

# Diversity Digest

KIRKLAND & ELLIS LLP

February 2008—August 2008

## Building the Diversity Pipeline at Kirkland

Kirkland continuously and aggressively works to build the pool of talented and diverse candidates from which it recruits. To do so, **we participate in a number of pipeline programs** to attract more diverse attorneys to our Firm and the practice of law.

For the past two years, Kirkland Chicago has partnered with **Scholarship Chicago**, an organization that helps underserved students successfully transition to professional careers by providing a combination of college preparatory workshops, mentoring, internships, and networking opportunities. The office also participates in the **Cristo Rey** internship program, **Lawyers in the Classroom**, and **LINK Unlimited**, a not-for-profit organization that provides educational services and mentoring to economically disadvantaged African-American youth.

Our Firm is a national sponsor of **The Posse Foundation**, an organization that identifies, recruits and trains student leaders from urban public high schools to form multicultural teams called "Posses." During an intensive eight-month pre-collegiate training program, the Posses prepare to pursue academics at top-tier universities and help promote cross-cultural communication on campus. Kirkland L.A. and Chicago sponsor a variety of programming through The Posse Foundation (see page 5), including workshops at which Kirkland attorneys and staff provide resume feedback and interview training.

Kirkland is a Partner Firm with the **Corporate Law Internship Program of the Sponsors for Educational Opportunity (SEO)** in New York. Founded in 1963, SEO was one of New York City's first mentoring programs for high school students of color.

As part of their support for the organization, Kirkland sponsors summer SEO interns (see page 6) who are treated like summer associates and mentored by Kirkland attorneys.

Kirkland San Francisco participates in **the Bar Association of San Francisco's Law Academy Program** and **the School-to-College program with Balboa High School**. The office was also recently selected as one of only five law firms to launch and participate in the **NALP/Street Law Legal Diversity Pipeline Program** (see page 8). According to Kirkland Partner, Elizabeth Deeley, "This program helps us meet our goal to open doors and enhance opportunities for students who may not otherwise be exposed to the exciting legal career possibilities within their reach."

In 2007, our Washington, D.C. office launched a **formal outreach initiative for historically black colleges and universities**, the objective of which is to increase the pipeline of African-American students in law schools. Kirkland D.C. attorneys have partnered with career services at Morehouse and Spellman Universities to give panel presentations on topics such as applying to law school and on a day-in-the-life of an attorney.

The programs above are only a few of the many pipeline and community partnership programs our Kirkland offices support and participate in.



**Scholarship Chicago student, Colby Morgan, and a friend at a negotiation skills workshop**

## Kirkland's Diversity Fellowship Program

Kirkland established the **Diversity Fellowship Program** in 2004, and this year we welcomed 16 accomplished fellows, from 12 universities, to Kirkland—

bringing the year-to-date total to 53 fellowship grants (amounting to \$795,000).

Current Fellows were selected (after an application process)

from among diverse second year law students holding offers to join Kirkland's Summer Associate Program. Each Fellow was awarded a \$15,000

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**2008 Diversity Fellows:**

**Tanya L. Jackson**  
University of California, Los Angeles School of Law

**Anden Chow**  
Columbia Law School

**Jack J. Chen**  
Cornell University Law School

**Prashina J. Gagoomal**  
Georgetown University Law Center

**Sibongile D. Mack-Williams**  
Georgetown University Law Center

**Gaurav Krishan**  
Harvard Law School

**Chanda A. Rice**  
Howard University School of Law

**Shannon Stokes**  
Howard University School of Law

**Chinemerem N. Ozor**  
University of Michigan Law School

**Jacqueline M. James**  
Northwestern University School of Law

**Sanjay M. Nangia**  
Northwestern University School of Law

**Justin Singh**  
University of Southern California Law School

**Brandon Vongsawad**  
Stanford Law School

**Tevenia V. Jacobs**  
University of Virginia School of Law

**Edith M. Bowman**  
Yale Law School

**Nathaniel Smith**  
Yale Law School

stipend. In 2009, the Diversity Fellowship Program's eligibility criteria will be expanded to cover all second year students holding offers who, as evidenced by a personal statement submitted along with the application, would meaningfully advance the diversity goals of Kirkland.

