

Diversity Committee

Newsletter

3rd Quarter 2013

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

On September 12th, the firm was honored at a special luncheon in recognition of being recertified as a “Gold Standard Firm” by the Women in Law Empowerment Forum (WILEF). **Lori Bauer (NYC)** and **Susan Corcoran (WP)** attended on behalf of the firm and accepted the award, which is proudly displayed in the **White Plains office**. As mentioned in previous editions of this newsletter, “Gold Standard Firm” designation is reserved for large firms that have successfully integrated female attorneys into top leadership positions, and have successfully shown that female attorneys are well represented among equity partnerships and recognize the contributions of women through compensation. As you can imagine, we are all thrilled to be honored with this award and thank Lori and Susan for their efforts.

I also want to take a moment to welcome **Jewell Lim Esposito** to our **Washington, D.C. Region office**. Jewell previously served as Partner and Co-Chair of Constangy, Brooks & Smith’s ERISA Practice Group and has more than 20 years of employee benefits and tax law experience. She regularly negotiates and structures settlements with the IRS and DOL on her clients’ behalf with respect to fiduciary and tax, pension, and delinquent payroll and employment tax matters. Welcome, Jewell!



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Awards/Honors



Congratulations to **Misti Mukherjee (DC)**, who has been selected as the recipient of the Fairfax Law Foundation Gold Gavel Award in the Non-Profit category! The Golden Gavel Awards were established to recognize the exemplary work and notable accomplishments made by local individuals, organizations, and businesses that benefit the Northern Virginia community. She was honored and celebrated at a special dinner at the Country Club of Fairfax on September 11th.

As further evidence of Misti's commitment to the community, she has been [named](#) Chairman of the Board of Northern Virginia Family Service (NVFS), a non-profit community service organization that works to improve lives through a variety of programs in five mission initiatives: safe & stable housing, child & family enrichment, health access, emergency assistance and workforce development. NVFS is an innovator of efficient and comprehensive service methods, and has been recognized nationally for its effectiveness in creating sustained financial and social independence for its clients. Congratulations on both of these outstanding achievements, Misti!

Congratulations to **Ryan Nelson (LI)** for being named one of the LGBT Bar Association's 40 Best LGBT Lawyers Under 40!

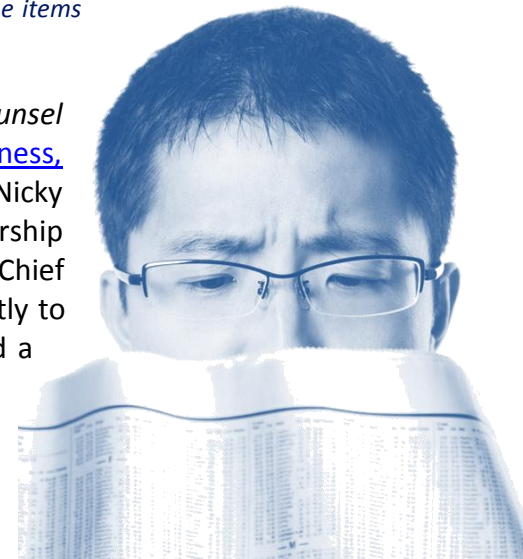


Congratulations to **Verónica Arechederra Hall (LV)**, who was named one of Nevada's Hispanic Leaders by the *Nevada Lawyer*! She is in good company--other "Nevada Hispanic Leaders" include Governor Brian Sandoval, and Nevada's Attorney General, Catherine Cortez Masto.

Media/P.R.

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

Nicky Jatana (LA) was featured in the September 25th *Inside Counsel* article, "[Sharing the Power: Female in-house counsel provide business, mentoring for women attorneys.](#)" The article is in connection with Nicky winning the Sharing the Power award at the Transformative Leadership Awards, which was co-presented to Megan Belcher, VP and Chief Employment Counsel at ConAgra Foods, Inc. The award is given jointly to "a woman general counsel or senior leader in a law department and a female partner at a law firm who have collaborated to increase the economic empowerment of one or more female partners in that firm." Congratulations to Nicky and Megan!





