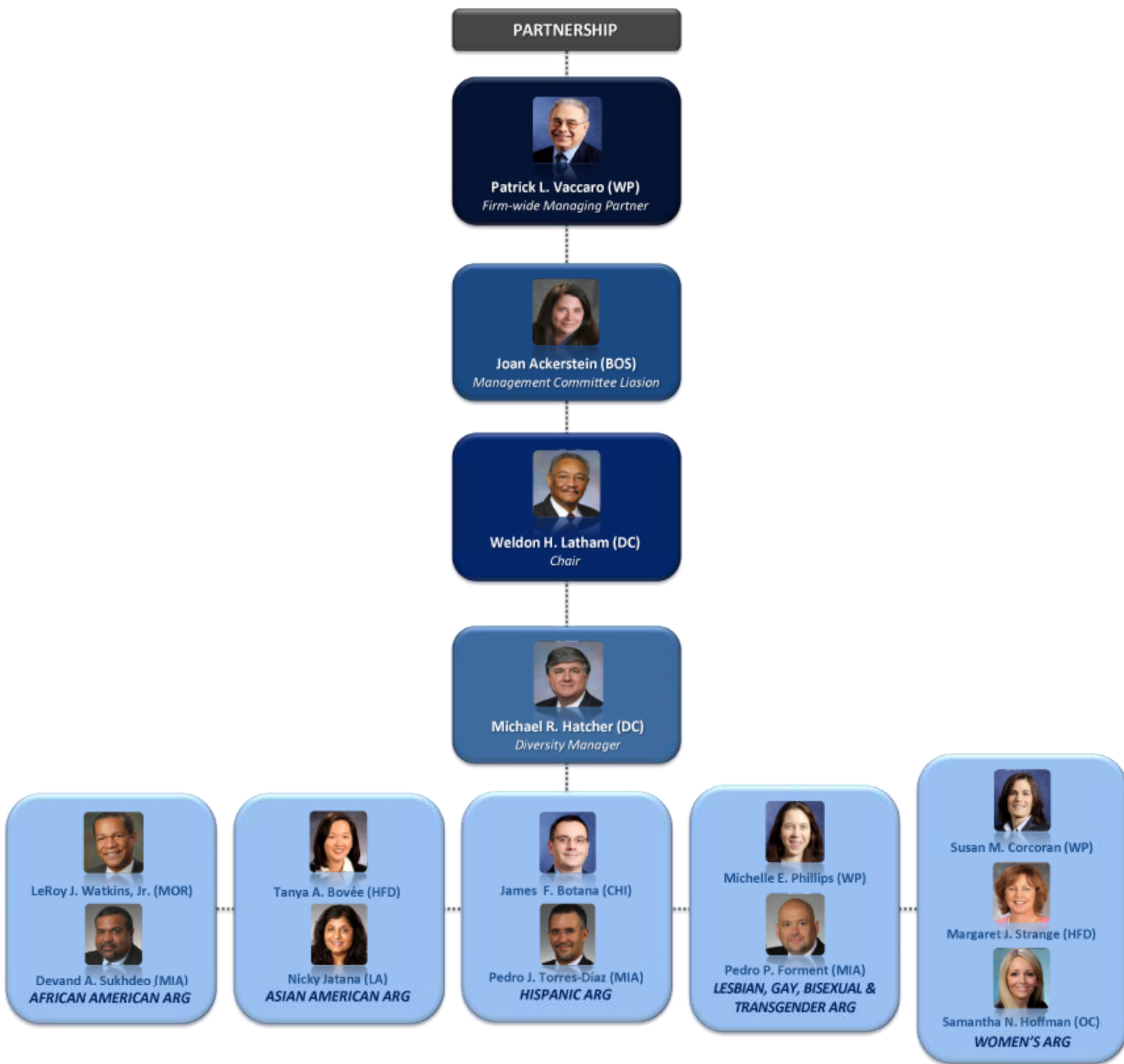
The firm is committed to promoting an inclusive culture where diversity is valued, and we share our clients' goals to emphasize diversity and respect for the contribution of every partner, counsel, associate, and employee. As part of the firm's continuing commitment to diversity and inclusion ("D&I"), the Managing Partner and Diversity Committee have reinvigorated our 5 Attorney Resource Groups ("ARGs," formerly known as Affinity Groups) and added a Management Committee Liaison, Joan Ackerstein (BOS). The new Diversity Committee organizational chart is on the next page. I look forward to working with everyone to enhance D&I at Jackson Lewis in 2012 and beyond. If you would like to be involved with the firm's efforts, please contact the appropriate Attorney Resource Group Co-Chair or the firm's Diversity Manager, Mike Hatcher.