Tanya Jackson, a 2008 Diversity Fellow from UCLA School of Law and a summer associate working in Kirkland's Litigation practice, said, "My summer class primarily consists of

minorities. This was quite a shock to me at first! But having been here for the summer, and witnessed the Firm's diversity efforts firsthand, I am no longer surprised." Brandon Vongsawad, a Fellow from Stanford Law School, says, "Kirkland actively invests in their attorney's careers, starting with their summer associates—and it shows. The Firm demands top notch work on every assignment."

"The Fellowship Program is just one of the many ongoing diversity initiatives Kirkland

supports," said Eunu Chun, co-chair of the Firm's Diversity Committee and a partner in Kirkland's New York office. "Our Diversity Committee constantly strives to better understand the unique issues facing specific communities within the Firm and enhance the recruitment and retention of diverse attorneys by making sure they have the essential mentoring, networking and business development opportunities they need to succeed."

## Chicago

### Lambda Legal Event Convenes in Chicago

On June 3rd, **Lambda Legal held its second annual "Forum Conveniens" event in Chicago.** The event brought together local attorneys and summer associates for a happy hour at which Lambda attorneys spoke about the importance of large law firms partnering with non-profit organizations to do pro bono work.

Our Firm was a major sponsor of the event, which Kirkland Associate, Dan Ebner organized along with three associates from other firms. Dan gave an short speech to open the happy hour and two pro bono cases in which Kirkland attorneys cooperated with Lambda were briefly discussed by one of Lambda's staff attorneys.

Over 200 attorneys from 15 of Chicago's largest law firms attended Forum Conveniens (including over 20 Kirkland summers and associates) along with attorneys from Lambda Legal. The event drew a diverse crowd of both GLBT and non-GLBT attorneys and summer associates concerned with this important issue.



**Kirkland Chicago Summer Associates, Matt Spriggs and Bill Arnault at**

**Kirkland Chicago Associate, Dan Ebner and his partner**



### Networking Circles Come Full Circle

**Kirkland Chicago's Woman's Leadership Initiative (WLI) launched Networking Circles** in February 2008, with the goal of providing a forum to address issues such as networking, building alliances, navigating the Free Market System, managing workload, self-promotion, client management, business development, and other relevant topics.

Each Networking Circle is made up of approximately 25 female attorneys, with varying expertise and levels of seniority. The Circles meet a minimum of three times per year for events organized by the WLI, and are also encouraged to plan their own informal gatherings, such as attending a cooking class, happy hour, lunch, volunteer event, etc.

At the Circles kickoff event in February, a presentation on networking and business

development was given by Tracy LaLonde of Akina Consulting, and dinners for each Networking Circle were then held at various restaurants throughout the city. On June 20th, each Circle gathered separately for lunch at Kirkland Chicago. The luncheons were well attended by Circle members and women summer associates who were assigned to a Networking Circle for the summer. Another "All-Circle" event will take place in September.

## Diverse Summer Associates Get to Know the Firm

In addition to doing substantive work during their tenure with the Firm, Kirkland Chicago's 2008 diverse summer associates attend a number of interesting social and networking events. The group was welcomed with a happy hour and networking event on June 5th, and the Annual Summer Associate Diversity Dinner was held on June 20th at Tizi Melloul. The "family-style" dinner gave diverse summer associates and their significant others the opportunity to interact with diverse Kirkland associates

and partners. Members of the Firmwide Diversity Committee also attended the event, including Barry Fields and Louis Hernandez, who provided the welcoming remarks for the evening.

The Annual Summer Associate Women's Dinner was held at the home of Firm Committee Member, Emily Nicklin on June 23rd. Walter Lohmann, co-chair of our Firmwide Diversity Committee, gave a presentation on July 16th to all summer associates on Kirkland's diversity efforts—

which was followed by an open roundtable discussion on the Firm's strategic approach to increasing diversity.

On July 28th, Kirkland summer associates staffed the Kids Olympics and Craft Fair at the North Lawndale YMCA as a part of Summer Associate Volunteer Service Day. This year, over 150 underserved children attended the YMCA's summer camp program which provides companionship and exercise in a healthy environment.



