

Diversity Committee

Newsletter

2nd Quarter 2013

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

I'm pleased to report that Jackson Lewis continues to be recognized for our inclusive policies. For the second year in a row, we have been recognized as a "Gold Standard Firm" by the Women in Law Empowerment Forum (WILEF). This designation is reserved for large firms that have successfully integrated female attorneys into their top leadership positions. To meet WILEF's requirements for Gold Standard designation, we successfully showed that female attorneys are well represented among our equity partners and hold key leadership positions, including on governance and compensation committees, and that the firm recognizes the contributions of women through compensation. In addition, after 2 years as an "Honorable Mention" recipient, our **Long Island office** was named a "winner" of the 2013 "Alfred P. Sloan Awards for Excellence in Workplace Effectiveness and Flexibility." This prestigious award recognizes employers that successfully use workplace flexibility to meet both organizational and employee goals. Winners are identified through a rigorous selection process, which involves evaluation of employers' flexibility programs and practices (from telecommuting to job sharing to phased retirement programs) and a confidential employee survey.

I also want to congratulate **Pamela Irons (MEM)** on her recent promotion to Of Counsel, and **Karen Griffin (DAL)** on her appointment to Managing Partner of the Dallas office.



P. Irons



K. Griffin

Finally, with Vincent's election as Managing Partner, please see the updated Diversity Committee organizational chart, included on the next page.

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Jackson Lewis Diversity Team

Click on images to see full biographies

PARTNERSHIP



Vincent A. Cino (MOR)
Firm-wide Managing Partner



Joan Ackerstein (BOS)
Management Committee Liaison



Weldon H. Latham (DC)
Chair



Michael R. Hatcher (DC)
Diversity Manager



LeRoy J. Watkins, Jr. (MOR)



Devand A. Sukhdeo (MIA)
AFRICAN AMERICAN ARG



Tanya A. Bovée (HFD)



Nicky Jatana (LA)
ASIAN AMERICAN ARG



James F. Botana (CHI)



Pedro J. Torres-Díaz (MIA)
HISPANIC ARG



Michelle E. Phillips (WP)



Pedro P. Forment (MIA)
LESBIAN, GAY, BISEXUAL & TRANSGENDER ARG



Susan M. Corcoran (WP)



Margaret J. Strange (HFD)



Samantha N. Hoffman (OC)
WOMEN'S INTEREST NETWORK (WIN)



Awards/Honors

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

Congratulations to **Tanya Bovée (HFD)**, who was selected by the Eastern Region of the Lawyers of Color to its inaugural “Hot List.” Tanya is one of 100 early-to-mid career minority attorneys to be selected for the honor.

Sponsorships

The **Hartford office** sponsored and attended the George W. Crawford Black Bar Association’s Annual Dinner on April 25th, which honored James T. Breedlove, Senior Vice President, General Counsel and Corporate Secretary of Praxair and William E. Strickland, Jr., President & CEO of Manchester Bidwell Corporation. **Genea Bell (HFD)** is the President-Elect of Crawford and was the Chairperson of the dinner this year, which had 200 attendees.



Genea Bell (HFD) was Chairperson of the 2013 George W. Crawford Black Bar Association’s Annual Dinner

The firm was a sponsor of the Women’s Legal Defense and Education Fund’s “Legal Momentum, Aiming High Luncheon,” which took place May 8th in New York City. Kelly Tullier, Deputy General Counsel of firm client PepsiCo, Inc. was one of this year’s honorees. Firm guests at the event included Michael O’Brian, Senior Vice President and General Counsel of firm client Omnicom Group, and three employment counsel from PepsiCo – Michelle DeBernardes, Alison Maki, and Morgan Ruey. **Weldon Latham (DC)**, **Mike Hatcher (DC)**, **Susan Corcoran (WP)**, **Felice Ekelman (NYC)**, and **Michelle Phillips (WP)**, represented the firm.

The **Hartford office** sponsored and attended the Lawyers Collaborative for Diversity Edwin Archer Randolph Diversity award, which was presented to the Honorable Nina F. Elgo on May 9th.

The firm was a sponsor of the North American South Asian Bar Association’s Annual Convention, which took place June 20th – 23rd in San Francisco. Please see the Asian American ARG update for additional details.

