

# Diversity Digest

KIRKLAND & ELLIS LLP

October 2007—January 2008

## Kirkland Course for Women to be Profiled in New York Law Journal



An innovative communication skills training course sponsored by Kirkland's Women's Leadership Initiative (WLI) was profiled in the February 2008 edition of the *New York Law Journal* focused on women in the law.

New York Corporate Partner Kim Taylor bylined an article on the Firm's "Communication Skills for Lawyers" course taught by Lane Bowes, an attorney and

co-founder of LawSpeak. The course, now in its fourth year, covers techniques of effective oral communication in a law firm setting and provides tools and strategies to enhance women attorneys' ability to speak clearly, confidently and persuasively.

Following the session, course participants have the opportunity to practice and apply the skills they learned in individual, hour-long training sessions with Lane.

Interest in the Communication Skills course spans practice areas and class years, and participation steadily increases every year the course is offered. Everyone from junior associates to senior partners

finds value in learning how to better give and receive feedback, establish rapport with judges, juries and clients, outline and simplify complex legal issues, develop a better understanding of body language, and identify and develop their own unique speaking style.

About our efforts to advance women at the Firm, Bowes said, "Kirkland's WLI and their Training & Development professionals bring an unparalleled level of sophistication and innovation to legal training. They make a special effort to tailor their programs to match the firm's culture, and the results are exceptional."

Kirkland was named one of

the 50 Best Law Firms for Women in 2007 by *Working Mother* magazine, in part, because of the Firm's sustained commitment to supporting the development and advancement of its women professionals through training programs like this.



The Communication Skills course was held on October 5 at Kirkland D.C. and it will be offered in San Francisco this summer.

## Chicago

### New Forums for Diversity

The new **Diversity Networking Forums** were launched at Kirkland Chicago, the purpose of which is to provide an additional support network for diverse attorneys to exchange ideas, develop relationships and address and discuss issues that impact them.

Four forums were established: one for Black Attorneys, Hispanic/Latino Attorneys, GLBT Attorneys, and Asian Attorneys which will be held in addition to the popular Diversity Lunch Series. A Diversity Programming Planning Committee (comprised of

associates and partners) was created to ensure that the programming meets the needs of Chicago's diverse attorneys. All Chicago attorneys are invited to attend the forums' formal lunches and offsite events such as happy hours and cultural outings.

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## Chicago continued



**Kirkland Chicago attorneys Breana Smith and Nyika Strickland**

**“Kirkland attorneys will be available to answer career-related questions, review resumes and mentor students through their spring semester.”**

### Packing Baskets to Give Back

On November 15, a community service event hosted by the **Kirkland Chicago Diversity Lunch Series** brought 45 attorneys together to sort canned goods and pack 200 holiday dinner baskets for underserved families of Chicago public school students participating in the Chicago Cares weekly Discovery Program at local elementary schools.

#### The “You Can Holiday Drive” Business Shares

**project**, led by Chicago Cares staff, fostered teamwork and enabled Kirkland volunteers to experience a collective sense of accomplishment in a high-energy holiday atmosphere while supporting the community at a multi-faceted service project.

The families participating in the program received their dinner baskets and donated turkeys at a holiday party with activities such as face-

painting, holiday bingo, and karaoke.

The drive was Kirkland’s second opportunity to partner with Chicago Cares to benefit Fulton Elementary School.

Volunteers from the Firm’s summer program completed facility improvements during a Business Shares event in June 2007 — which involved the beautification and renovation of hallways and stairways at the school.

### Mentoring Future Women Attorneys

At Kirkland, our commitment to mentoring extends beyond our offices and into our communities.

Kirkland Chicago held a **Northwestern University Mentoring Partnership** kickoff cocktail reception event at the Firm’s office on January 31.

For the fourth year in a row,

a number of Kirkland woman attorneys will develop mentor relationships with the 1L class at Northwestern through the university’s Women’s Leadership Association. The participating Kirkland attorneys will be available to answer career-related questions, review resumes and mentor students through their spring semester.

Throughout the year, our attorneys participate in a number of formal and informal mentoring programs to help diverse and disadvantaged youth.

Many Kirkland Chicago women attorneys, who are University of Chicago Law School alumni, participate in a similar program.

### Other Chicago Diversity Events

October 16	<b>Diversity Committee Planning Meeting and Wine &amp; Cheese</b>
November 13	<b>Women's Offer Dinner</b>
November 13	<b>George Washington Native American Law Students Diversity Panel</b>
November 14	<b>Chicago Fall Diversity Dinner</b>
November 15	<b>Howard University Offer Dinner</b>
November 15	<b>November WLI Lunch</b>

# Los Angeles

## Kirkland's 'Posse' Shapes Future Scholars

Kirkland Los Angeles hosted the **Posse Foundation's Dynamic Assessment Process (DAP)** on September 25 and 27.