**Kirkland Chicago summer associates volunteering at the YMCA**

## Encouraging Diverse High School Students to Consider a Career in Law

Coordinated by the Chicago Bar Association (CBA) to honor the memory of late CBA President, **the Donald Hubert Scholars Mock Trial Competition** was held on May 22nd and was attended by over 150 African-American male high school students from Chicago-area schools.

Kirkland hosted and coached 15 students during two rounds of competition, and Litigation Attorneys, Barry

Fields and David Grassmick served as judges for the mock trial, providing real-life and immediate feedback and encouragement to the students. Kirkland attorney coaches, Alexis Clowney, Khara Coleman, Patrice Dziire, and Breana Smith, and Summer Associates, Anand Mathew, Chanda Rice, Kate Wheaton, and Michael Zuckerman provided strategy lessons and instruction throughout the day.

Corporate associates, Mercedes McFarland, Kevin Morris, and Terence Patterson spoke during the competition's lunch program and provided insight into the transactional practice of law. The group actively engaged the students in a Q&A session and covered topics such as college and law school preparation, a day-in-the-life of an attorney, and the benefits of working at a large law firm.

## Diversity Networking Forums Underway

Since the launch of **Kirkland's Diversity Networking Forums** in February 2008, a number of gatherings for diverse populations at the Firm have taken place. The purpose of the Networking Forums is to provide additional support for diverse attorneys and a forum in which they can exchange ideas, develop relationships, and discuss issues they may not feel comfortable raising in other settings.

The 37-member Asian Diversity Networking Forum gathered for drinks (organized by Partner, Kal Shah) at a local upscale pub on April 24th. They held a dinner, also attended by summer associates, on July 24th at a Chicago's well known Flatwater Grill. The Black Diversity Networking Forum, which consists of 22 members, held a dinner on April 3rd (organized by

Associates, Patrice Dziire and Khara Coleman) at Tavern on the Park restaurant. The group also reconvened on July 26th for a Chicago Committee on Minorities in Large Law Firms (CCMLLF) event for summer associates and diverse attorneys.

The 16-member Hispanic/Latino(a) Diversity

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### Other Chicago Events

- February 7  
**LINK Unlimited Awards Gala**
  - February 15  
**Diversity in the Law Event**
  - February 21  
**Northwestern Latino Law Students' Networking Reception**
  - February 22  
**Harvard Law School Women's Law Association 2nd Annual Women's Conference**
  - February 29  
**American Heart Association's Go Red For Women Event**
  - April 3  
**AIDS Legal Council of Chicago Advocates of the Year Awards**
  - April 17  
**Hispanic Lawyers Scholarship Fund's Annual Scholarship and Awards Dinner**
  - April 23  
**Black Women Lawyers Association Spring Fundraiser**
  - June 20  
**Latinos Progresando Annual Benefit Gala**
  - July 24  
**Asian-American Bar Association of Greater Chicago 21st Annual Installation Dinner**
  - July 30  
**WLI Late Summer Wine Tasting Event**
  - July 31  
**Equality Illinois Lawyers for Diversity Mid-Summer BBQ**
- \*more diversity events not listed here*

## Diversity Networking Forums Underway continued . . . .

Networking Forum, hosted a lunch (organized by Partner, Paul Garcia and Associate, Marisa Murillo) at China Grill on March 19th, and another at Mercat, a Catalan restaurant, on June 25th. Associate, Leah Drennan, brought the 11-member GLBT

Networking Forum together to attend the Bon Foster fundraiser and to gather for post-event drinks at Wells on Wells. This Forum also attended the Lambda Legal Forum Conveniens event together on June 3rd.

The feedback we've received on the Diversity Networking Forums has been overwhelmingly positive and the events continue to help our diverse attorneys network and develop important new relationships.