The firm sponsored the Rainbow PUSH Coalition’s and Citizenship Education Fund’s 42nd Annual International Convention at the Chicago Hilton & Towers on July 6th – 10th. This year’s



theme was “A More Perfect Union: 150 Years Later, Beyond Freedom – Reconstruction.” **Weldon Latham** and **Mike Hatcher (both DC)** attended the event.

The firm is a “Silver” level sponsor of the Corporate Counsel Women of Color Ninth Annual Career Strategies Conference, taking place September 25th – 27th at The Grand Hyatt, Washington, D.C. The following attorneys are scheduled to attend on behalf of the firm: **Ariana Arnold (BAL)**, **Minnie Fu (DC)**, **Misti Mukherjee (DC)**, **Nicole Saldana (NYC)**, **Ruthie White (HOU)**, and **Monica Williams (TPA)**. As a benefit of our Career Strategies Conference sponsorship, we received several passes to the “Career Strategies Conference for Law Firm Associates,” which took place on April 25th in New York City. At CCWC’s request, Misti participated in a panel discussion on “Time Management Strategies for the Busy Legal Professional” during the associates’ conference. **LeRoy Watkins (MOR)** was also a panelist for a separate session.



Jackson Lewis attendees at the CCWC Career Strategies Conference for Law Firm Associates included (from L-R): Leslie Saint (MOR), Nadine Trinh (WP), Robin Terry (DC), Misti Mukherjee (DC), Natalie Norfus (formerly with the MIA office), and Kimberly Dobson (LI).

Attorney Resource Group Updates

African American ARG

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

During the second Quarter, members of the African American Attorney Resource Group were involved in the following activities:

On April 26th, **Ruthie White (HOU)** was a speaker at the Jackson Lewis Jazz Fest Employment Law Symposium in New Orleans, LA and presented the topic, “Perks & Perils of Social Media in the Workplace.” More than 100 human resources professionals and in-house counsel were in attendance. On May 16th, Ruthie also presented the same topic at the HR Gulf Coast Symposium, with over 500 HR professionals in attendance.

On April 25th, **DeAndrea Washington (HOU)** and a number of JL associates of color attended the Corporate Counsel Women of Color Associates’ Conference in New York, where both **Misti Mukherjee (DC)**, and **LeRoy Watkins (MOR)** were panelists. Additional details and a photo from this event can be found in the “Sponsorships” section of this newsletter.



On May 23rd, DeAndrea conducted a training on cultural sensitivity and diversity for The Center for Success and Independence, one of our pro bono clients. After the training, DeAndrea was asked to become a board member.

During this quarter, DeAndrea also worked with **Virginia Swindell (HOU)** to coordinate the Houston office's summer WIN event – "Fashion that Works" – held at Nordstrom in the Houston Galleria on May 30th. Additional details on this program can be found in the "Events" section of this newsletter.

Asian American ARG

Led by Tanya Bovée (HFD) and Nicky Jatana (LA)

Monica Khetarpal (CHI) and **Punam Sarad (SF)** attended the 10th Annual North American South Asian Bar Association's Convention in San Francisco from June 20th - 23rd. Monica was invited to speak on a panel covering social media policies, titled "Gadgets and Gizmos in the Workplace." The conference was well attended, and featured Preet Bharara, United States Attorney for the Southern District of New York, and the Honorable Sri Srinivasan, who was recently sworn in as a judge on the United States Court of Appeals for the D.C. Circuit, as keynote speakers. Punam assisted with organizing this year's event, and Monica will be volunteering on organizing committees for next year's conference, which will be in Chicago.



Punam Sarad (SF) and Monica Khetarpal (CHI)
attend the 2013 NASABA Convention

In April, **Sujata Ajmera (AUS)** spoke at the Travis County Women Lawyer's Association Spring CLE on Immigration and I-9 compliance issues. In June, the South Asian Bar Association of Austin (of which Sujata is Chair) co-hosted a panel discussion on the Evolving South Asian Experience in America. Panelists included Indian-American Author Nina McConigley, Austin-based attorney Ketan Kharod, and University of Texas lecturer Dr. Aarti Bhalodia. The event included a reception for over 50 local professionals who attended the event.

