

Diversity Digest

KIRKLAND & ELLIS LLP

August 2008—December 2008

Kirkland Gives Its All Though ALLSA

This fall, Kirkland's Firmwide Diversity Committee conceived and launched a formal program to reach out to diverse law students and simultaneously enhance the leadership skills of the Firm's diverse attorneys.

Coined the "ALLSA" Initiative, an inclusive term reflective of the program's mission to reach out to "all" racial, ethnic, women's, and GLBT student associations (e.g. BLSA, APALSA, WLSA, SALSAs, LLSA, OutLaw, etc.), the thrust of the program is not recruiting or financial sponsorships, but rather, encouraging substantive interaction between Kirkland

attorneys and diverse student groups throughout the country.

"Our goal is to encourage one-on-one mentoring relationships, where Kirkland attorneys serve as a resource and mentor for diverse students as they begin their careers," said Walter Lohmann, a Washington, D.C. Partner and Co-Chair of the Firmwide Diversity Committee. "The emphasis on building relationships is at the cutting edge of law firm diversity efforts."

At the core of the ALLSA Initiative are 90 Kirkland partner and associate liaisons who have developed relationships with 73 student

groups at 20 target law schools. The liaisons, supported by a dedicated ALLSA Initiative budget, take the lead in fostering Kirkland's relationship with these organizations by serving as a regular point of contact and organizing both social/networking events and substantive programs with the student groups.

During the fall semester, liaisons held one-on-one resume review sessions, led panel presentations on topics such as interviewing skills, networking, and work/life balance, and hosted informal social events, such as the barbecue Kevin Morris, a Kirkland Chicago Partner,

hosted at his home for University of Chicago's BLSA group.

A number of innovative student events have already been planned and begun for 2009.

Kirkland expects continued success from the growing ALLSA Initiative, not only with respect to recruiting but also in the increased sense of community and the leadership and mentoring opportunities the program affords diverse attorneys at the Firm.

A Perfect Score from HRC



Kirkland received a perfect score on the

Human Rights Campaign (HRC) Corporate Equality Index and Best Places to Work Survey for the second year in a row. The Corporate Equality Index (CEI) is a tool used by the HRC—America's largest civil rights organization focused on

lesbian, gay, bisexual, and transgender equality—to rate companies based on how well they treat their GLBT employees, consumers, and clients.

Nearly 600 companies completed the 2009 CEI survey (43 percent were Fortune 500 companies). HRC awarded its top score of 100 percent to 259 companies considered to be among the most inclusive and fair-

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Women Partners Challenged to Think Differently

Over 90 women partners from our U.S. and international offices gathered at Kirkland Chicago on October 3rd for the **Women's Partner Meeting**, held annually during the Firmwide Partner Meeting. The group enjoyed lunch and heard a keynote address from Susan Neely, President and CEO of the American Beverage Association.

In her previous role, Susan was a senior administration official and one of the architects of the country's first Department of Homeland Security.

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Perfect Score continued . . .

mind in their industries. In 2006, when HRC invited law firms to participate in the CEI for the first time, only 13 firms achieved a score of 100 percent. In the 2009 CEI, 64 law firms received a perfect score.

"We are pleased to see an impressive surge in the number of law firms committed to fostering a diverse and inclusive work environment for GLBT attorneys and other employees," said Andrew

Nagel, Kirkland New York Partner and Chair of the Firmwide Diversity Committee's GLBT Subcommittee. "Kirkland is proud to be a leader in our profession in this respect and to remain at the forefront, both in policy and practice, of firms dedicated to developing and advancing GLBT workplace equality."

Women Partners continued . . .

As such, she is in a unique position to offer perspective on ways in which women in leadership positions can be

catalysts for change. Susan challenged our women partners to think outside the box with regard to work/life balance and to recognizing it as more than a "women's issue." Susan encouraged the Kirkland women partners to be a different breed of leaders and to realize that sometimes "it is ok to shout."

Susan's inspirational speech sparked lively debate and helped the group renew their commitment to mentorship and making Kirkland a great place for women to work.