### Other Los Angeles Events

February 7  
**National Association of Women Lawyers Awards Luncheon**

March 19  
**UCLA Law Fellows Program Law Firm Diversity Reception**

April 22  
**USC Roundtable Discussion "Women and Minorities in the Law"**

May 2  
**Yale Law School's Pacific Islander, Asian, and Native American Law Students Associations Annual Alumni Dinner**

May 9  
**StepUp Women's Network 2008 Inspiration Awards and Luncheon**

May 27  
**Summer Associate Diversity Dinner**

June 14  
**L.A. Works Volunteer Day**

June 14  
**Mexican American Bar Foundation Awards Gala**

July 24  
**African-American Attorneys in Downtown Firms Summer Associate Dinner**

July 31  
**Kirkland Diversity Fellows Dinner**

August 23  
**Southern Region National Black Law Student Association Job Fair**

*\*more diversity events not listed here*

## Los Angeles

### Williams Institute Hosts Public Policy Program

On February 22nd, the **Williams Institute held its 7th Annual Update on Sexual Orientation and Gender Identity Law and Public Policy Program.**

Professors from Yale Law School, UCLA School of Law, University of California, Berkeley School of Law, Brooklyn Law School, and the Williams Institute, among others, gave lectures on anti-discrimination legislation, recognition of same-sex couples, and California's domestic partnership law.

Following the program, the Williams Institute held the final round of the 4th Annual Moot Court Competition, which was judged by the Honorable Vice Chief Justice Rebecca White Berch (Arizona Supreme Court), the Honorable Justice James Graves (Mississippi Supreme Court), and the Honorable Jean Dubofsky (former Colorado Supreme Court Justice). At the cocktail reception, Michael Gottfried, former Kirkland Los Angeles office restructuring partner and Williams Institute legal

counsel, had the opportunity to thank the Firm and other sponsors of the Williams Institute. Kirkland Litigation Associates, Laura Thomas and Shaun Paisley were also in attendance.

The Williams Institute is a think tank at UCLA School of Law that advances sexual orientation law and public policy through independent research and scholarship and disseminates it to judges, legislators, and policy makers throughout the country, as well as to media and the general public.

### Kirkland Makes an IMPACT on Attorneys with Disabilities

The **4th Annual IMPACT Career Fair, held in conjunction with the National Association of Law Students with Disabilities Conference (NALSWD)**, took place on August 15th in Arlington, VA. Both IMPACT and the NALSWD are organizations dedicated to providing mentoring, disability advocacy, and the achievement of equal access to disabled attorneys and law students.

Kirkland Litigation Partner, Jeff Davidson—whose

successes includes pro bono representation of Rancho Los Amigos National Rehabilitation Hospital, the only rehabilitation hospital serving low-income people with disabilities in the Los Angeles area—was the lunch keynote speaker at the career fair. In 2004, Davidson led the fight to keep Los Angeles County from closing the Rancho Los Amigos Hospital. Kirkland is proud to be a founding sponsor of the career fair, as well as a sponsor of the NALSWD conference.

In related news, past conference attendee Will Grignon, a litigation associate in the L.A. office, conducted a training session on July 25th entitled "Accommodating Lawyers With Disabilities" as part of the EEO Reasonable Accommodation Coordinator Training—a national training seminar sponsored by the Department of Justice and held at the National Advocacy Center. Grignon's presentation focused on best practices for changing a legal organization's corporate culture with respect to hiring, accommodating, and promoting attorneys with disabilities.



## Posse Foundation Mixes It Up

**The Posse Foundation Los Angeles** (described fully in our lead story on page 1) **kicked off summer with a mixer** that gave Posse students a chance to network with the Foundation's career partners, board members, donors, and fellow scholars. Kirkland Intellectual Property Partner (and Posse Advisory Board Member), Marc Cohen hosted the event.

Posse scholar Danielle Diggins, a junior at Claremont

McKenna College with a double major in Philosophy and Government, who is spending her summer working as a case assistant at Kirkland L.A., said "What I've enjoyed most about working at the Firm is getting the opportunity to learn about the many aspects of legal work—from the training and brainstorming of case strategy, to the editing and cite checking of documents to be filed with the court — Kirkland has allowed me to be

present at the various steps along the way." She continued, "As an undergraduate student, opportunities to work in the legal field are few and far between, but Kirkland, in conjunction with the Posse Foundation, has allowed me to learn about the many facets of how a large firm operates; this internship is the perfect supplement to my education."

"This internship is the perfect supplement to my education."