The Posse Foundation is an organization that identifies, recruits, and trains student leaders from public high schools to form multicultural teams. These teams participate in an intensive pre-collegiate training program to prepare for enrollment at

top-tier universities nationwide and to help promote cross-cultural communication on campus.

The DAP helps Posse identify exceptional students who might be missed by the traditional college admissions process.

L.A. Recruiting Co-Chair and Partner Marc Cohen is a member of the L.A. Posse Foundation's Advisory Board. Associates Bettina Clark and

Shani Moore Weatherby, Partner Michael Gottfried, Attorney Development Manager Shellye Pruitt, and Office Administrator Cynthia Barnes acted as evaluators during the two-day DAP process.

Kirkland New York and Chicago also participate in and sponsor Posse programming.

In the past 17 years, the Posse Foundation has helped students win over \$142 million in scholarships and placed 1,521 students at colleges and universities.

## GEANCO Benefit Aids Nigerians



On November 7, Kirkland Los Angeles sponsored the **GEANCO Foundation Benefit Dinner**, an organization dedicated to improving health conditions and enhancing learning opportunities for Nigerians.

Afam Onyema, a former summer associate and the 2006 recipient of Kirkland's Minority Fellowship for Stanford Law School, sits on the Board of Directors of GEANCO as its co-executive director.

### Other L.A. Diversity Events

October 19	<b>L.A. Fall Diversity Dinner</b>
October 23	<b>WLI New Associate Welcome Lunch</b>
December 6	<b>Women's Winter Lunch</b>
December 18	<b>WLI Holiday Gathering and Gift Exchange</b>

## Braille Auxiliary Luncheon Lights Up Winter



**Braille Auxiliary's Annual Holiday Luncheon** on November 18 at the Beverly Hills Hotel.

Kirkland was a sponsor of the

A number of Kirkland Los Angeles attorneys attended the **Braille**

event and L.A. Litigation Associate Will Grignon sits on the Board of Directors of The Braille Institute of America.

Kirkland recently donated 100 computers to the organization -- marking the largest gift the Braille Institute has received in their 88-year history.

The Braille Institute of America is one of the oldest and largest, privately-funded nonprofit entities serving the blind and visually impaired. The mission of the organization is to eliminate blindness and severe sight loss as a barrier to a fulfilling life.

# New York

## Creating Pathways to Diversity



### 8<sup>th</sup> ANNUAL Creating Pathways to Diversity<sup>®</sup> Conference

On November 8 and 9, representatives from Kirkland New York attended the day-and-a-half **Minority Corporate Counsel Association's (MCCA) 8th Annual Creating Pathways to Diversity Conference.**

MCCA was founded in 1997 to advocate for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them.

The annual conference provides an excellent forum for sharing ideas, resources, and information about diversity in the legal profession. Law firms from around the country gather to celebrate diversity accomplishments, gain unique perspectives and tackle the industry's tough diversity challenges.

As a Platinum Circle Patron, Kirkland sponsored the annual Northeast Region

Anniversary Dinner at the Marriott Marquis Hotel the night before the conference.

A group of New York attorneys, led by Corporate Partners Eunu Chun and Binta Brown, represented Kirkland and attended the dinner.

## Other NY Diversity Events

October 3  
**3rd Annual Awards Banquet for Latino Law Student Association (LaLSA) at Columbia University\***

October 25  
**WLI-Sponsored Offer Dinners for 2L Women**

November 6  
**Diversity Offer Dinners**

November 10  
**Mela Annual Dinner and Performance for Columbia Law School's South Asian Law Student Association (SALSA)\***

December 17  
**Mentoring Circle Event: Wine & Cheese Tasting at Artisanal**

January 1  
**NYU Asia Law Society (ALS) Annual Delegation to Hong Kong \***

January 31  
**WLI Webcast: How to Develop Business—When You're Not a Natural Born Rainmaker**

*\* Kirkland sponsored*

## Issues Facing LGBT Women

On November 15, New York Corporate Partner Ashley Gregory sat on a panel entitled "**Queer Women in the Private Sector**" at **New York University School of Law.**

The panel consisted of partners, associates, and law firm administrators from various firms and was open to LGBT women from New York-area law schools. The aim of

the event was to initiate a dialogue about LGBT women in law firms -- the challenges they face and the common misconceptions about them. The discussion topics covered included employee benefits for LGBT attorneys, networking, and career advancement.

In September 2008, Kirkland received a perfect 100 percent score on the Human

Rights Campaign (HRC) Corporate Equality Index (CEI) and Best Places to Work survey (one of only 28 law firms to do so). The CEI is a tool used by the HRC to rate companies on how well they treat their LGBT employees, consumers and clients.



## Working at Networking

On November 26, Kirkland New York held a "**Networking Tips for Women Attorneys**" program that was lead by Deborah Katz Soloman, an executive coach for lawyers and the founder of Acuity Legal Consulting LLC.

Deborah, a former antitrust

lawyer at Gibson Dunn, specializes in professional development, marketing, and leadership coaching for attorneys at all levels.

