

Diversity Committee

Newsletter

Spring 2012

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

We recently responded to one of our client's requests for diversity statistics and information, and their feedback on our progress was positive, stating *"The information you provided in your Inclusion & Diversity scorecard shows that your firm has made a very solid start toward achieving our shared objective... Having two women attorneys and one minority attorney among the three lawyers working on company matters is a very impressive show of commitment. I want to thank you for that unequivocal demonstration of I&D dedication, which I hope will continue."* Our client's recognition of our efforts is both gratifying and indicative of the business imperative of diversity.

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all we do is work

Awards/Honors

Although our diverse attorneys regularly receive individual accolades, the awards and honors listed below recognize the firm as a whole.

The firm was ranked #36 on *Multicultural Law* magazine's list of the **"Top 100 Law Firms for Diversity."** We also did well in the "breakdown rankings" below.

The "breakout rankings" are as follows:

- We ranked **#3** on their "Top 100 Law Firms for Women" list.
- We ranked **#9** on their "Top 50 Law Firms for Partners" list.
- We ranked **#13** on their "Top 25 Law Firms for African-Americans" list.
- We ranked **#16** on their "Top 25 Law Firms for Hispanic-Americans" list.





Pro Bono Partnership, a nonprofit legal assistance provider serving Connecticut, New Jersey, and New York nonprofits, has named Jackson Lewis its “**Outstanding Law Firm of the Year,**” and was recently recognized at a reception hosted by Hogan Lovells at its Manhattan office.

Jackson Lewis received “Honorable Mention” from the **2011 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.

Congratulations to **Kristin Bauer (DAL)** on her Outstanding Member Award from the National Association of Women Lawyers (NAWL), which will be presented during NAWL’s annual luncheon in New York City in July.

Attorney Resource Group Updates

Lesbian, Gay, Bisexual and Transgender ARG

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

The LGBT ARG recently submitted two possible presentation proposals for the National Out & Equal Conference on 10/12, including:

- **Arbitration of LGBTQ Issues: Why Side-Stepping the Courts Might Benefit Your Business.** At first blush, arbitration of LGBTQ issues might appear to be just as complicated as litigating the same issues in court. This workshop will dispel that misconception. Attendees will learn the basics of how to seek/compel arbitration, as well as the pros and cons of arbitration as compared to litigation. Issues covered will include arbitrators’ treatment of sexual orientation and gender identity/expression discrimination, whether denying domestic partnership benefits to an employee violates a company policy against sexual orientation discrimination, and whether employees are eligible for employer-sponsored insurance coverage for sex reassignment surgery; and
- **Accommodating Religion and Sexual Orientation in the Workplace: Promoting Tolerance and Diverse Views.** Analyzing diverse perspectives and utilizing presenter role play to demonstrate important legal themes, this presentation will explore the delicate balance between an employer’s duty to reasonably accommodate sincerely held religious beliefs and practices, yet still create a welcoming environment for employees who do not follow those same beliefs and practices. In particular, the workshop will discuss balancing the conflict between religious belief and sexual orientation in the workplace.





Ryan Nelson (LI), **Dave Lichtenberg (MOR)** and **Michelle Phillips (WP)** are working with Christina Duffy (of the Pro Bono Partnership) on a chapter in the upcoming BNA primer on transgender laws. Their chapter focuses on the context of labor arbitration as it relates to issues concerning sexual orientation and gender identity/expression, discrimination claims, the “Just Cause Clause” and the “Non-Discrimination Clause,” and health insurance coverage for gender reassignment surgery.

Women's Interest Network

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

We are off to a great start! We are excited to announce our sub-committee chairs:

- **Nadine Abrahams (CHI)**, Litigation Manager; **Bev Garofalo (HFD)**, Managing Partner, and Finalist for a *Chambers USA* “Women in Law Award;” and **Rene Thorne (NOLA)**, Resident Manager. They will be focusing on getting the word out, internally at JL and externally, about the fantastic women we have at JL.
- **Stephanie Adler (ORL)**, Litigation Manager and trial lawyer extraordinaire; and **Dev Christensen (SF)**, a triple threat: advice and counsel master, trainer, and litigator; and **Stephanie Lewis (GRE)**, Litigation Manager and Co-Chair of our firm's *Pro Bono* initiative. As the name suggests, these ladies will be focusing on business development.
- **NAWL:** **Kristen Bauer (DAL)**, **Emily Borna (ATL)**, and **Joy Chin (LI)**. Kristen and Emily are both superb litigators and members of the firm's DHLM practice, while Joy is one of our national AAP practice leaders. This team will be leading JL's efforts with the National Association of Women Lawyers.