— Posse scholar  
Danielle Diggins

## Kirkland Partners With Everybody Wins!

Two powerhouse Kirkland **spelling bee teams went head-to-head with ten other Los Angeles law firms in a competition held on July 8th to benefit Everybody Wins! Los Angeles**, a literacy and mentoring program for at-risk youth in Los Angeles Unified Schools. The big winner of the evening was Kirkland L.A. office Training Specialist, Lew Welden, who spelled dozens of words correctly, and in doing so defeated 34 other contestants from ten law

firms (and shared in the grand prize with a participant from Jones Day). Lew was joined in the competition by Kirkland Summer Associates, Vivian Fong, Michael Hagemann, and Karen Lehmann; Document Specialist, Corrina Lee; and Receptionist, Katherine Smith.

In further support of Everybody Wins!, 20 Kirkland attorneys and staff read weekly with Third through Fifth graders at nearby 10th

Street Elementary School during their lunch break. Despite being first-generation Americans, many of these students don't have the opportunity to read on a regular basis with an adult whose first language is English. Through the Everybody Wins! Power Lunch Program, students get to read one-on-one with an adult mentor. Corporate Partner, Eva Davis sits on the Everybody Wins! Board of Directors (as well as being a dedicated volunteer reader).



Kirkland L.A. Spellers Katherine Smith, Lew Welden, Michael Hagemann, Vivian Fong, Karen Lehmann, and Corrina Lee



## Los Angeles Women's Leadership Initiative Hits the Books

The Kirkland **Los Angeles Woman's Leadership Initiative (WLI) hosted a book club/reception for women attorneys and summer associates** on July 22nd.

Corporate Partner, Eva Davis gave her review of a book about negotiation tactics, entitled *The Shadow Negotiation: How Women Can Master the Hidden Agendas That Determine Bargaining*

*Success*. Former Litigation Associate, Linda Bassett (now an Assistant Dean at USC School of Law) provided her input on a book discussing women in the workplace, entitled *What Men Don't Tell Women About Business: Opening Up the Heavily Guarded Alpha Male Playbook*, and Litigation Partner, Becca Wahlquist shared her thoughts on another recently published guidebook, *The Girl's Guide to*

*Being a Boss (Without Being a Bitch): Valuable Lessons, Smart Suggestions, and True Stories for Succeeding as the Chick-in-Charge*.

The Los Angeles WLI kicked off the summer on June 4th, with a wine reception at Bottlerock in Culver City that was followed by a viewing of the movie *Sex and The City*.



The Los Angeles WLI kicks off summer

# New York

## New Leadership Forum for Women



Professor Boris Groysberg teaches a Harvard Business School Case at The Leadership Forum for Women

The **first annual Kirkland & Ellis Leadership Forum for Women** was held on June 4th. The event was designed by the Firm's senior women partners who sought to identify and create an opportunity to combine their intellectual capital with that of their senior female clients in order to build stronger professional networks and share management skills.

The Forum was led by two Harvard Business School professors and management coaches who provided a full day of leadership skills training and development. The curriculum centered on real-life case studies of prominent women executives and covered topics such as building your personal network, taking over management of a team or business, and perceptions of

gender in the workplace. Hearst magazine's President and one of *Forbes'* "100 Most Powerful Women," Cathie Black, was the keynote speaker—the event was attended by over 75 senior women professionals from companies such as Raytheon, Colgate-Palmolive, Apax Partners, and General Electric.

## Kirkland Hosts ACLU LGBT and AIDS Project Attorney Reception



Kirkland Partner, Patrick Gallagher and ACLU AIDS Project Director, Matt Coles

Kirkland hosted the **American Civil Liberties Union (ACLU) LGBT and AIDS Project's 10th Annual Summer Attorney Reception** on June 17th. Nearly 500 members of the New York legal community, including partners, associates, and summer associates from dozens of firms, gathered in Kirkland's Conference Center to learn

more about the Project's work and to network with others interested in LGBT rights.

Kirkland Partner, Patrick Gallagher introduced ACLU AIDS Project Director, Matt Coles who spoke to attendees about the Project's work. In addition to a cocktail reception, two clients of the Project provided their personal account of one of

the "impact" lawsuits brought by the Project. The impact cases the Project brings in state and federal courts throughout the country are designed to have a significant effect on the lives of LGBT persons and those persons living with HIV/AIDS.

