

# Diversity Committee Newsletter

1<sup>st</sup> Quarter 2014

## A Word from Our Diversity Committee Chair...



**Weldon H. Latham**  
Diversity Committee Chair

We're off to a great start so far in 2014—especially where our women attorneys are concerned. **In February, BTI Consulting Group announced that three Jackson Lewis attorneys had been chosen by clients as “Client Service All-Stars” in its 2014 survey.**

All three of those attorneys are women—congratulations to **Stephanie Cerasano (PHX)**, **Jane McFetridge (CHI)**, and **Peggy Strange (HFD)**! As you know, our firm is committed to



**S. Cerasano**



**J. McFetridge**



**P. Strange**

recruiting, retaining, and promoting highly talented women attorneys, and this recognition is proof that we are doing just that. We are very proud of Stephanie, Jane, and Peggy for their dedication to clients, as well as for their exceptional legal skills. I would also like to congratulate **Ruthie White (HOU)**, for being honored by the Houston Association of Women Lawyers at its Premier Women in the Law awards, which took place on March 11<sup>th</sup>, and **Susan Desmond (NOLA)**, for being named an Executive Woman of the Year by the National Association of Professional Women.



**R. White**



**S. Desmond**



**J. Napier-Joyce**



**N. Jatana**

Finally, with the elevation of six women to the role of Managing or Resident Shareholder over the past year, we now have a total of 14 women (25%) heading our firm's 55 offices. Significantly, there has been a 75% increase in the number of female Managing Shareholders or Resident Managers since 2012. Additionally, **Joy Napier-Joyce (BAL)** and **Nicky Jatana (LA)** have been tapped as Practice Group

Leaders of the Employee Benefits and Privacy, e-Communication and Data Security practice groups, respectively. For those who are new to the firm, it is worth noting that 2 of the 10 members of the firm's Management Committee are women: **Joan Ackerstein (BOS)** and **Mia Farber (LA)**. Joan is also the firm's National Litigation Manager and the Management Committee Liaison to the Diversity Committee. We thank all of the Jackson Lewis women attorneys we have made a significant contribution to our success, both in the local offices and nationwide.



**J. Ackerstein**



**M. Farber**



Please send photos of your diversity-related activities to **Regan Harrison** ([regan.harrison@jacksonlewis.com](mailto:regan.harrison@jacksonlewis.com)) so they can be included in future issues of this newsletter.

## 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)*

The African American ARG was busy during the first quarter of 2014. In particular, our members continued to be involved in client development and community outreach in various business and social sectors.

On March 11, the Association of Women Attorneys – Houston held its third annual Premier Women in Law Luncheon to announce the recipients of its Premier Women in Law Awards. The following honorees were recognized as modern trailblazers: Texas Supreme Court Justice Eva Guzman; 14th Court of Appeals Chief Justice Kem Frost; Harris County District Attorney Devon Anderson; Jackson Lewis Managing Shareholder **Ruthie White (HOU)**; Lauren Waddell, founder of Waddell Law Firm; and Susan Sanchez, corporate counsel and pro bono coordinator to ExxonMobil Corporation. *To the right is a picture of Ruthie with Texas Supreme Court Justice Eva Guzman (left) and Harris County District Attorney Devon Anderson (right).*



**Monica Williams Harris** of the Tampa office currently sits on the Florida Supreme Court's Standing Committee on Fairness and Diversity.



**M. Williams Harris**

Jackson Lewis, through **LeRoy Watkins** of the Morristown office, served as sponsors for the trophies presented at a recent Elmcour Youth & Adult Activities AAU basketball tournament held at the Cecil K. Watkins Gymnasium and featuring some of the top youth talent in the greater New York metropolitan area. Elmcour is a large and diverse community service organization offering services from youth basketball and baseball to drug rehabilitation and senior citizens care. *Below are pictures of the winning teams with their trophies.*



**L. Watkins**







**T. Freeman**

On April 28, the Morristown office held its annual Diversity luncheon (*see picture to the right*), headed by **Terri Freeman (MOR)**, in celebration of diversity in the workplace.



**A. Wright Arnold**

In February, **Ariana Wright Arnold (BAL)** attended the National Bar Association's Corporate Counsel Conference and spoke on the employment law panel. This event provided excellent exposure to a number of prospective clients and business contacts. Jackson Lewis and the African American ARG have been long time supporters of the NBA.

Finally, welcome to **Damien Delany**, Of Counsel in our Los Angeles office!

## Asian American ARG

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

Happy Lunar New Year! We hope that 2014 (calendar year and lunar new year) is off to a great start for everyone.



**S. Ajmera**



**R. Fischer**

**Sujata Ajmera (AUS)** has been busy! She spoke with **Rob Fischer (AUS)** on February 4th at the Greater Austin Restaurant Association's Power Hour Event on I-9 Compliance and E-Verify Issues. Sujata organized a March 6th CLE sponsored by the South Asian Bar Association of Austin on Business Succession Planning, and on March 28th, she gave a presentation on I-9 Compliance and E-Verify at the Travis County Women Lawyers Association's Spring CLE in Austin.

Congratulations to **Monica Khetarpal (CHI)** as the new co-Vice President of Professional Development for Indian American Bar Association ("IABA")! The Chicago office recently hosted a panel discussion on March 25th for the IABA titled "So you want to make it (and make partner) at your firm." Monica was a panelist, as were partners from other large firms. The attendees were senior-level associates who are IABA members looking for practical advice on how to position themselves for partnership within a large firm. Monica and **Nicky Jatana (LA)** are also in the planning stages for the North American South Asian Bar Association annual conference to be held in Chicago this June.