Verónica Arechederra Hall (LV) was interviewed by *Nevada Lawyer*, the State Bar's publication for an article on Nevada's Hispanic Leaders as part of their September Hispanic Heritage Month issue.

Sponsorships

The firm was a sponsor of the National Bar Association's 2013 Corporate Leadership Forum, which was held during the National Bar Association's 88th Annual Convention and Exhibits, which took place on Tuesday, July 30th at the Fontainebleau Hotel in Miami, Florida. **Weldon Latham (DC)**, as a Jackson Lewis/Event Sponsor representative, was not only able to give a keynote address at the NBA Corporate Leadership Forum (details to follow in the African American Attorney Resource Group section of this newsletter), but he was also able to acknowledge firm client, Larry Thompson, Executive Vice President and General Counsel of PepsiCo, for winning the prestigious NBA Pinnacle Award for Lifetime Achievement.

Jackson Lewis was a sponsor of the Minority Corporate Counsel Association's Diversity Honors Gala, which took place on September 17th at Alice Tully Hall in New York City. Additional information can be found in the African American ARG update later in this newsletter.

The firm was a sponsor of the Corporate Counsel Women of Color 9th Annual Career Strategies Conference, which took place September 25 – 27 at the Grand Hyatt in Washington, D.C. The following attorneys attended: **Ariana Wright Arnold (BAL)**, **Minnie Fu (DC)**, **Monica Williams Harris (TPA)**, **Tracie Maurer (ATL)**, and **DeAndrea Washington (HOU)**.



Ariana Wright Arnold and Monica Williams Harris attended the Corporate Counsel Women of Color Conference.

The **Los Angeles office** sponsored the California Minority Counsel Program Annual Business Conference. **Henry Sanchez, Ted Holmquist, and Danny Yadidsion (all LA)** attended the two-day meeting to network with in-house counsel from some of California's largest employers.

Jackson Lewis again sponsored the Lavender Law Conference & Career Fair which was held this year in San Francisco. **Ann Fromholz (LA)**, **Ryan Nelson (LI)**, and **Ted Holmquist (LA)** attended the conference to represent the firm and staff the JL table. Additionally, as previously mentioned in the Awards/Honors section of this newsletter, Ryan was recognized at the conference for being named one of the LGBT Bar Association's 40 Best LGBT Lawyers Under 40.

The **Los Angeles Office** sponsored the Black Women Lawyers Foundation Annual Installation Dinner. **Karen Simpson (LA)** was re-elected to the Board and the firm had a table comprised of a mix of Jackson Lewis attorneys and prospective clients. **Joel Kelly, Ted Holmquist, and Jennifer Hodur (all LA)** attended on behalf of the firm.



Miscellaneous

Ariana Wright Arnold (BAL) attended the Minority Corporate Counsel Association's Annual Creating Pathways to Diversity Conference, which took place on September 16th at the New York Marriott Marquis Hotel.



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 Dave Sukhdeo (MIA)

During the third quarter, members of the African American Attorney Resource Group have been involved in the following activities:

During the week of July 29th, **Weldon Latham (DC)**, **Peter Moskowitz (NYC)**, **Monica Williams Harris (TPA)** and **LeRoy Watkins (MOR)** attended the National Bar Association's Annual Convention in Miami Beach, Florida, where Jackson Lewis again was a prime sponsor. Weldon delivered a dynamic and challenging keynote address at the Corporate Leadership Forum's Pinnacle Awards luncheon and his superb presentation was very well received.

On September 17th, a number of Jackson Lewis lawyers, including **Marty Aron (MOR)**, **Frank Alvarez (WP)**, **Ariana Wright Arnold (BAL)**, **Tom Davis (BHM)**, **Peter Moskowitz (NYC)**, **Otieno Ombok (WP)**, **Michelle Phillips (WP)**, **LeRoy Watkins (MOR)**, and **Barnett Brooks (TPA)**, attended the Minority Corporate Counsel Association's Annual Gala at Lincoln Center at which a number of the firm's clients received diversity related awards. Earlier that day, Marty and LeRoy represented the firm at the VIP luncheon, which was held at the Marriott Marquis Hotel in NYC.

