

Diversity Committee Newsletter

3rd Quarter 2014

A Word from Our Diversity Committee Chair...



Weldon H. Latham
Diversity Committee Chair

Several months ago, the Executive Vice President, General Counsel and Secretary of a major insurance company asked me to be the keynote speaker at the opening night session of his Legal Department Retreat that included all of the company's lawyers, compliance officers, government relations executives, and senior legal staff. At the opening reception, I met several of the company's senior attorneys and more than five of them volunteered glowing reports on their longstanding relationship with Jackson Lewis and mentioned a number of our attorneys, particularly **Peggy Strange (HFD)**. One even noted a long-term relationship with the firm and fondly remembered working with Bill Krupman. Another said he had used Jackson Lewis in litigation all across the nation.



P. Strange

The task the General Counsel assigned me was to speak to the entire legal team in the context of a Legal Department that perceives itself as a leader in diversity and inclusion ("D&I") within a company that prides itself on being a national leader in D&I—*e.g.*, the CEO regularly makes strong public statements that emphasize D&I as a key component of the company's overall strategic plan. The General Counsel asked me to be both thought-provoking and challenge his legal team.

Our research revealed that the company has excellent D&I programs, and the Legal Department requires its outside law firms to ensure that minorities and women play key roles in its representation and specific matters. The Law Department could serve as a model for diversity and inclusion enhancement across the company. Diversity is an area many large companies are seeking to improve, but do not have in-house "diversity" expertise. Based on my experience with this and other clients, assistance with D&I is the kind of "value added" that General Counsel prize in their outside counsel. I encourage JL attorneys to seek to identify other companies where a discussion of D&I efforts could lead to broader opportunities to work with the client. I would be pleased to work with any of you who think your clients would welcome such a discussion.

Please send photos of your diversity-related activities to **Regan Harrison** (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.

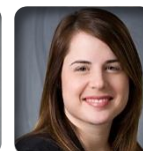
African American ARG

Led by LeRoy Watkins (MOR), Dev Sukhdeo (MIA) and Marlo Johnson Roebuck (DET)

In furtherance of JL's expansion into western Michigan, on September 18th, **Maurice Jenkins (DET)** and **Kimberly Yourchock (DET)** attended the State Bar of Michigan's Annual Meeting and the Labor & Employment Law Section meeting in Grand Rapids, Michigan. They also attended a reception celebrating Diversity in the Bar, which was well-attended by firm clients and prospects.



M. Jenkins



K. Yourchock



**M. Johnson
Roebuck**

Furthermore, on October 1st, the **Detroit and Grand Rapids offices**, under the leadership of **Maurice**, partnered with the Association of Corporate Counsel's (ACC) Michigan Chapter to sponsor a panel discussion, "From Legal to Business: Big Picture Success for In-House Counsel." **Marlo Johnson Roebuck (DET)** moderated the panel, which was comprised of general counsel and business leaders of some of Grand Rapids' top companies.

Roderick Gillum (DET) was re-elected Chairman of the Detroit Economic Growth Corporation. The Detroit Economic Growth Corporation (DEGC) is a non-profit organization that serves as the lead implementing agency for business retention, attraction and economic development initiatives in the city of Detroit. DEGC is led by a 60-member board comprising business, civic, labor and community leaders. Its 40 professionals provide services for key public authorities that offer tax credits and other forms of financing for projects that bring new jobs or economic activity to the city. Among them: the Downtown Development Authority (DDA), Detroit Brownfield Redevelopment Authority (DBRA), Economic Development Corporation (EDC), Neighborhood Development Corporation (NDC), Local Development Finance Authority (LDFA), and Tax Increment Finance Authority (TIFA). DEGC also provides planning, project management and other services under contract to the City of Detroit and manages projects for its affiliated non-profit, Detroit Economic Growth Association (DEGA).



R. Gillum

Four Detroit office attorneys were selected by their peers as Michigan "Super Lawyers" in the fields of labor, employment, and employment litigation defense: **Maurice, Marlo, Katherine Van Dyke**, and **Tiffany Buckley-Norwood (all DET)**. Two more were selected as Rising Stars: **Emily Petroski** and **Kimberly Yourchock (both DET)**.