## Kirkland Partners with Sponsors for Educational Opportunity



**Kirkland New York is currently hosting two summer interns through our partnership with the Sponsors for Educational Opportunity (SEO) Corporate Law Internship Program.** As interns, Franck Chintoya and Aimee Wilczynski (who will begin law school this fall at Columbia Law School and University of Chicago Law School, respectively) navigate the Firm's free market system, participate in Kirkland's extensive summer training

programs, and attend Firm-sponsored social events. Each intern is also mentored by a Kirkland associate and is fully integrated into our Summer Associate Program.

In further support of the program, Eunu Chun, corporate partner and co-chair of Kirkland's Firmwide Diversity Committee, participated in a panel presentation held on June 12th for all New York SEO Interns interested in learning more about the practice of corporate law.

SEO is the nation's premiere summer internship program for talented students of color. Since its inception, SEO's Career Program has placed over 5,000 students of color in internships that often lead to full-time positions and rewarding careers in competitive industries. Kirkland's participation in the SEO Corporate Law Internship Program is just one of the many important diversity pipeline program the Firm supports (others are detailed more fully in the article on page 1).

## Summer Associates Give Back

On July 29th, **Kirkland New York's summer associates joined forces with New York Cares for a community service project** at Public School 24—a school in Sunset Park, Brooklyn that serves over 800 predominantly Hispanic/Latino(a) students in

Kindergarten through Fifth grade. Some summer associates read stories about conservation of resources to Second and Third grade students and taught them about New York's drainage system. Others helped the students build a greenhouse on the premises and spruce

up the school, both inside and out. The volunteers left PS 24 a brighter and cleaner place and the Firm's \$10,000 donation to New York Cares (made on behalf of our 2008 summer associate class) will help support a number of different local New York charities.



Kirkland New York summer associate give back with New York Cares

### Other New York Events

February 2	<b>Asian-American Legal Defense Education Fund's 7th Annual Mid-Atlantic Conference of Asian-Pacific American Law Students</b>
February 13	<b>All-Staff GLBT Reception</b>
February 22	<b>Harvard Law School Women's Law Association 2nd Annual Women's Conference</b>
February 23	<b>University of Pennsylvania Law School Black Law Students Association's 20th Annual Dr. Sadie T.M. Alexander Commemorative Conference</b>
Feb 29-March 1	<b>Harvard Asian-Pacific American Law Students Association's 14th National Asian-Pacific American Conference on Law and Public Policy</b>
March 5	<b>WLI Luncheon "Seven Habits of Highly Effective Kirkland Associates"</b>
March 26	<b>Columbia Law School Women's Association's Myra Bradwell Dinner</b>
April 4	<b>Native American Law Students Association at Columbia Law School's National Writing Competition/Moot Court</b>
April 17-18	<b>Harvard La Alianza's 11th Annual Latino Law and Public Policy Conference</b>
May 7	<b>Lambda Liberty Awards National Event</b>
May 14	<b>WLI Luncheon "Communication Skills Workshop"</b>
June 9	<b>Asian-American Legal Defense and Education Fund Annual Summer Cocktail Party</b>
July 7	<b>Summer Diversity Dinner</b>
July 25	<b>ACLU Luncheon Seminar on GLBT Youth in Schools</b>
August 6	<b>WLI Mentoring Circles Luncheon</b>

*\*more diversity events not listed here*

## San Francisco

### Kirkland Supports Asian-American Bar Association

On June 19th, **Kirkland was again the exclusive sponsor of the Asian-American Bar Association (AABA) of the Greater Bay Area's Summer Law Clerk Reception.** Kirkland Attorneys, Peter Chang, Nancy Jen, Roy Wang, Jenny Lee, and Rosalind Yoo

attended the reception where the AABA awarded 2008 Summer Law Student Grants to two Berkeley Law students working to provide free legal services to the Asian-American community.

The AABA was founded in 1976 to encourage and

promote the professional growth of its members, serve the Asian-American and minority community, and to foster the exchange of ideas in the legal community at large. Kirkland San Francisco Partner, Jenny Lee was profiled in AABA's May 2008 newsletter.



Celia Lee, President Asian American Bar Association of the Greater Bay Area; Kirkland's Rosalind Yoo (Associate, Real Estate), Nancy Jen (Associate, Corporate), Roy Wang (Associate, IP Litigation), and Jenny Lee (Partner, IP Litigation)



## Participating in a New Diversity Pipeline Program

**National Association for Legal Placement (NALP) and Street Law teamed up to create a new diversity pipeline partnership** that pairs law firms with local diverse and disadvantaged high schools to teach them about substantive areas of the law, the legal profession, and legal career pathways.