Other Chicago Events

August 20
WLI Lunch "Building Your Financial Future"

September 17
National MS Society Dinner of Champions

September 20
History Makers: An Evening With Eartha Kitt Event

September 24
Diversity Lunch Series "Pipeline Programs: How to get Involved"

October 2
UNICEF Wine, Women & Shoes Event

October 7
Posse Foundation 10th Anniversary Celebration

October 10
Chicago Committee on Minorities in Large Law Firms Associate Bash

November 5
Asian Diversity Networking Forum

November 7
Lambda Legal Major Donor Reception

November 13
Scholarship Chicago Head of the Class Benefit

November 17
Hispanic Lawyers of Illinois Charities Day of Dead Masquerade Ball

December 10
Black Diversity Networking Forum New Partner Dinner

December 11
Diversity Lunch Series - Evening Event at Adobo Grill and Second City

**more diversity events not listed here*

Chicago

Meaningful Mentoring

On October 30th, Kirkland Chicago hosted a **Women's Mentoring Program Fall Cocktail Reception** for first year women law students at the **University of Chicago Law School** as part of our ALLSA Initiative (see details on ALLSA in story on page one). The event was attended by nearly 100 law students and Kirkland women

attorneys. Linda DeBruin, a Kirkland IP Partner, spoke to the group about the importance of mentoring and cultivating meaningful professional relationships.

Linda Myers, a Corporate Partner and Chair of our Gender Subcommittee, said, "We had a terrific turn out, and everyone I spoke with

really enjoyed the event."

The University of Chicago Women's Group found the outing to be very valuable and said they look forward to partnering with Kirkland in the future.

Kirkland Partner Tells Tales from the Trenches

On October 20th, Eva Davis, a founding Partner of the Kirkland Los Angeles Corporate Practice, visited Kirkland Chicago to share her extensive experience in negotiating complex transactional documents in a presentation titled

"Negotiation Strategies: Tips and Tales from the Trenches."

The event was attended by over 50 Kirkland women partners and associates who benefited greatly from hearing Eva's practical tips

and real-life tales of her past negotiations. Eva also shared various negotiation styles and techniques and addressed the unique challenges posed by cross-cultural negotiations.

Diverse Attorneys Receive Warm Welcome

Nearly 20 diverse attorneys, candidates with offers, and their guests attended the **Diversity Offer Dinner** on September 26th at Sepia restaurant in Chicago. The dinner was hosted by

Litigation Partner Barack Echols and IP Partner Tiffany Cunningham.

At the informal event, candidates had the opportunity to meet diverse Kirkland attorneys and get to

know them on a more personal level. Everyone enjoyed a delicious meal, cocktails, and an evening of conversation about life and diversity at Kirkland.

Los Angeles

Workshop Sheds Light on “Invisible Disabilities”

On November 21st, Kirkland Los Angeles presented an **Invisible Disabilities in the Workplace Workshop**.

Representatives from the Disability Rights Legal Center, Southern California Edison, and the Lawyer Assistance

Program also spoke at the event.

An overflow audience of clients, attorneys, and staff learned that “invisible disabilities” are real, prevalent, potentially disruptive, legally-protected,

and something a corporate culture can embrace and support in order to enhance the satisfaction, productivity, and retention of all employees—whether they have a disability or not.

Kirkland Honored by Asian Pacific American Legal Center



As a result of Kirkland's active support of the **Asian Pacific American**

Legal Center (APALC), the Firm was honored on October 21st at the organization's **25th Anniversary Dinner**. Over 1,100 people attended the event including Kirkland

attorneys Esther Kim, Shani Moore Weatherby, Lance Miller, incoming Fall Associate Vidhya Rangunathan, incoming Summer Associates Errling Tao and William Wong, as well as Kirkland Partner Alex Pilmer who accepted the award on behalf of the Firm.

APALC is the country's largest non-profit organization

focusing on legal issues affecting the Asian Pacific American community.

