

Diversity Committee

Newsletter

4th Quarter 2012

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

I am pleased to report that Jackson Lewis continues to be recognized for making the recruitment, advancement, and retention of female attorneys a priority. In a recent "Women in the Equity Partnership" report, compiled by the *National Law Journal*, [our firm](#) was ranked **17th out of 221** law firms based on our high percentage of female equity partners. This recognition follows our impressive third-place standing on *MultiCultural Law* magazine's "Top 100 Law Firms for Women" list, and [our recent certification](#) as a Gold Standard Firm by the Women in Law Empowerment Forum.

I thank our Jackson Lewis attorneys for their commitment to enhancing the firm's reputation through active participation and leadership in bar associations, minority legal organizations, local chambers of commerce, and women's business organizations. Our firm has always prioritized the value of a diverse workforce, and we are very happy to be recognized publicly for our efforts. We expect these accolades to keep coming as we continue to expand the scope and breadth of opportunities for all of our attorneys.

"...our firm was ranked
17th out of 221"

Women in the Equity Partnership
National Law Journal

See Messages from firmwide Managing Partner, Patrick L. Vaccaro, Management Committee Liaison, Joan Ackerstein, and firmwide Managing Partner-Elect, Vincent A. Cino, on Pages 2-4.

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A Word From Our Managing Partner...



Patrick L. Vaccaro
*Firmwide Managing
Partner*

Throughout my tenure with Jackson Lewis, including my service as Vice Chair and as firmwide Managing Partner, I have fostered Jackson Lewis' long-standing commitment to an inclusive culture where diversity is valued, and all of our attorneys and staff are able to realize their professional potential within the firm and through client service. We have had success fulfilling this commitment, thanks in part to the partners who, with the strong support of the Management Committee, led our early informal and, later, formal diversity and inclusion ("D&I") efforts.

From 2005 to the present, the firm has grown from 387 attorneys in 21 offices to more than 720 attorneys in 49 locations today. In that same period, we have made great strides in increasing the diversity of our attorneys. Our percentages of women and minority attorneys have risen significantly with notable increases in the partnership. The percentage of female partners has risen from 19% in 2005 to 27% in 2012 and the percentage of minority partners has doubled from 6% to 12%. Women and minorities hold leadership positions within the firm, including 2 members of the Management Committee, 10 Managing Partners/Resident Managers, 4 Practice Group Chairs, and 11 Litigation Managers. We have a strong Diversity Committee and 5 active Attorney Resource Groups.

Our efforts have begun to be publicly recognized. For example:

- In recent years, two clients—Sodexo and Target—have recognized Jackson Lewis for our D&I efforts;
- The firm has been recognized multiple times as a "Top Law Firm for Diversity" by *American Lawyer*;
- In 2012, the firm was recognized as a "Top 100 Law Firm for Diversity" (#34) by *MultiCultural Law* magazine;
- The firm received "Honorable Mention" from the 2011 Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility;
- Jackson Lewis was certified as a "Gold Standard Firm" by the Women in Law Empowerment Forum; and
- Many individual attorneys have been recognized for their services to minority and female legal organizations and the broader community.

We can congratulate ourselves on these achievements, but must recognize that there is much more to be done. I am confident that under the leadership of the Management Committee; firmwide Managing Partner-Elect, **Vincent Cino (Morristown)**; Management Committee Liaison to the Diversity Committee,



Joan Akerstein (Boston); and Diversity Committee Chair, **Weldon Latham (Washington, D.C. Region)**; the firm will continue to enhance our efforts and achievements in this critical effort.

Special thanks to **Will Anthony (Albany)**, who led the first formal firmwide Diversity Committee, then to **Tyler Brown (San Francisco)**, **Patty Diulus-Myers (Pittsburgh)** and **LeRoy Watkins (Morristown)** who jointly co-chaired the Committee for many years, as well as to all of the partners, counsel, and associates who continue to support the firm's diversity efforts, either in a formal role with the Diversity Committee, Attorney Resource Groups, or through their everyday actions recruiting minority and women attorneys to the firm, coaching or mentoring diverse attorneys, or including diverse attorneys on client service and marketing teams.

I am proud of this firm and the inclusive and collaborative culture we have carefully nurtured, and I look forward to my new role as I continue to help build upon our solid foundation, including growing the firm, recruiting lateral partners, and creating an even stronger and more diverse Jackson Lewis.

A Word From Our Management Committee Liaison...



Joan Akerstein
*Management Committee
Liaison to the Diversity
Committee*

I have enjoyed serving as Management Committee Liaison to the Diversity Committee over the past year. The firm continues to make progress on many levels, from representation of minorities and women in the partnership and leadership positions to enhanced diversity communications and client development efforts. Working together, we will make further progress on the firm's diversity and inclusion efforts over the next year and beyond.