Media/Public Relations

Our diverse attorneys are quoted and featured in the media on a regular basis. The items listed below specifically pertain to diversity-related topics.

Chair of the LGBT ARG, **Michele Phillips (WP)**, was quoted in a March *Inside Counsel* article, “[Termination of transgender employee ruled illegal.](#)” The article is focused on the recent 11th Circuit *Glenn v. Brumby* decision.

Chair of the Women's ARG, **Susan Corcoran (WP)**, was quoted in a [press release](#) by the Pro Bono Partnership after Jackson Lewis was honored as the organization's “Outstanding Law Firm of the Year.”

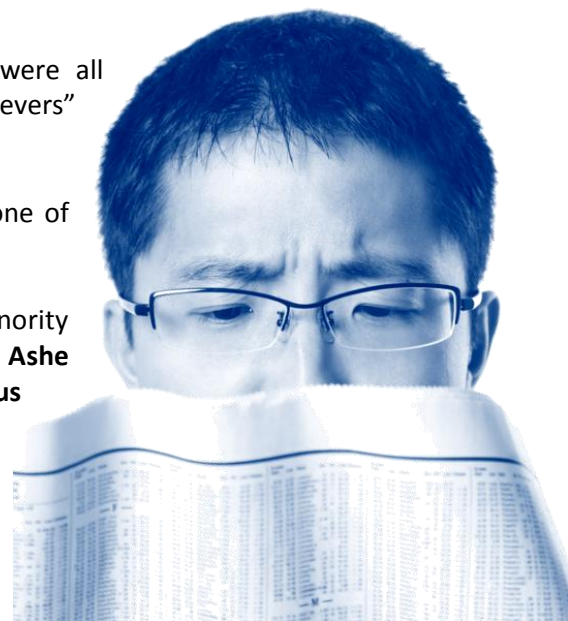


Jackson Lewis received great coverage in the March issue of [Noticias](#), the Hispanic Lawyers Association of Illinois' monthly newsletter. In particular, the "President's Message" talks extensively about a panel discussion we held for law students on how to find their first job, and contains a photo of the panel, which includes **Jane McFetridge** and **James Botana (both CHI)**. Presence

Tanya Bovée, **Cristina Madry**, and **David Salazar-Austin (all HFD)** were all featured in the *Connecticut Law Tribune's* "Lawyers of Color High Achievers" issue.

Maurice Jenkins (DET) was profiled by *Michigan Lawyers Weekly* as one of their "Leaders in the Law."

The following partners were listed in the March/April issue of the Minority Corporate Counsel Association's (MCCA) *Diversity & The Bar*: **Mason Ashe (DC)**, **Veronica Archederra Hall (LV)**, **Samia Kirmani (BOS)**, **Kevin Lashus (AUS)**, **Rebecca Massiatte (DAL)**, **Antone Melton-Meaux (MIN)**, **Timothy Moppin (SF)**, **John Ontiveros (SD)**, **Marlo Roebuck (DET)**, and **Cynthia Sandoval (OC)**. Each year, MCCA honors all attorneys who made partner the previous year, so these are all of our 2011 partners. Those who were elevated effective January 1, 2012, or who are hired in 2012, will be featured in MCCA's 2013 issue.



Published Articles

The February issue of *Los Angeles Lawyer* published an article on the use of social media in the workplace, which was written by **Nicky Jatana (LA)**, **Cynthia Sandoval (OC)** and **Leslie Glycer (OC)**.

Diversity-Related Sponsorships

Jackson Lewis sponsored the NAACP's "A Conversation with Anita Hill," which took place on February 23rd at the Yale Master's House of Berkeley College. **Tanya Bovée (HFD)** was on the host committee, and she and **Tokunbo Akinbajo (HFD)** attended on behalf of the firm.