K. Van Dyke



**T. Buckley-
Norwood**



K. Eneas

Karen Eneas (LA) presented before the Black Women Lawyers Association of Los Angeles on "Managing Pregnancy Disability Under the Shifting Legal Landscape," and has been elected Board Member and Financial Secretary for 2014-2015. She also joined The Links, Incorporated, San Bernardino Valley Chapter.

Leslie Saint (MOR) was selected to join the *New Jersey Law Journal's* Young Lawyer Advisory Board.



L. Saint

LeRoy Watkins (MOR) represented the firm at an October 1, 2014 National Action Network event honoring Rev. Al Sharpton on his 60th Birthday at the Four Seasons in New York City. LeRoy had an opportunity to interact with several firm clients, as well as a number of other business executives.



L. Watkins

On Saturday September 13, 2014, **Weldon Latham (DC)** was the guest of President Wayne Frederick of Howard University at the Howard University AT&T Nation's Football Classic, which was created to celebrate the passion and tradition of the college football experience; recognize the history of service to others by the students, faculty and alumni of historically black colleges and universities (HBCUs); highlight the unity of African-American culture; and honor the heritage and excellence of these proud institutions.

Asian American ARG

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

It's been a busy summer for the Asian American Attorney Resource Group!

We have had some recent appointments and elections:

Samia Kirmani (BOS) was appointed to the Joint Bar Commission on Judicial Appointments as the representative of the South Asian Bar Association of Greater Boston (SABAGB).



S. Kirmani

Leslie Glycer (OC) was elected to be the Vice President of Membership for the National Filipino American Lawyers Association (NFALA).



L. Glycer

Tanya Bovée (HFD) was reelected to her 11th year on the board on the board of directors for the Connecticut Asian Pacific American Bar Association and her second year as Secretary and board member for the Connecticut Lawyers for Diversity.



T. Bovée



N. Jatana

We have been busy with events: **Nicky Jatana (LA)** presented at the "By Invitation Only" portion of *Inside Counsel's* Women, Influence & Power in Law conference held in Washington, D.C. in September regarding how to become an effective leader.

On September 11th, the **Chicago office** hosted an event for the Indian American Bar Association (IABA) of Chicago, titled "So You Want to Be a Judge?" As the chair of professional development for IABA, **Monica Khetarpal (CHI)** planned the event. Illinois Appellate Judge Jesse Reyes, Cook County Circuit Judge Sanjay Tailor, and judicial candidate Anjana Hansen served on the panel and shared their insight about strategies for becoming a judge and the pluses and minuses of serving on the bench (*see photo on right*).



On September 3rd – 5th, **Ruthie White (HOU)** and **Sujata Ajmera (AUS)** attended the Texas Minority Counsel Program (TMCP) Conference in Austin, Texas. This conference sponsored by the State Bar of Texas is held annually and attended heavily by in-house counsel. The sole purpose of the Conference is to encourage diversity efforts in the legal field in Texas, and to that end, the conference is attended primarily by minority attorneys from across the state. In addition to the CLE and in-conference networking, **Sujata** also participated in a “Networking through Service” event that paired private firm attorneys with in-house counsel and had them speak to an elementary school class about what it means to be a lawyer. **Sujata** was paired with in-house counsel from a major credit union and they spoke to a 4th grade class at Wooldridge Elementary in Austin, Texas. Talk about a pipeline initiative!



R. White



S. Ajmera



C. Ching-Senaha

Cara Ching-Senaha (SF) has been really busy! **Cara** spoke in late July at the California State Bar’s annual labor and employment law seminar, a multi-day event, on ethics in employment law. **Cara** was also recognized once again as a 2014 Super Lawyer and in the summer, she received a recognition award by Live Oak Elementary School for her volunteer work with GATE (Gifted and Talented Education).

We anticipate that it will be an even busier fall as the firm is sponsoring upcoming annual dinners and conferences and the members of the Asian American Attorney Resource Group will be attending those events! Looking forward to seeing you there!