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all we do is work



Jackson Lewis Diversity Team

Click on images to see full biographies



For more information, see press releases regarding appointments of Joan Ackerstein, Weldon Latham and Mike Hatcher on pages 4 and 5.



2010-2011 Diversity-Related Awards and Honors

Note that the awards listed below recognize the firm as a whole. Many diverse attorneys received individual accolades, as well.

Jackson Lewis was named one of the “**Top Law Firms for Diversity**” by *The American Lawyer* in its 2011 Diversity Scorecard. We were honored by the magazine at a special reception on December 8th in New York City. **Mike Hatcher (DC)**, **LeRoy Watkins (MOR)**, **John Snyder (NYC)** and **Luke Breslin (MOR)** attended. Mike accepted the award on the firm’s behalf.



Target Corporation awarded Jackson Lewis its “**2011 Law Firm Diversity Award**” for outside counsel. The award, which was presented on October 25th at Target’s Employee and Labor Relations Legal Conference in Minneapolis, recognizes firms that demonstrate a sustained commitment to enhancing opportunities for diverse and female attorneys in the legal profession. **Tom Davis (BHM)** is PCA for Target.

Jackson Lewis received “Honorable Mention” from the **2010 Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility**. This prestigious award recognizes employers that successfully use flexibility as part of a workplace strategy to achieve business goals and benefit employees by helping them meet their responsibilities on and off the job. As an Honorable Mention recipient, our firm ranks in the top 20% of employers nationally in terms of programs, policies and culture for creating an effective and flexible workplace.

The firm received the **Frances Nam Sodexo Law Department Diversity Award** at the Law Department Reception at the **Sodexo Foundation** Dinner on June 10, 2010. The firm’s commitment to diversity at both the national and local level, its wide-ranging mentoring, networking, and development programs, and significant representation of women and minorities led Sodexo to select Jackson Lewis as its top-ranked firm in the area of Diversity and Inclusion. **Andy Pickett (BOS)** and **Tom Gibbons (HFD)** are PCAs for Sodexo.

JL Promotions to Partner

32% of those recently elevated to Partner are women or minorities. Congratulations to:



Sheri Giger
(PGH)



Tracie Maurer
(ATL)



Henry Sanchez
(LA)



Ana Shields
(LI)



Mary Smith
(WP)



Alison Wice
(HFD)



Progress in Minority/Female Representation

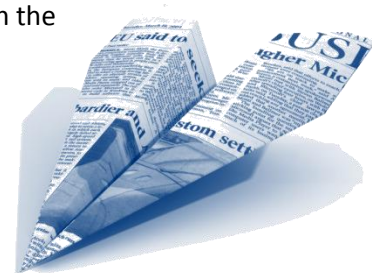
While recognizing the need to continue our strong efforts to improve D&I at the firm, it is worth noting that significant progress has been made building on the foundation established by **Will Anthony (HFD)** as the first Diversity Committee Chair, and **Tyler Brown (DC)**, **Patti Diulus-Myers (PITT)**, and **LeRoy Watkins (MOR)**, the Diversity Co-Chairs who succeeded Will. Compared to our peer firms (based on the MCCA/Vault Diversity Survey), Jackson Lewis is “above average” in the diversity of our lawyers in nearly every category. We have demonstrated success in key areas of representation as shown in the chart below:

	2005	2011
Minority Partners	5.7%	11.9%
Minority Associates	16.8%	22.1%
Female Partners	18.5%	27.3%
Female Associates	52.7%	58.8%

Media/Public Relations

The following diversity-related press releases were issued in 2010-2011. Click on the link to read the full press release.