The wide range of activities and sponsorships the Diversity Committee and Attorney Resource Groups have been involved with this year is a tribute to the dedication of the many attorneys leading and participating in these efforts. We can justly be proud of the recent accolades we have received, such as being recognized by the Women in Law Empowerment Forum as a "Gold Standard Firm" and by *American Lawyer* as a "Top Firm for Diversity." We cannot rest on our laurels, however, and must continue the firm's longstanding commitment to and fostering of diversity.

As we move into 2013, I look forward to working with Vinny Cino as the new firmwide Managing Partner, the Management Committee, Diversity Committee Chair, Diversity Manager, the Attorney Resource Group Chairs and Co-Chairs in continuing to make fostering diversity a firm priority.



A Word From Our Managing Partner-Elect...



Vincent A. Cino
Firmwide Managing
Partner-Elect

As firmwide Managing Partner-Elect, I strongly support Jackson Lewis' long-established commitment to diversity and inclusion ("D&I"), which makes us a stronger firm in virtually every respect. I want to thank **Pat Vaccaro**, the Management Committee, the Diversity Committee, the Attorney Resource Groups, and the many partners who have given their time and creativity to supporting the firm's diversity initiatives and to recognize the firm's first Diversity Manager, **Mike Hatcher (Washington, D.C. Region)**, as well as the Chairs and Co-Chairs of our five Attorney Resource Groups: (1) African American ARG: **LeRoy Watkins (Morristown)** and **Dev Sukhdeo (Miami)**; (2) Hispanic ARG: **James Botana (Chicago)** and **Pedro Torres-Diaz (Miami)**; (3) Asian American ARG: **Tanya Bovée (Hartford)** and **Nicky Jatana (Los Angeles)**; (4) LGBT ARG: **Michelle Phillips (White Plains)** and **Pedro Forment (Miami)**; (5) Women's Interest Network: **Susan Corcoran (White Plains)**, **Peggy Strange (Hartford)**, and **Samantha Hoffman (Orange County)**. Our ARG Chairs represent the broad geographic diversity of the firm as well as a variety of personal diverse characteristics.

The changing demographics of the United States make D&I a business imperative—as much for a national law firm like ours as for our clients. Our clients have recognized the importance of diversity and a growing number of them, including some of our largest clients, require us to report annually on our internal diversity achievements. Our clients are interested not just in our overall percentages of minorities and women, but are focusing closely on whether the teams we assign to their matters are diverse and whether minorities and women are given significant roles in their matters. In addition, the Marketing Department tells us that more than 20% of the Response for Proposals to which we respond have a diversity component and that it has become a major selection criteria for outside legal counsel for many of America's largest companies.

In order to succeed in today's competitive environment, we must continue the firm's long tradition of enhancing internal diversity and tap into that diversity to improve both client service and client development efforts. Toward that end, the firm has identified the following four priorities:

1. Recruiting of diverse attorneys;
2. Retention/Development/Promotion of diverse attorneys;
3. Client Development in response to the demands of clients and prospective clients; and
4. Client Service, improving the quality of our advice through diverse teams.

I invite all Jackson Lewis attorneys to join me in working with the Management and Diversity Committees to continue to enhance our diversity and inclusion efforts and to continue to grow a strong and vibrant firm.



Attorney Resource Group Updates

African American ARG

Led by LeRoy Watkins (Morristown) and Dave Sukhdeo (Miami)

In addition to the African American ARG's continued support of the nation's oldest and largest African American bar association, the National Bar Association (NBA), and involvement in the NBA's Annual Convention this past summer in Las Vegas (see Sponsorships section of this newsletter), we have been actively involved in other venues.



In October, **LeRoy Watkins (Morristown)** attended New York State's Annual MWBE Convention and Forum hosted by the Office of Governor Andrew M. Cuomo and the NYS MWBE Team, including JL client Dormitory Authority of the State of New York. The convention, which this year took place on October 25-27, 2012, at Albany's Empire State Plaza Convention Center, was "the largest statewide business opportunities event" this year for minority professionals and featured "New York's new projects and an opportunity to meet New York's leading public sector decision makers and identify new opportunities." This event, as advertised, was "a one-of-a-kind opportunity to meet decision makers and procurement officers from New York State's government agencies and authorities...[and] [f]orge mutually beneficial relationships with government professionals and be among the first to learn about new projects in current and upcoming pipelines."