Hispanic ARG

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

On September 10th, Jackson Lewis’ **Chicago office** hosted a presentation co-sponsored by the Hispanic Lawyers’ Association of Illinois (HLAI) and the American Bar Association. The title of the panel presentation was “Becoming a Labor and Employment Attorney,” and included **James Botana (CHI)**; Ruben Chapa, an attorney with the Office of The Solicitor; a union-side attorney; and a plaintiff’s side employment attorney. The panel session was very well attended by law students from all area law schools who stayed afterwards for a cocktail reception where the students had an opportunity to mingle with the panelists and ask questions while sharing some food and drinks. HLAI was very appreciative of Jackson Lewis’ sponsorship of this event and the firm’s continued support of diversity.

The **Memphis office** sponsored a table at the recent inaugural awards luncheon and fundraiser for *Latino Memphis*. Kudos go to





Colby Morgan (MEM), one of the office's newest lawyers, for taking the ball and running with this one at the last second. *Latino Memphis* is likely to be a significant voice in the Memphis community, where the Hispanic population has increased tenfold in the last five years.



Finally, the Hispanic National Bar Association (HNBA) Annual Convention was held in Washington, D.C. from September 10th – 13th. Jackson Lewis was a sponsor for this event. Hundreds of participants from across the United States attended the conference. **Pedro Torres-Díaz (MIA)** and **Zahira Díaz-Vázquez (ORL)** participated on behalf of the firm. The event served as a great opportunity to network with potential new clients, and strengthen relationships with existing clients of the firm.

Lesbian, Gay, Bisexual and Transgender ARG

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

Nick Murray (DEN), **Rob Guidotti (WP)**, and **Michelle Phillips (WP)** participated in the Lavender Law Career Fair on August 21st, where they had the opportunity to meet some great 2L and 3L candidates from across the country. It was awesome to represent JL at the conference, to attend the Employment Law Seminar and meet EEOC Commissioner Chai Feldblum and to be counted for the second year in a row as a firm committed to LGBT recruitment and diversity, and as a leader in the field.

Nick and **Michelle** have been selected to present on sexual orientation and religious accommodation issues at the National Out & Equal Conference in early November in San Francisco.



Women's Interest Network

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

WELC is right around the corner! Planning for Jackson Lewis' Women's Employment Law Conference is well under way! Now in its 15th year, WELC is taking place on November 14th at the iconic Plaza Hotel in New York City. Targeted to female in-house counsel, the event has already attracted a group of over 80 women nationwide, and is once again bound to be an informative and engaging event.



Jackson Lewis was a prominent force as a Gold Sponsor at this year's *Inside Counsel's* Women Influence & Power in Law Conference (WIPL), which took place September 17th – 19th in Washington, D.C. **Joan Ackerstein (BOS)**, **Stephanie Adler-Paindiris (ORL)**, **Mia Farber (LA)**, **Nicky Jatana (LA)**, **Peggy Strange (HFD)** and **Misti Mukherjee (DC)** attended the conference of over 300 women in-house counsel. Additionally, **Stephanie** and **Nicky** had the opportunity to speak at various sessions throughout the two-day event. The caliber of attendees paired with the enlightening and thought-provoking seminars sparked electricity that felt almost tangible. The opportunities to network and connect with clients and non-clients were plentiful and we look forward to working with *Inside Counsel* next year on this fantastic event.

On September 4th, the **D.C. Region office** hosted its annual WIN event at the Tower Club in Tysons Corner, organized by **Misti Mukherjee (DC)**. The speaker was Claire Shipman, co-author of *The Confidence Code: The Science and Art of Self-Assurance – What Women Should Know*. Ms. Shipman has been receiving attention recently for the research and theories developed in her book and discussed questions ranging from “Is there a confidence gene?” to “Is confidence more important than competence?” The conversation was candid and energetic, with numerous guests following up with comments like “inspiring presentation,” “fantastic event and left me with lots to think about,” and “a delightful evening filled with great women and an excellent speaker.”