[Jackson Lewis Recognized for Diversity Initiatives.](#) (November 7, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, is pleased to announce that **Target** has awarded the firm its 2011 Law Firm Diversity Award for outside counsel. The award, which was presented on October 25th at Target’s Employee and Labor Relations legal conference in Minneapolis, recognizes firms that demonstrate a sustained commitment to enhancing opportunities for diverse and female attorneys in the legal profession.



[Jackson Lewis Enhances Commitment to Diversity: Michael Hatcher Named Internal Diversity Manager.](#) (October 24, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, announced that Washington D.C. Region Partner **Michael R. Hatcher (DC)** has been appointed internal Diversity Manager. Hatcher, currently a senior member of the firm’s Corporate Diversity Counseling Group, has over 15 years experience advising clients addressing diversity controversies and enhancing diversity programs and performance.

[Jackson Lewis Partner Named to Board of the Hispanic National Bar Association: Miami-Based Pedro Torres-Díaz Accepts Role as General Counsel.](#) (October 24, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, is pleased to announce that the Hispanic National Bar Association (HNBA) has appointed **Pedro Torres-Díaz (MIA)**, Partner in the Miami office of Jackson Lewis, as HNBA General Counsel. This appointment to the Association’s 2011-2012 Board of Governors will require Torres-Díaz to attend to all legal matters of the Association and represent it in such legal matters. In addition, Torres-Díaz will supervise and direct the work of all Deputy General Counsels.

[Bovéé Named 2011 Multicultural Leader: Hartford Attorney Recognized for Leadership Excellence.](#) (June 9, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest growing workplace law firms,



announced that Hartford Partner **Tanya A. Bovée (HFD)** has been selected as a “2011 Multicultural Leader Award Recipient” by the National Diversity Council, an organization that seeks to uphold and promote the principles of diversity and leadership and also to recognize those who personify those principles. Ms. Bovée was formally recognized at the Second Annual Tri-State Diversity and Leadership Conference in May during the organization’s Multicultural Awards Luncheon.

[Jackson Lewis Partner Appointed to Civil Rights Advisory Commission.](#) (May 25, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, is pleased to announce that Chicago Partner **James F. Botana (CHI)** is one of 19 Illinois citizens who were recently appointed members of the Illinois State Advisory Committee by the United States Commission on Civil Rights, an independent, bipartisan agency charged with monitoring federal civil rights enforcement. The appointments are for two years and members serve without compensation.

[Jackson Lewis Reinforces Commitment to Diversity: Hires Diverse Attorney Recruiter Ron Jordan.](#) (April 12, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, announced that it has enhanced its efforts to improve the firm’s diversity by enlisting the services of Diverse Attorney Recruiter Ron Jordan of Carter-White & Shaw LLC.

[Jackson Lewis Partner Honored by Howard University: Weldon H. Latham recognized for Postgraduate Achievement in the Field of Law.](#) (February 28, 2011) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, is pleased to announce that Washington, D.C. Region Partner **Weldon H. Latham (DC)** will be honored with a 2011 Alumni Award for Distinguished Postgraduate Achievement in the Field of Law by the Board of Trustees of Howard University. Mr. Latham, who is Chair of the Jackson Lewis Corporate Diversity Counseling Group, is one of six honorees who will be recognized at Howard University’s Annual Charter Day Convocation on March 11 and receive the prestigious award on Saturday, March 12 at the University’s 87th Gala Dinner.

[Jackson Lewis Appoints Diversity Chair: Weldon H. Latham Will Lead Firm’s Internal Diversity Efforts.](#) (April 1, 2010) – Jackson Lewis LLP, one of the country’s largest and fastest-growing workplace law firms, announced that senior Partner and national diversity expert **Weldon H. Latham (DC)** was appointed Chair of the firm’s Diversity Committee as a result of the firm’s increased focus on and enhanced commitment to promoting an inclusive culture. Mr. Latham joined the firm in July 2009 as Chair of Jackson Lewis’ Corporate Diversity Counseling Group. With his additional responsibilities as Diversity Committee Chair he will spearhead the firm’s efforts to enhance recruitment, hiring, retention, development and advancement of a diverse team of employees who share Jackson Lewis’ passion for representing management in all aspects of workplace law.