Asian American ARG

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

Cara Ching-Senaha (SF) spoke at JL's WELC program on recurring ethical issues in employment law.

Nicky Jatana (LA) spoke at the Women and Power in the Law conference in Washington, D.C. See associated article in the Media/P.R. section of this newsletter.

Tanya Bovée (HFD) attended the National Asian Pacific American Bar Association's Northeast Regional Conference in NYC on September 28th.

The following attorneys were named Super Lawyers or Rising Stars by *Law & Politics*: **Sujata Ajmera (AUS)**, **Davis Bae (SEA)**, **Tanya Bovée (HFD)**, **Sieu Che (SEA)**, **Cara Ching Senaha (SF)**, **Talya Friedman (LA)**, **Monica Khetarpal (CHI)**, **Nicky Jatana (LA)**, **Samia Kirmani (BOS)**, **Misti Mukherjee (DC)**, **Leila Nourani (LA)**, **Nicola Prall (RD)**, **Ravinda Shaw (NYC)**, and **Colin Thakkar (JAX)**.



Tanya Bovée (HFD) at NAPABA's Northeast Regional Conference

The firm will be sponsoring the National Asian Pacific American Bar Association's Annual Conference in Kansas City in November 2013. If anyone is interested in attending, please contact [Tanya](#).

Hispanic ARG

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

The Hispanic Attorney Resource Group is continuing its efforts to partner with local Hispanic bar associations and professional groups, as well as businesses with large Spanish speaking populations. The Hispanic ARG's Spanish language capabilities for training and conducting investigations continue to help us to develop new clients. For instance, in the past few months **James Botana (CHI)** conducted training in Spanish and English for firm clients Falcon Steel and Barcel USA in Dallas, and Carnicerias Jimenez in Chicago. In addition, Barcel USA has asked **Cynthia Sandoval (OC)** to represent it in possible litigation resulting from the dismissal of a senior executive. Over the past few months, members of the group have translated a number of materials from clients, including several handbooks and releases. These Spanish language capabilities help to differentiate us from many of our competitors and will lead to additional work for the firm. If you know of any organizations that could use these services, please reach out to James, **Pedro Torres-Díaz (MIA)** or **Verónica Arechederra Hall (LV)**. If you speak Spanish and would like to be included in the pool of attorneys who can translate or conduct training and investigations, please let us know. Look for a survey to be sent out to attorneys in the next few weeks to reassess the firm's Spanish language services capabilities.

Members of the Hispanic ARG continue to be involved in their local communities. **James Botana (CHI)** was recently reappointed to the Illinois Advisory Council for the United States Civil Rights Commission and was recently interviewed by WBEZ (Chicago's local NPR affiliate) for work on an immigration subcommittee that he co-Chairs. Congratulations are in order for to our very own **Verónica Arechederra Hall (LV)** who was named by the Nevada Lawyer (September 2013 edition) as one of Nevada's Hispanic Leaders, a group which included Nevada's Governor, Brian Sandoval, and Nevada's Attorney General, Catherine Cortez Masto.



At the national level, members of the Hispanic ARG continue to actively participate in the Hispanic National Bar Association. **Pedro Torres-Díaz (MIA)** and **Verónica Arechederra Hall (LV)** recently attended the HNBA's Annual Convention in Denver, Colorado (which Jackson Lewis sponsored). Pedro and Verónica attended the various events and were able to network with important firm clients and prospective clients, such as Target (represented at the convention by Jim Rowader); Travelers; Motorola Solutions; and Telemundo. Verónica participated in the HNBA Commission on the Status of Latinas in the Legal Profession as a Commissioner. The Commission held its 5th Anniversary Awards luncheon program and disseminated a timeline of Latinas in the legal profession entitled "Las Primeras Abogadas – Una Historia." Pedro recently ended his term as General Counsel of the HNBA, and met with the incoming Board to discuss pending matters and ensure a smooth transition. We will continue to focus our support in the Mid-Year Corporate Counsel Conference (to be held in Orlando in March 2014), so if you are interested in participating in the Conference or the HNBA, please let us know. We look forward to hearing from all of you!