We are pleased to announce that on September 21st, the **Portland office** held its inaugural WIN Event! Our female attorneys from the Portland office, along with their clients, walked and brunched for the cure, first participating in the Susan G. Komen 5k fun walk and then enjoying a firm-hosted brunch at a nearby restaurant.

On September 17th, **Lori Bauer** and **Jillian Hunt (both NYC)** attended the Women in Law Empowerment Forum (WILEF) Luncheon to accept the award for the “Gold Standard Firm” on behalf of Jackson Lewis. This is the third consecutive year Jackson Lewis has achieved this



distinction, which is reserved for large firms that have successfully integrated female attorneys into top leadership positions. The WILEF Gold Standard Certification is the latest honor for Jackson Lewis, which has been consistently recognized in the industry for its commitment to women. Most recently, Jackson Lewis was designated a “Ceiling Smasher” and one of the “25 Best Law Firms for Female Partners” by *Law 360* in their 2014 Glass Ceiling Report.



October is the season for WINning! In the month of October, five Jackson Lewis offices hosted WIN events throughout the country:

The **Cleveland office** was excited to host its third annual women’s networking event, An Evening of Fine Art Printmaking, Wine and Hors D’oeuvres. This event, held on Thursday, October 2nd at Zygo Press, offered participants the opportunity to design and handprint their own custom notecards. Zygo Press is an artist workshop promoting contemporary fine-art printing. Guests had the opportunity to browse the venue’s gallery and retail spaces. In addition to handmade notecards, all took home a specially designed reusable tote bag.

Our **San Francisco office** hosted a dinner on October 16th with award-winning chef Pam Mazzola who signed copies of her book, *Boulevard: The Cookbook*. Hailing from Denver where she cooked in many of the city's top kitchens, Pam first joined Chef Nancy Oakes at San Francisco's L'Avenue in 1988. Their meeting launched a friendship and culinary partnership that has endured for over twenty years. Pam was part of the opening staff of Boulevard, and has remained there to this day as co-executive chef and co-author with Nancy on the James Beard Award-nominated *Boulevard: The Cookbook*. She firmly believes that the best kitchens are collaborative and constantly evolving.

On October 22nd, our **Seattle office** celebrated women in the local business community with a wine, cheese, and chocolate event from which all ticket proceeds will benefit the O Wines Opportunity for Success Scholarship fund, which helps low income, capable young women to achieve their greatest potential through education. The event featured local businesses owned or operated by women. Guests sampled and enjoyed Washington state wines from O Wines, expertly paired with cheese from Cherry Valley Dairy and sweet treats, along with delicious hors d’oeuvres from Ravishing Radish. Guests were also able to view artwork from local women artists, while raising money for a fantastic cause

Our **Pittsburgh office** was excited to host its second annual women’s network event on October 22nd: Women in Wine. The firm partnered with local business, Dreadnought Wines, to offer guests a selection of wines from women vintners and female-owned wineries from around the world. Attendees enjoyed hors d’oeuvres that were expertly paired with the wine selections. The reception was held at Pavilion X, a recently rehabilitated Downtown Pittsburgh landmark.



On October 22nd, our **Los Angeles office** hosted their WIN Event at San Antonio Winery. Guests enjoyed a tour of the winery, followed by a wine tasting, light snacks and had the opportunity to participate in a clothing drive for Clothes the Deal, a Los Angeles-based nonprofit organization that provides business attire to disadvantaged individuals to help gain employment and achieve economic self-sufficiency.

Additional Items of Interest

Jackson Lewis was featured in the *September* issue of the Louisiana State Bar Association's (LSBA) *Focus on Diversity* newsletter. The section highlights diversity achievements and ground-breaking diversity accomplishments, primarily of signatories of the LSBA's Statement of Diversity Principles.



Jackson Lewis has joined *California Lawyer's* 2014 "California 50" List. The list is comprised of the Golden State's largest law firms. In addition to being included, Jackson Lewis was highlighted for having the highest percentage of female partners of any of the 50 firms listed.



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