Diversity Committee Sponsorships

The firm proudly supports many organizations that are committed to the advancement of diverse attorneys. In 2011, we supported and participated in events for organizations such as:

- Hispanic National Bar Association
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- National Employment Law Council
- Out & Equal
- Project for Attorney Retention



Leadership Positions



Congratulations to **Pedro Torres-Díaz (MIA)** for being appointed General Counsel of the Hispanic National Bar Association! In appointing Pedro to the position, HNBA President Benny Agosto, Jr., said “Through my collaboration with Pedro for several years on the HNBA Board of Governors I have been privy to his exceptional talent as an attorney, his commitment to service, and his camaraderie. He is an important asset to the HNBA and I am proud to have him as a key member of my team.”

Veronica Arechederra Hall (LV) was re-appointed by President Agosto to the Hispanic National Bar Association’s Standing Commission on the Status of Latinas in the Legal Profession.



Spotlight On...

Our Attorney Resource Groups!

Champions of all backgrounds are welcome to participate in any of the firm’s ARGs. Every ARG is open to all JL attorneys.

African American ARG

Led by **LeRoy Watkins (MOR)** and **Dave Sukhdeo (MIA)**



L. Watkins



D. Sukhdeo

The African American ARG is a resource for Jackson Lewis attorneys looking to build and maintain business relationships with HR professionals, corporate counsel and community organizations. The African American ARG conducts regular meetings and maintains an informal network that helps foster a positive and supportive forum in which issues unique to attorneys of color are addressed. African American ARG attorneys sponsor and participate in and are active members in a number of organizations, including the Minority Corporate Counsel Association (MCCA), National Bar Association (NBA), National Employment Law Conference (NELC) and local minority bar associations and frequently present at diversity events throughout the country.

If you would like more information with the African American ARG, please contact [LeRoy](#) or [Dave](#).



Asian American ARG

Led by [Tanya Bovée \(HFD\)](#) and [Nicky Jatana \(LA\)](#)



T. Bovée



N. Jatana

This year, the Asian American ARG's many efforts to promote diversity included:

- Sponsoring the National Asian Pacific American Bar Association's regional and national convention at which: **Sean Hanagan (WP)** organized and presented on a panel; **Tanya Bovée (HFD)** chaired two panels; **Pankit Doshi (LA)**, an alternate Regional Governor for NAPABA, moderated and presented a panel; and **Kohei Yamamoto (STL)** was a first time attendee.
- Sponsoring two North American South Asian Bar Association regional events, at which **Nicky Jatana (LA)** was a presenter with the newly appointed Chief Justice of the California Supreme Court and Pankit Doshi received the 2011 Young Luminary Award.
- **Davis Bae (STL)** meeting with San Francisco JL attorneys to discuss marketing efforts to the Asian community.
- Staying involved locally, including: **Samia Kirmani (BOS)** - South Asian Bar Association of Greater Boston's Advisory Board; **Victor Corpuz (DAL)** - President of the Dallas Asian American Bar Association; **Pankit Doshi (LA)** - California State Bar's Council on Access and Fairness; and **Tanya Bovée (BOS)** - Connecticut Asian Pacific American Bar Association Board.

If you would like more information on the Asian American ARG, please contact [Tanya](#) or [Nicky](#).

Hispanic ARG

Led by [James Botana \(CHI\)](#) and [Pedro Torres-Díaz \(MIA\)](#)



J. Botana



P. Torres-Díaz

The Hispanic ARG is committed to recruiting, retaining, developing, and advancing Hispanic attorneys throughout the firm. We also strive to promote the firm's legal services and expertise to in-house counsel, human resource professionals, and other key decision-makers within the emerging Hispanic business community, as well as to employers who have a significant number of Spanish-speaking employees. The Hispanic ARG holds regular meetings to foster communication and teamwork among the group's members in connection with our efforts to develop as lawyers and expand our business. Some of the Hispanic ARG's goals include:

- Recruiting diverse attorneys. Coordinating with the Diversity Committee and other ARGs to avoid duplication of efforts and to ensure that we can tap into everyone's contacts and resources.
- Retention/Development/Promotion of diverse attorneys.