On March 7th, Jackson Lewis sponsored the Tri-State Diversity Council's "3rd Annual Connecticut Women in Leadership Symposium." **Tanya Bovée (HFD)** presented on "Cross Cultural Leadership," and additional JL attendees were **Peggy Strange**, **Bev Garofalo**, **Cristina Madry (all HFD)**, along with firm clients, Enterprise, Hartford Foundation for Charitable Giving, and Saint Francis Hospital and Medical Center.

The firm supported the Human Rights Campaign's Los Angeles dinner on March 17th. **Ted Holmquist (LA)** attended.

The firm sponsored the YWCA Hartford Region's 17th annual "In the Company of Women" luncheon, which took place on March 20th and featured Rosie Perez. **Bev Garofalo**, **Holly Cini**, **Victoria Chavey**,



and **Kristi Rich (all HFD)** attended with firm clients Boehringer Ingelheim Pharmaceuticals, Eppendorf, Vertafore, and Northeast Utilities.

The firm was a sponsor of the National LGBT Bar Association Out & Proud Corporate Counsel Reception in Los Angeles on March 29th. **Joel Kelly, Ted Holmquist, Talya Friedman** and **Shagha Balali (all LA)** attended on behalf of the firm.

The firm was a “Gold” sponsor of “Our History, Our Future: Celebrating Attorneys of Color in Connecticut,” which tells the untold history of attorneys of color in Connecticut, and was hosted by the Connecticut Bar Foundation James W. Cooper Fellows, the Connecticut Asian Pacific American Bar Association, the Connecticut Hispanic Bar Association, the George W. Crawford Black Bar Association, and the South Asian Bar Association of Connecticut. The symposium took place on April 13th at the Quinnipiac University School of Law. **Tanya Bovée** and **Holly Cini (both HFD)** attended on behalf of the firm.

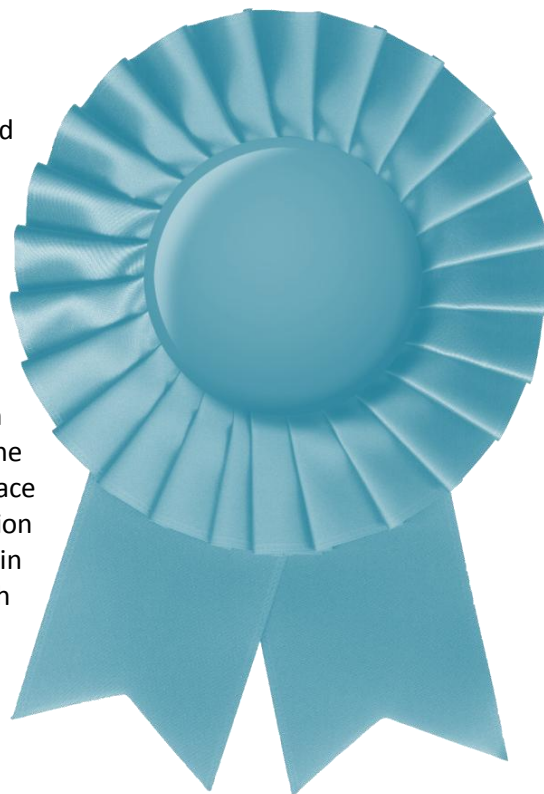
The **Asian Attorney Resource Group (AARG)** is working on sponsorships and speaking engagements at both the national North American South Asian Bar Association (NASABA) and National Asian Pacific American Bar Association (NAPABA) annual conferences. For more information, contact [Nicky Jatana \(LA\)](#).

Other Items of Interest

Diversity Committee Chair, **Weldon Latham (DC)**, was honored by Reverend Al Sharpton’s National Action Network with an “Excellence Award.” Reverend Sharpton is now the host of MSNBC Daily News/commentary program “Politics Nation.”

Mason Ashe (DC) was a featured speaker at the Howard University Sports & Entertainment Law Students Association annual seminar on the demands of collegiate athletics and the difficulties student athletes often have during their transition into professional sports. Mason will also be a panelist during the National Bar Association’s National Convention, which takes place in July at Caesars Palace in Las Vegas. The National Bar Association is the oldest and largest organization of lawyers of color in America. Mason’s panel discussion is on “Representing High Profile Sports and Entertainment Figures.”

Congratulations to **Stephanie Lewis (GRE)**, who was recently named Managing Partner of the firm’s Greenville office.





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