Nicky Jatana (LA) has compiled a list of our group's language capabilities. Please contact Nicky if you would like to be added to the list or if we can assist in any way.

We are in the process of renaming the Asian American Attorney Resource Group and invite all suggestions. Kudos go to **Craig Woo (LA)** for suggesting 5 names! Feel free to weigh in on your favorite or let us know what your thoughts are.

- Asian Pacific Resource & Information Sharing Exchange (APRISE)
- Asian Coalition Opportunity & Resource Network (ACORN)
- Asian Coalition for Transformational Information & Opportunity Networking (ACTION)



- Asian Pacific American Resource Exchange (APARE)
- Asian Pacific American Resource Consortium (APARC)

We are also pleased to introduce our newest member, **Alison Hong (SF)**. Alison is currently on the Board of Directors for the Korean-American Bar Association of Northern California and a Pro-Bono Committee Co-Chair.

If you are interested in joining the Asian American ARG, please let **Nicky Jatana (LA)** or **Tanya Bovée (HFD)** know.

Hispanic Attorney Resource Group

Led by James Botana (CHI) and Pedro Torres-Díaz (MIA)

We continue our active participation in the Hispanic National Bar Association (HNBA). Both **Pedro Torres-Díaz (MIA)** and **Verónica Arechederra Hall (LV)** hold important roles within the organization. Pedro continues as General Counsel of the HNBA and as such, participates in its Executive Committee and acts as Chair of the Elections Board. Veronica is an active member of the HNBA's Latina Commission. We are also gearing up for the annual convention, which this year takes place from September 4th – 7th in Denver, Colorado. We will be reaching out to our attorneys to coordinate a planned and effective presence at the convention. Because of our involvement with HNBA, we have recently been asked to participate in a class actions employment law panel, and we will be identifying a speaker for it. Jackson Lewis has become a regular in HNBA panels throughout the years. This will be another great opportunity to promote the firm's expertise in the area, as well as our internal diversity.



Lesbian, Gay, Bisexual and Transgender ARG

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

In celebration of June being Pride Month, LGBT ARG co-Chair, **Michelle Phillips (WP)**, presented a complimentary webinar on "Sexual Stereotyping & Gender Identity in the Workplace." It is housed on the "Webinars" section of the firm's website, if you are interested. Additionally, Michelle wrote a post on the firm's [Collegiate and Professional Sports Law Blog](#) on "[Defeating Sexual Orientation and Gender Identity Discrimination on the Field.](#)"



Women's Interest Network

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

Thanks to the **Atlanta, Dallas, Hartford, Long Island, Los Angeles, Morristown, New York City, Orlando and White Plains offices**, Jackson Lewis is a proud “Diamond” sponsor of the National Association of Women Lawyers (NAWL) 2013 Annual Meeting and Awards Luncheon, which takes place July 24th – 25th at the Waldorf=Astoria in New York City. NAWL is a national organization of female attorneys devoted to promoting the interests and progress of women attorneys and women's legal rights. During the luncheon, NAWL will honor individuals who have made significant contributions to diversifying the legal profession, and WIN member, **Kristin Bauer (DAL)**, will be sworn in as a NAWL Board member. JL attendees and our guests also will participate in interesting and timely CLE programs throughout the day. The program will end with a Night of Giving networking event benefiting inMotion, a non-profit organization that provides free legal services to indigent and working poor women in New York City.



The Orlando office's WIN event

To date, the Women's Interest Network has held 22 events involving 21 offices, all to rave reviews. Details on the recent events, as well as ones that are upcoming, are on the next page.

Please remember to take pictures at your events so they can be included in future issues of this newsletter!

WIN Events

On May 22nd, the **Orlando office** hosted a fun evening of chocolate making, wine and networking during a WIN event held at Farris and Foster's Fine Chocolates.

On May 23rd, the **Las Vegas office** hosted a WIN event of “Tea, Talk, and Toddies” at the Four Seasons Las Vegas.