- Client Development. Enhanced involvement of diverse attorneys in developing new clients and obtaining additional work from existing clients.
- Client Service. Broader involvement of diverse attorneys on teams to support all our clients, and particularly our larger clients that are demanding greater diversity on those teams.

For more information on the Hispanic ARG, please contact [James](#) or [Pedro](#).

Lesbian, Gay, Bisexual and Transgender ARG

Led by [Michelle Phillips \(WP\)](#) and [Pedro Forment \(MIA\)](#)



M. Phillips



P. Forment

The Lesbian, Gay, Bisexual and Transgender Attorney Resource Group (“LGBT ARG”) is open to all members of the Jackson Lewis family who appreciate the importance of promoting diversity and inclusion concerning sexual orientation and gender identity issues. Members work together and coordinate efforts through in-person meetings, presentations and regularly scheduled conference calls. For 2012, the LGBT ARG is enthusiastically

focused on three goals:

- (1) Supporting the firm’s commitment to recruit, develop, retain and promote diverse attorneys and staff. The ARG is currently evaluating internal policies/procedures related to attorney recruitment and retention and is working with the Diversity Committee to identify how these may better support/promote LGBT concerns, making our firm a workplace leader in this area.
- (2) Coordinating firm legal and educational resources to promote and establish Jackson Lewis as the management employment and labor firm of choice for employers looking for creative solutions to workplace diversity and inclusion challenges surrounding LGBT issues. Building on the ARG’s significant involvement in 2011 with LGBT organizations, events and publications (sponsoring and presenting at National Out & Equal events, active participation in National Gay & Lesbian Chambers of Commerce, National LGBT Bar Association, Lavender Law Conference, among others), the ARG’s membership will continue to enhance existing relationships and expand to new opportunities.
- (3) Partnering with the firm’s marketing department and attorneys to facilitate the inclusion of LGBT resource information. The ARG is considering a reference guide for employers, the creation of an internal firm resource/knowledge database of LGBT contacts within client and potential client organizations along with the inclusion of subject-matter resources, such as training programs, a Transgender Resource Guide and the creation of an LGBT email distribution list for resource group members.

For more information on the LGBT ARG, please contact [Michelle](#) or [Pedro](#).



Women's ARG

Led by Susan Corcoran (WP), Peggy Strange (HFD), and Samantha Hoffman (OC)

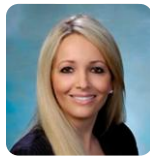
If we lean in, and lean in together, we can make a difference.



S. Corcoran



P. Strange



S. Hoffman

You all are probably wondering what we mean by this. We took this concept from the graduation speech given by Facebook COO Sheryl Sandberg earlier this year to the graduates of Barnard College. We found this speech, and concept, inspiring, and wanted to share it with you as we all renew our commitment to contribute to the firm's diversity

initiatives. You can find the speech [here](#).

What can you expect from a Women's ARG? Jackson Lewis has had terrific success in the promotion of women within the firm, as well as in its lateral initiative. That means we have motivated attorneys willing to be leaders within our firm as well as mentor others in developing business opportunities, and assist the firm in recruiting outstanding female candidates to join us.

Because of the size of our firm, we need attorneys who are committed to help us make a positive difference. Do not hesitate to contact any one of us with your ideas. We look forward to your enthusiasm as we make Jackson Lewis the Employer of Choice for female attorneys.

For more information on the Women's ARG, please contact [Susan](#), [Peggy](#), or [Samantha](#).



All we do is
work®

Workplace Law. In four time zones and forty-eight locations from coast to coast. With almost 700 attorneys, Jackson Lewis LLP sets the national standard, counseling employers in every aspect of employment, labor, benefits and immigration law and related litigation.

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*Preventive Strategies and
Positive Solutions for the Workplace®*