Asian American ARG

Led by Tanya Bovée (Hartford) and Nicky Jatana (Los Angeles)

First, we congratulate **Monica Khetarpal (Chicago)** and **Benjamin Kim (Los Angeles)** for their recent elevation to partner effective January 1, 2013. Congrats Monica and Ben!

Our members have been on the move. **Cara Ching-Senaha (San Francisco)** continued her speaking engagements for the California State Bar in June and presented at its annual Labor and Employment Law program. **Davis Bae (Seattle)** worked with **Nicky Jatana (Los Angeles)** to expand immigration work for an Asian client. The firm sponsored the National Asian Pacific American Bar Association's 24th Annual Convention, which was held on November 15-18, 2012 in Washington, D.C. **Victor Corpuz (Dallas)**, the current President of the Dallas Asian American Bar Association, and **Tanya Bovée (Hartford)** attended the convention. It was a weekend of networking with current and prospective clients, as well as some Gangnam Style karaoke! On the western front, **Ben Kim (Los Angeles)** attended the annual networking event for the Korean American Berkeley Alumni Association. The Los Angeles office sponsored this event, which was attended by a number of Korean American Berkeley alumni, including CEOs and various business decision-makers from a variety of industries.

In closing, **Tanya Bovée (Hartford)**, **Nicky Jatana (Los Angeles)**, **Benjamin Kim (Los Angeles)** and **Monica Khetarpal (Chicago)** have been working on various business development efforts through their involvement in their respective Asian bar associations. We hope to report some good news on this front soon.



Hispanic ARG

Led by James Botana (Chicago) and Pedro Torres-Díaz (Miami)

The Hispanic Attorney Resource Group has continued its long-standing relationship with the Hispanic National Bar Association (HNBA). Jackson Lewis sponsored and actively participated in the HNBA's Annual Convention in Seattle, with **Pedro Torres-Díaz (MIA)** speaking on two employment-related panels, including employment law issues in Latin America. Pedro was re-appointed to a second one-year term as General Counsel of the Hispanic National Bar Association by President, Peter M. Reyes, of Cargill Corporation. **Veronica Arechederra Hall (LV)** continued her role as an active member of the HNBA's Latina Commission and participated in meetings to discuss the committee's initiatives.



Lesbian, Gay, Bisexual and Transgender ARG

Led by Michelle Phillips (White Plains) and Pedro Forment (Miami)

The firm participated as a recruiter at this year's Lavender Law Career Fair on August 23, 2012 in Washington, D.C., which was part of the National LGBT Bar Association's Annual Conference. **Ryan Nelson (LI)** and **Ted Holmquist (LA)** represented the firm and met with dozens of candidates from various law schools throughout the country.

On November 1st, Ryan and **Michelle Phillips (WP)** presented at the National Out & Equal Conference in Baltimore in two sessions:

1. Accommodating religion and sexual orientation in the Workplace: Promoting Tolerance and Diverse Views.
2. Sexual Orientation, Gender Identity or Expression in the Context of Labor Arbitrations.

Women's Interest Network

Led by Susan Corcoran (White Plains), Peggy Strange (Hartford), and Samantha Hoffman (Orange County)

The Women's Interest Network understands that as the firm grows, we need to be innovative and decisive in our business development efforts. This summer, the Women's Interest Network began a series of networking events across the firm focusing on existing female clients, as well as prospective clients, which have continued into the fall. The response from attendees has been overwhelmingly positive, leading to stronger connections and business opportunities. We are tracking our efforts, and look forward to reporting on our successes.

In September, the Transformative Leadership Awards West program's "Sharing the Power" award was given to **Nicky Jatana (Los Angeles)** for her demonstrated commitment to advancing the



empowerment of women in corporate law. Nicky shared this honor with her client, Megan Belcher, Vice President and Chief Employment Counsel at ConAgra Foods. Way to lead by example, Nicky!

On September 20th, Jackson Lewis sponsored an inaugural program of the National Association of Women Lawyers (“NAWL”) in Dallas, Texas. The program, entitled, “The Pipeline to Equity Partnership: The Skill, Strategies, and Stumbling Blocks Women Lawyers Encounter on Their Path to Reach Equity Status,” brought together women lawyers on the brink of equity partnership at their law firms and leaders in the legal profession to focus on the new skills, strategies and priorities that women lawyers need to develop to become an owner of the business. **Kristin Bauer (Dallas)** was a chair of the event, and **Rebecca Massiatte (Dallas)** and **Maggie Murphy (Austin)** were members of the planning committee. The event was a resounding success, and NAWL plans to conduct future programs in other locations around the country. Whether internal or external events, we encourage all female Jackson Lewis attorneys to get involved in WIN activities.