Lesbian, Gay, Bisexual and Transgender ARG

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

Members of the LGBT Resource Group have worked very closely with the Disability Management, the Benefits, and the Immigration practice groups to respond to all internal and external inquiries in light of the recent *Windsor* decision and the federal and state revised regulations and cases. The Post-Windsor Resource Group has published 9 articles and a webinar on the far-reaching effects for employers with respect to their benefits, tax and other obligations to employees. They include the following:



Jackson Lewis Webinar:

- [Employment Law Post-DOMA: The Effects of *United States v. Windsor*](#)

Jackson Lewis Legal Updates:

- [IRS Rules All Legal Same-Sex Marriages Will Be Recognized for Federal Tax Purposes](#)
- [Administering FMLA Leave after Supreme Court's DOMA Ruling](#)
- [Benefits and Tax Consequences for Employers of Supreme Court DOMA Ruling](#)
- [U.S. Supreme Court Rules Legally-Married Same-Sex Spouses Entitled to Federal Recognition and Lifts California Ban on Same-Sex Marriages](#)

Jackson Lewis Immigration Blog Posts:

- [U.S. Immigration Agencies Take Next Steps to Follow U.S. Supreme Court Same-Sex Marriage Decision](#)
- [DHS's Implementation of Supreme Court Ruling on Defense of Marriage Act \(DOMA\)](#)



Jackson Lewis Benefits Law Advisor Blog Posts:

- [Department Of Labor Issues "Me Too" Technical Release: ERISA Definition of Marriage Includes Same-Sex Spouses](#)
- [IRS Rules: All Legal Same-Sex Marriages Will Be Recognized for Federal Tax Purposes](#)
- [U.S. Supreme Court Rulings on DOMA and California's Proposition 8 Affect Employee Benefit Plans and Plan Sponsors](#)

In a joint presentation at Jackson Lewis' Women's Employment Law Conference on September 20th, **Joy Napier-Joyce (BAL)**, who is the new Employee Benefits Practice Group Leader, and **Michelle Phillips (WP)**, who is the co-Chair of the LGBT ARG, presented on the "The Death of DOMA: Employer Implications Regarding Benefits, Taxes, Leaves and More."

In addition, **Ryan Nelson (LI)** and Michelle Phillips are scheduled to present on October 29th at the National Out and Equal Conference on "Accommodating religion and sexual orientation in the workplace: Promoting tolerance & diverse views."

Women's Interest Network

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

Energized by the spring Masters Series, the Women's Interest Network continues to *lead by example* in its efforts to promote the firm and the incredible organizations we work with. On September 19th and 20th, Jackson Lewis supported two important events for the National Association of Women Lawyers (NAWL) and its sister organization, the NAWL Foundation, both of which took place in Philadelphia. The NAWL Foundation hosted a networking reception on September 19th at Jackson Lewis' Philadelphia office to kick off its new Women in Corporate Law research initiative. More than 100 attorneys, including attorneys from private practice and in-house counsel, attended this successful event. **Joan Ackerstein (BOS)**, a member of the Management Committee and MC Liaison to the Diversity Committee, and **Stephanie Peet (PHL)** addressed the group on behalf of Jackson Lewis, and **Marjorie Kaye (PHL)**, **John Nolan (PHL)**, and **Kristin Bauer (DAL)**, who is also a new NAWL Board member, were present. On September 20th, NAWL conducted its second Pipeline to Equity Partnership (P2P) program, an event designed to assist attorneys with developing strategies to become equity partners. Kristin was a part of the planning committee for NAWL's signature program. The next NAWL P2P program will be in Chicago in 2014.

WIN Gets RESULTS!

Misti Mukherjee (DC)
was retained by Diamond Solutions after its Vice-President of Human Resources attended the office's two most recent WIN events. Misti says this would not have happened without WIN.