Kirkland San Francisco is one of five NALP member law firms selected to participate in the pilot pipeline program and the Firm will also contribute \$20,000 to cover program costs.

NALP is an organization dedicated to facilitating legal career counseling and

planning, recruitment and retention, and the professional development of law students and lawyers. Street Law promotes practical, participatory education about law, democracy, and human rights.



Kirkland San Francisco's Kelly Wessels (Associate) and Elizabeth Deeley (Partner) with guests Genevieve Feeley and Moira Dawson

## A Night With the National Center for Lesbian Rights

Just two weeks after the revolutionary Gay Marriage decision in California, **Kirkland proudly sponsored the National Center for Lesbian Rights (NCLR) 2008 Anniversary Celebration** on May 31st. Attorneys Kelly Wessels and Elizabeth Deeley joined former Kirkland Attorney, Anne-Marie Eileraas (Vice

President and General Counsel in Redwood Shores, California) at the dinner.

NCLR is a non-profit, national, legal organization committed to advancing the civil and human rights of LGBT people and their families through litigation, public policy advocacy, and public education. Founded in 1977,

NCLR litigates precedent-setting cases at the trial and appellate court levels; advocates for equitable public policies affecting the LGBT community; provides free legal assistance to LGBT people and their legal advocates; and conducts community education on LGBT legal issues.

## Working to Rebuild Together

On April 26, **Kirkland San Francisco participated in Rebuilding Together San Francisco**, an event held as a part of a two-day national Rebuilding Weekend during which tens of thousands of volunteers give back to their communities. Attorneys Ben Ostapuk, Kenny Nguyen, Jenny Lee, Chaz Nanji, and Jared Hansen joined managers and staff for this important event, which the

office has been participating in since 2005.

This year, the Kirkland team was the only on site at the Martin Luther King, Jr. Academic Middle School in the Portola District. Their project was to makeover the school's library, and create an inviting space with areas for quiet reading, homework, and computer use.

Rebuilding Together San

Francisco (formerly called Christmas in April) provides free home repair and renovation programs for low-income, elderly, and disabled San Franciscans and for non-profit and neighborhood facilities. Projects typically focus on refurbishment, functional improvements, safety improvements, beautification, and other enhancements to further the work of the organizations.



## Kirkland is a Legacy Builder Sponsor of the Council on Legal Education Opportunity

On July 22nd, **the Council on Legal Education Opportunity (CLEO) recognized the Legacy Diversity Awardees for the West/Northwest Region** at the James R. Browning

Courthouse, 9th Circuit Court of Appeals. Kirkland Attorneys, Elizabeth Deeley, Rosalind Yoo, and Andrew Hamill were among those who attended.

Since 1968, the CLEO, a non-profit project of the American Bar Association's Fund for Justice and Education, has helped more than 7,000 minority, under-represented, and economically-disadvantaged students enter



Kirkland is a Legacy Builder Sponsor continued . . . .

and graduate from law school. 2008 marks the CLEO's 40th anniversary and receptions to celebrate the occasion and the CLEO's enduring legacy will be held around the country.

Other San Francisco Events	
February 28	<b>Bay Area Lawyers for Individual Freedom's Annual Fundraising Dinner</b>
February 29	<b>WLI Luncheon "Business Development Tips for Women"</b>
March 27	<b>Bay Area Latino Lawyers Noche de Gala</b>
April 11	<b>Boalt Hall La Raza Law Student Association's Cruz Reynoso Social Justice and Judicial Externship Fellowship Dinner</b>
April 18	<b>Asian Law Caucus 36th Anniversary Dinner</b>
April 18	<b>Berkeley Journal of African-American Law and Policy 10th Annual Publication Reception</b>
April 29	<b>Lambda Legal San Francisco Celebration</b>
May 21	<b>Law Foundation of Silicon Valley 34th Annual Celebration of Justice Dinner and Awards Presentation</b>
June 4	<b>ACLU LGBT and AIDS Project FrontLine Attorney Reception</b>
June 11	<b>WLI Networking Reception and Wine Tasting Event</b>
June 12	<b>Bar Association of San Francisco Minority Summer Associates Reception</b>
June 26	<b>Silicon Valley Campaign for Legal Services Annual Bocce Ball Tournament and Wine Auction</b>
July 9	<b>Legal Aid Society-Employment Law Center's 92nd Anniversary Luncheon</b>
July 17	<b>Public Interest Clearinghouse's Opening Doors to Justice Auction and Benefit Reception</b>
<i>*more diversity events not listed here</i>	