**M. Khetarpal**



**KoKo Y. Huang (SEA)** spoke at the National Business Institute (NBI)'s Human Resources Law from A to Z Seminar in Seattle on the topic of "Immigration Reform: What Businesses Need to Understand" and at a seminar on the Key Employment Law Developments in 2014.

*K. Huang*

On February 25th **Tanya Bovée (HFD)** attended a diversity roundtable discussion with Chief Justice Chase Rogers. On February 26th she attended the Asian American Bar Association of New York's 25th anniversary dinner.



*T. Bovée*

On March 11, 2014, **Nicky Jatana (LA)** presented at the Hynes Institute in Dallas, Texas sponsored by Deloitte and *Inside Counsel* magazine on a crisis management panel for general counsels involving C-suite executives.

## Hispanic ARG

*Led by James Botana (CHI) and Verónica Arechederra Hall (LV)*

The Hispanic ARG continued its active participation in the Hispanic National Bar Association (HNBA). Jackson Lewis was one of the proud sponsors of the HNBA's Mid-Year Corporate Counsel Convention that was held in Orlando, Florida from March 19-22, 2014. **Zahira D. Díaz-Vázquez, Juan López-Campillo and Lillian Chaves Moon (all ORL)** participated in the event.



*Z. Díaz-Vázquez*



*J. López-Campillo*



*L. Chaves Moon*

The 2014 HNBA Annual Convention will take place September 10-14 in Washington, D.C. and we are looking to have a robust participation there as well.

Finally, congratulations to **Pedro Torres-Díaz (PR)** and **Zahira Díaz-Vázquez (ORL)** for their recent win in *Rivera-Velazquez v. The Hartford Steam Boiler Inspection and Insurance Co.*



*P. Torres-Díaz*

## Lesbian, Gay, Bisexual and Transgender ARG

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

The Los Angeles office sponsored the Human Rights Campaign's 2014 Los Angeles Dinner, which was held at the JW Marriott at L.A. Live. **Ted Holmquist (LA)** was one of the event's co-chairs. The Human Rights Campaign is the largest LGBT civil rights organization. Ted is also a member of the organization's Board of Governors.



*T. Holmquist*





**M. Phillips**

**Michelle Phillips (WP)** presented on gender identity and sexual stereotyping at the San Juan office's conference on March 13, and at the Long Island SHRM conference on March 26th.

On March 5, 2014, **Pedro Forment** of our Miami Office and **Monica Williams Harris** of our Tampa Office participated on a panel at the University of Miami School of Law regarding the employment implications post DOMA. The panel was a part of a larger Marriage Equality Series sponsored by the University of Miami School of Law OUTLaw Student Association and the Miami-Dade Gay and Lesbian Lawyers Association.



**P. Forment**

**Pedro Forment (MIA)** also recently presented on Sexual Harassment and Love Contracts.

## Women's Interest Network

*Led by Stephanie Adler Paindiris (ORL), Susan Corcoran (WP), Peggy Strange (HFD), and Samantha Hoffman (OC)*

WIN has started off 2014 with a bang, as we use this year to focus on "Leadership and Management." The 2014 WIN Master's Series, which will be a 4-part series starting in April, will revolve around leadership and management, and how to develop as a leader within the firm, as well as within the legal industry. The theme of business development has resonated in a multitude of projects the WIN committee has committed to in this first quarter. In our monthly WIN newsletters, there have been sections dedicated to business development tips, ranging from how to develop business at a Super Bowl party to how to grow your business by simply asking to get a cup of coffee.

On March 10 and 11, 2014, **Nicky Jatana (LA)**, **Karen Griffin (DAL)** and **Peggy Strange (HFD)** attended and presented at the Mary Ann Hynes Leadership Institute at the Deloitte University, Westlake TX. *Inside Counsel* magazine and Deloitte Financial Advisory Services LLP sponsored the conference. It was an intense, two day event focused on business issues and challenges for in-house counsel aspiring to become general counsels. We presented a hypothetical on a general counsel facing ethical challenges which was very well received. We were the only participating law firm.



**K. Griffin**





*J. Luu*



*K. Witherell*

Furthermore, our 2014 WIN event calendar has begun with great success, as **Joan Luu, Kristin Witherell, Jennifer Schancupp and Tal Kadar (all STA)** hosted an event at an Italian restaurant, where we mixed networking and pasta-making, which resulted in great connections made, relationships strengthened, and even tasty homemade pasta!



*J. Schancupp*



*T. Kadar*

The Stamford office's pasta-making WIN event



---

Lastly, **Kristin Bauer (DAL)** and **Emily Borna (ATL)** co-authored an article, "Pregnancy Discrimination Reexamined: Accommodations for Pregnancy Under the ADAAA," which was recently published in NAWL's *Women Lawyers Journal*.





**All we do is**  
**work**®

*Workplace Law. In five time zones and fifty-five locations from coast to coast. With over 770 attorneys, Jackson Lewis P.C. sets the national standard, counseling employers in every aspect of employment, labor, benefits and immigration law and related litigation.*

**jackson|lewis**  
Preventive Strategies and  
Positive Solutions for the Workplace®