Jackson Lewis WIN Events:





Awards/Honors

Our diverse attorneys regularly receive accolades for their professional and community activities. The awards below specifically pertain to diversity-related honors.

As mentioned in the Women's Interest Network's update, congratulations to [Nicky Jatana \(Los Angeles\)](#), who was awarded the Transformative Leadership Awards West program's "Sharing the Power" award, which is presented by *InsideCounsel* magazine, and honors West Coast General Counsel and law firm partners who have demonstrated a commitment to advancing the empowerment of women in corporate law. Nicky was nominated for the award by co-recipient, Megan Belcher, of ConAgra Foods.

Congratulations to [Camille Townsend \(Los Angeles\)](#), who was honored during the National Bar Association's 87th Convention in Las Vegas as one of the "[Nation's Best Advocates: 40 Lawyers Under 40](#)." In addition to her recognition as one of the "40 Under 40," she was selected by her peers to receive the "Excellence in Innovation Award," a special acknowledgement for her unique efforts in both her practice as an attorney and her community work.

Jackson Lewis was honored with an award from the Westchester County Bar Association in recognition of our participation in its Summer Internship Program of the Diversity Committee since the program's inception in 2007.

Congratulations to **Peggy Strange (Hartford)** on receiving a "Most Powerful and Influential Woman Award" from the Connecticut Diversity and Leadership Counsel. She was honored during a breakfast on October 19th. She reports: "...this breakfast turned into a celebration of Jackson Lewis' attorneys and their support for diversity. One woman talked about meeting Matt Halpern years ago and realizing that he really understood diversity initiatives. From there, everyone started sharing stories of when they first met or worked with a Jackson Lewis attorney around the country. **Tanya Bovée (Hartford)** nominated me and is clearly held in very high regard, along with **Will Anthony (Hartford)**, whose name came up repeatedly. From where I sat at this breakfast, the business world is starting to see us as pioneers in supporting diversity, and that is a fantastic place to be. It was a great morning for the firm!"

Media/Public Relations

Michelle Phillips (WP) was quoted in a July 5th *Inside Counsel* article entitled, "[Transgender attorneys protected under Title VII](#)."

Sponsorships

The firm was once again a sponsor of the National Bar Association's Annual Convention, which took place July 14th – 19th at Caesars Palace in Las Vegas. Attendees were **LeRoy Watkins (Morristown)**, **Peter Moskowitz (New York City)**, **Anton Melton-Meaux (Minneapolis)**, and **Camille Townsend (Los Angeles)**. LeRoy reports that, once again, a





highlight was the Corporate Leadership Forum, is an event run by John Page, incoming President of the NBA, and General Counsel of Golden State Foods. The National Bar Association is the nation's oldest and largest national association of predominantly African-American lawyers and judges.

The firm was also a sponsor of the Minority Corporate Counsel Association's Diversity Honors Gala, which took place at Lincoln Center in New York City on September 11th. The Gala is the premier national awards program honoring the foremost corporate law departments from across the nation for diversity and industry leadership, as well as achievements in their legal department diversity programs. **Tom Davis (Birmingham), Kevin Lauri (New York City), Jane McFetridge (Chicago), Antone Melton-Meaux (Minneapolis), Dev Sukhdeo (Miami), LeRoy Watkins (Morristown), TerRance Woodard (Miami), Mike Hatcher (Washington, D.C. Region), Nicole Saldana (New York City), and Ann Fromholz (Los Angeles)** attended on behalf of the firm, as did our Diverse Attorney Recruiter, Ron Jordan.

The firm was a sponsor of the September 12th "Women in Law Empowerment Forum 2012 Gold Standard Luncheon," which honored Jackson Lewis as a Gold Standard firm. **Susan Corcoran (White Plains), Bev Garofalo (Hartford), Lori Bauer (New York City), and Felice Ekelman (New York City)** attended on behalf of the firm.

The firm sponsored a table at the Connecticut Asian Pacific American Bar Association's annual dinner which honored Aetna. The keynote was given by the new General Counsel of Hubbell, Inc. **Bev Garofalo (Hartford), Michael Soltis (Stamford), Cristina Madry (Hartford), Sally Welch St. Onge (Hartford), Susan Krell (Hartford), and Tanya Bovée (Hartford)** attended on behalf of the firm.

Other Items of Interest

Congratulations to [Amy Peck \(Omaha\)](#) for being one of 21 Directors elected to serve on the American Immigration Lawyers Association's Board of Governors. AILA is the national association of over 11,000 attorneys and law professors who participate and teach immigration law. As an elected Director, Amy will help set the general policies of the Association, including providing financial oversight, setting annual goals, and monitoring Association accomplishments. This is Amy's second term serving on the Board of Governors.





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