On September 20th, the firm hosted its 2013 Women's Employment Law Conference at the Ritz-Carlton Half Moon Bay. We kicked off the event with a cocktail reception on Thursday evening complete with a spectacular sunset over the Pacific Ocean and a bagpipe serenade. Drucilla Stender Ramey, Dean Emerita & Professor of Law at Golden Gate University, presented a lively and engaging keynote speech titled "I'm with Nora Ephron: You Can Have It All and Have It Now!" Jackson Lewis attorneys gave ten presentations on timely topics during the full-day program. Guests were provided with an L.L. Bean tote bag--our traditional WELC giveaway--filled with the program booklet, a pink JL baseball cap with the Susan G. Komen logo, a box of JL chocolates, a "Who's Who" info sheet, and an invitation to the 2014 Corporate Counsel Conference that will take place in San Francisco. A wide range of high-level counsel and executives--74 in all--signed-up and by Friday evening we were asked to pitch a client who had just been served with a class action. The event received rave reviews—one attendee wrote: "This was fantastic! Speakers are so good. Great to have a mix of JL attorneys and in-house counsel." Another opined "Jackson Lewis rocks!" And another attendee noted that what she liked most about the conference was that it was "women on women by women sharing information and experiences."

As Weldon mentioned earlier in this newsletter, we are proud that JL was recognized once again as a "Gold Standard Firm" by the Women in Law Empowerment Forum (WILEF) in 2013. In sum, the firm met a minimum of 4 of the 6 criteria laid out by the organization dealing with topics such as numbers of females who are equity partners, leadership, compensation, and governance. On September 12th, **Lori Bauer** and **Susan Corcoran (WP)** attended the WILEF Gold Standards Award Luncheon at the Yale Club in NYC to accept the award. On September 24th, **Bev Garofalo**, **Susan Krell** and **Peggy Strange (all HFD)** hosted a table of clients and potential clients at the Connecticut Women's Council's 2013 Women In Leadership Series.

Finally, JL WIN events continue to spark interest as 13 events have been scheduled this year, with more in the pipeline. Each office puts its unique mark on its events, resulting in rave reviews, and often the question "When is the next WIN Event?"

Recent WIN Events

On July 18th, the **Philadelphia office** WIN group hosted an evening of dim sum making and dinner, featuring the culinary talents of Master Chef Joseph Poon. Chef Poon is a regular on local Philadelphia news and national entertainment programs. The summer heat wave kept them indoors and a tour to the fortune cookie factory was missed. Taking it all in stride, the ladies still enjoyed an evening of fun and great networking. After an hour of networking, the dim sum making class began, followed by dinner. Each attendee received a JL gift bag which included a fashionable pink JL apron and chopsticks. Chef Poon surprised everyone at the end of the evening with a bag full of fortune cookies and a wok to practice the cooking skills they learned earlier in the evening. At the end of the night, everyone agreed they wanted to keep in touch and asked JL to send out attendee contact information to the whole group.



On July 24th, the **Washington, D.C. Region office** hosted its summer WIN event at the Corcoran Gallery of Art. A small group of high level women executives enjoyed a champagne reception in the Director's Suite, followed by a Curator-led tour of the American Collection. After the tour, everyone gathered for appetizers, dinner and drinks at the award-winning Founding Farmers restaurant, which is owned by a collective of American family farmers. All guests received party book favors. Attendees included counsel from Sprint, American University and Pepco Holdings. Pepco's Associate GC traveled from Delaware for the "classy" event and their Deputy GC said she would be calling on us for more help.

On August 22nd, the **Seattle office** hosted its summer WIN event at glassybaby's Madrona studio. Attendees enjoyed wine and hors d'oeuvres and four attendees had the chance to make their very own glassybaby candle votive with a glassybaby artist. Proceeds from registration fees and a portion of glassybaby candle votive purchases were donated to Northwest Hope & Healing, a non-profit organization whose mission is to provide financial assistance to women in need who are battling breast and gynecological cancer at the Swedish Cancer Institute.

On August 28th, the **Detroit office** hosted a WIN cooking class at Mirepoix in Royal Oak, MI. There were 10 people in attendance.



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