The **Houston office** held its summer WIN event – “Fashion that Works” – on May 30th at Nordstrom in the Houston Galleria. The event was split into three segments. During the first segment, fashion trends for professional women were presented by a Nordstrom personal stylist. Guests were shown complete work looks and provided with advice on essential pieces for the professional woman's wardrobe. During the second segment, a Nordstrom beauty expert presented the latest makeup, facial and skincare products to our guests. Each guest had an individual consultation with the beauty expert to select a designer lipstick of her choice. Guests were provided with a goodie bag filled with makeup and skincare samples, a pink JL



baseball cap, and a deck of JL playing cards. During the last segment of the evening, everyone transitioned to the Nordstrom restaurant for appetizers, wine, entrees and desserts from a pre-selected menu. Three randomly selected guests received an accessory from Nordstrom valued at approximately \$100.

The **Denver office** hosted a WIN event at the Cook Street School of Culinary Arts on June 18th. They had an evening of mingling, gourmet cooking and dining. The Denver female attorneys and guests mingled over cocktails, prepared an elegant meal with professional chefs, and then enjoyed the meal they prepared.

On July 18th, the **Philadelphia office** hosted an evening of cooking, tasting and touring Chinatown, featuring the culinary talents of Master Chef Joseph Poon. Guests were treated to a tour of Philadelphia's Chinatown, which included a trip to a fortune cookie factory. The tour was followed by a dim sum making class and dinner.

The **D.C. Region office** hosted a small group of high-level women executives at the Corcoran Gallery of Art on July 24th. Guests enjoyed a champagne reception in the Director's Office, followed by a Curator-led tour of the American Collection. After the tour, everyone gathered for a dinner at the Founding Farmers restaurant.

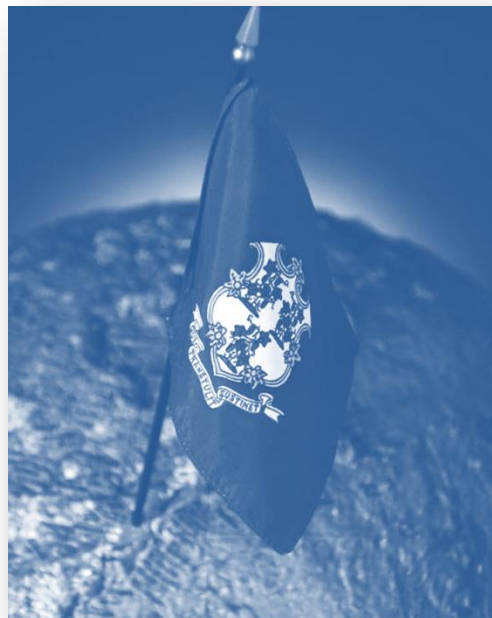
In August, the **Seattle office** will host a WIN event at glassybaby, a Seattle-based art studio where local artists create 500 handmade glass votives each day. Glassybaby was founded by Lee Rhodes, a lung cancer survivor who found solace and inspiration in the warm glow of votives during her battle with cancer. Rhodes has appeared on "The Martha Stewart Show" and was named an "Entrepreneur of 2011" by *Entrepreneur* magazine. During this event, Seattle attorneys and local clients and contacts will enjoy cocktails and hors d'oeuvres and learn more about Rhodes' inspirational story. They will also have the chance to see how a glassybaby votive is made, and for each glassybaby purchased during the evening, 10 percent of the proceeds will be donated to a local charity. To read more about glassybaby and Lee Rhodes, check out the Huffington Post story "[Lee Rhodes: Glassybaby: A Battle With Cancer Gives Life To A Startup.](#)"





Miscellaneous

The **Hartford office** attended the Connecticut Fair Housing Center's annual dinner on June 13th. **David Salazar-Austin (HFD)** is the President of the Center's board. At the dinner, the Center awarded the Mildred and Richard Loving Civil Rights Award to Sara Pratt, Deputy Assistant Secretary at HUD, who oversees the enforcement of the Fair Housing Act and other civil rights laws, and honored Bernie Kleina, one of the most respected fair housing advocates in the country and the longtime Director of Hope Fair Housing Center (Illinois). Mr. Kleina has also been photographing the civil rights movement since the early 1960's, when he had unique access to its leaders, most prominently, Martin Luther King, Jr. **Beverly Garofalo (HFD)** was a lucky bidder, obtaining one of Mr. Kleina's signed photographs at the auction for the Hartford office.





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