## Washington, D.C.

### Kirkland Participates in Multicultural Week at Georgetown University

On February 25th, Kirkland D.C. Litigation Partner, Chong Park, participated in a diversity career panel held in conjunction with **Georgetown University Law Center's (GULC) Multicultural Week 2008** (of

which Kirkland was a major sponsor). The panel was on diversity in the workplace, recruitment strategies, and assessing an employer's commitment to diversity. On February 27th, Kirkland Attorneys Walter Lohmann,

Chong Park, Toby Chun, Ragan Naresh, and Crystal Brown attended the Multicultural Week Grand Celebration. Both events provided wonderful opportunities to network and connect with diverse students who attended GULC.



### Celebrating Big Steps with the Hispanic Bar Association

On May 16th, **Kirkland sponsored the Hispanic Bar Association (HBA) of D.C. Foundation's 2007 Pasos celebration**. Pasos means "big steps" and the event brought together

graduating law students, their families, Hispanic lawyers, and others from the community for a ceremony and reception. The HBA of D.C. Foundation provided generous fellowship funding

for law students working in public interest entities this summer, and Kirkland was proud to celebrate the contributions of this important organization and the students they support.



## Celebrating a Prominent Black George Washington University Law School Alum

On May 16th, Kirkland sponsored and supported the **Black Law Students Association (BLSA) of The George Washington (GW) University Law School's 30th Annual Patricia Roberts Harris Graduation and Awards Ceremony.**

Patricia Roberts Harris, an accomplished GW alumna, was the first Black female Presidential Cabinet Member, first Black female U.S. Ambassador, and the first Black female to serve in the United Nations. Kirkland Attorneys, James Cosgrove

and Brandon Hill represented the Firm at the event.

BLSA has a long history of working to empower African-American student's academic achievement and to increase diversity in the legal community.



## Kirkland Backs a Thur-Good Cause

On June 11th, **Kirkland was a proud contributor to the Howard University School of Law's fundraiser** involving a benefit performance (in New York) of Laurence Fishburne's one man show "Thurgood" based on the life of Thurgood

Marshall. The funds raised from "A Perfect Night for Thurgood" will benefit the university's bar association support programs, fund technology upgrades, and provide scholarship support. This event was a terrific and opportunity for Kirkland

Attorneys, Karen Robinson, Raina Jones, and Sabrina Mitchell and Summer Associates, Michael Lavine, LeMar Moore, Adrian Moore, and Shannon Stokes, to meet diverse students from top law schools across the nation.

### Other Washington, D.C. Events

February 7	<b>WLI Luncheon with author and journalist Maggie Jackson "Work-Life Balance"</b>
March 13	<b>Diversity Luncheon "What is Diversity?"</b>
March 26	<b>The George Washington University Lambda Law 2nd Annual 1L Networking Reception</b>
March 27	<b>National Black Law Student Association's Convention and Career Expo</b>
March 28	<b>Asian-Pacific American Bar Association Dinner</b>
April 22	<b>WLI Luncheon and Internal Speaker Series "Experience on Trial Team"</b>
May 15	<b>Women's Bar Association Dinner</b>
May 29	<b>WLI Luncheon and Tour of the National Museum of Women in the Arts</b>
June 3	<b>Summer Associate Women's Dinner</b>
June 17	<b>Summer Associate Diversity Dinner</b>
June 19	<b>Minority Corporate Counsel Association Dinner</b>
June 12	<b>Wine Tasting Event with South Asian Bar Association</b>

*\*more diversity events not listed here*

**KIRKLAND & ELLIS LLP**

We invite you to visit [www.kirkland.com/diversity](http://www.kirkland.com/diversity) to learn more about our Firm's commitment to diversity

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