The course covered networking within the Firm, as well as externally in the legal and business communities. Deborah

addressed how women tend to approach networking differently from men and the successes and pitfalls of these different styles.

Directly following the presentation, the WLI held an informal cocktail party where attendees could practice and apply their networking skills.

# San Francisco

## Boalt Hall APALSA Honors Distinguished Alum

Kirkland San Francisco attorney Roy Wang and former Summer Associates Sean Fernandes, Sarah-Jane Hornbeek, Michael McCarthy, and John Tsai attended the **Boalt Hall Asian Pacific American Law Student Association's (APALSA) First Annual Dale Minami Boalt Alumni Fellowship Dinner** on January 25.

Dale Minami '71, a prominent San Francisco-based attorney

and a recipient of the American Bar Association's 2003 Thurgood Marshall Award, is well-regarded for his civil rights work and for co-founding the Asian Law Caucus as well as the Asian American Bar Association of the Greater Bay Area.

Kirkland's sponsorship allows APALSA to endow their fellowship program to fund students committed to working the in public sector.

Boalt's APALSA, the largest in the nation, provides students with social, academic, and professional support and offers students opportunities off-campus to serve the legal needs of Asian and Pacific Islander communities.

The Fellowship Dinner provided a great opportunity for Kirkland's Boalt alumni to reconnect with former classmates and to meet current and past students.

## SCHOOL OF LAW - BOALT HALL

### Other San Francisco Diversity Events

October 29  
**San Francisco Fall Diversity Dinner**

November 5  
**Women's Offer Dinner**

November 7  
**Working Mother's Lunch hosted by attorney Jenny Lee**

November 13  
**WLI Panel: Women Succeeding at Kirkland & Ellis**

January 22  
**WLI Webcast: Roadmap for Women Lawyers**

## Western Regional MCCA Does it Broadway Style

On October 11, Kirkland sponsored the **Minority Corporate Counsel Association's (MCCA) Western Regional Diversity Dinner**.

Kirkland San Francisco attorneys Andrew Hamill, Chaz Nanji, Jenny Lee, and Ben Ostapuk were joined by former Summer Associate

John Tsai at the dinner held in the Palace Hotel in downtown San Francisco.

MCCA was founded in 1997 to advocate for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them.

At the dinner, in celebration of the organization's 10<sup>th</sup> anniversary, the MCCA presented "MCCA on Broadway," a musical and theatrical production highlighting one decade of promoting diversity in the legal profession.

## Kirkland Helps 'Protect America's Promise'

Kirkland sponsored "Protecting America's Promise" the annual joint conference held by the **National Association of Muslim Lawyers (NAML)** and the **National Muslim Law Students Association (NMLSA)** in San Francisco November 9 through 11.

The conference featured keynote speaker Carlos Moreno of the California Supreme Court and was attended by Kirkland San Francisco and New York attorneys, and former Summer Associate Sajjad Matin.

NALM serves the Muslim

community, the legal profession, and the public by promoting justice and improvements in the American legal system.

NMLSA provides Muslim law students academic assistance and career help while furthering the social needs of Muslim community.



# Washington, D.C.

## Diversity by the Numbers: A Strategy Session

At Kirkland D.C.'s January Diversity Lunch, the topic of discussion was "**Diverse Lawyer Retention: Statistics and Strategies.**" A presentation, led by attorneys Thomas Gottschalk and Reyna Walters, examined law firm retention statistics,

client policies concerning diversity, and various initiatives to enhance retention.

The attorneys examined the "business case" for diversity, by weaving law firm statistics into the Corporate Call to Action pledge, signed by

many of the Firm's clients, which urges law firms make a concerted effort to improve diversity.

The meeting concluded with small group discussions that generated a practical and thoughtful exchange of ideas.



## Providing Guidance at Morehouse and Spelman

On January 30, Kirkland D.C. hosted a **diversity event at Morehouse and Spelman Colleges** where attorneys Alicia Johnson, Karen Robinson, Henry Thompson, and Raina Jones spoke to students on topics that included: The Dos and Don'ts of Applying to Law School; How to Select a Law Firm; and Alternatives to Big/Small Law Firms.

## Other D.C. Diversity Events

October 16	<b>Diversity Lunch Series Planning Session and Wine &amp; Cheese</b>
October 16	<b>"Minority Perspectives on Choosing a Law Firm" Panel Presentation at Georgetown University's Black Law Student Association*</b>
November 5	<b>Howard Law School Offer Dinner</b>
November 13	<b>Women's Offer Dinner</b>
November 13	<b>George Washington Hispanic Law Student Association's Diversity Panel and Networking Event*</b>
November 14	<b>Diversity Offer Dinner</b>
November 15	<b>WLI Luncheon for New Women Attorneys and New Women Partners</b>
December 13	<b>WLI Social Event and Programming Brainstorm</b>

\* *Kirkland attorneys presented*

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