Founded in 1983, APALC provides such services as domestic violence counseling, immigration and citizenship advocacy, and legislative and litigation support to combat consumer fraud, hate crimes, and worker exploitation.

Other Los Angeles Events

September 8
USC School of Law OUTLaw Association

October 2
West Coast Lambda Liberty Awards

October 27
Braille Institute of America's "Blindness and the Law" Presentation by associate Will Grignon

November 13
WLI Panel Presentation "Effectively Leading and Managing Deal and Trial Teams"

December 4
Disability Awareness Seminar Presentation

December 4
Women Associates Mentoring Happy Hour

January 8
Diversity Committee Bowling Event

Attorneys Tackle the Tough Questions at USC Panel

On November 5th, Kirkland Los Angeles attorneys Tracy Le, and Amanda Wong participated in a **Diversity Roundtable** discussion at **the University of Southern California Law School**, which was hosted by USC's Asian Pacific American Law Student Association (APALSA) and sponsored by Kirkland.

The Kirkland attorneys fielded insightful and challenging questions from the audience on issues such as stereotypes and discrimination in the workplace, challenges in daily practice, establishing mentor relationships with attorneys from different affinity groups, long-term career success, and Kirkland's efforts to retain women of color.

The event was extremely well attended with a high level of audience participation throughout the hour-long discussion. Afterward, the USC students praised the Kirkland panelists for their candor and the thoughtfulness of their comments.





Berkeley School of Law students, undergraduates, and alumni (above). Panelists John Burris, Shani Moore Weatherby, Tirien Steinbach (Executive Director of the East Bay Community Law Center), Robin Tucker (Independent Consultant), and Duane Valz (below).



Berkeley School of Law Alumni Event

On September 20th, Kirkland organized and sponsored a **Career Panel Event for the University of California Berkeley School of Law's** Asian, Black, and Latino students. Designed to coincide with the school's Alumni Weekend, the event drew a number of influential alumni, including: the Honorable Henry Ramsey Jr. (Berkeley School of Law '63). Judge Ramsey, who is believed to be the school's 13th black alumnus, is also a former Berkeley School of

Law professor and a past Dean of Howard Law School.

Panelists included John Burris (Berkeley School of Law '73), who has been called the "Johnnie Cochran of Oakland." He discussed his work on the Rodney King civil case and the Oakland Riders cases. Duane Valz (Berkeley School of Law '96) shared the career path that led to his current position as Vice-President and Associate General Counsel of Global Patent Strategy for [Firm client] Yahoo Inc. Shani

Moore Weatherby, a 2004 graduate of Berkeley's Graduate School of Journalism and a Kirkland Associate, discussed why she chose to work at the Firm. Her reasons included early responsibility on big cases, Kirkland's diversity efforts, and the Firm's commitment to pro bono work.

The event was extremely successful and elicited a lot of positive feedback.

New York

Senior Women Associates Share Knowledge

The New York **Women's Leadership Initiative (WLI)** sponsored a female **"Mid-Level/Senior Associate Panel"** on November 11th that provided helpful insights and tips on how to achieve career success. Panelists included Litigation Associates Laura

Kadetsky and Abigail Diaz-Pedrosa, Restructuring Associate Catherine Peshkin, and Corporate Associate Karyn Koiffman.

Questions were submitted in advance by junior associates and covered topics such as: gaining visibility, the benefits of professional associations,

the partnership track, networking, and other success stories.

Following the panel discussion, the women attorneys split into their practice groups to discuss the topics and tips most relevant to them.



Kirkland Attorneys Explore Pathways to Diversity

The **Minority Corporate Counsel Association (MCCA)** hosted its **9th Annual Creating Pathways to Diversity Conference** on November 19th. A group of attorneys led by Walter Lohmann, Co-Chair of our Firmwide Diversity Committee and Michael Jones, a Litigation Partner in our Washington, D.C. office, attended the conference—which featured presentations

by the Call to Action General Counsels' Diversity Summit Working Groups. Kirkland attorneys also attended sessions on "Best Practices to Overcome Challenges to the Diversity Pipeline" and "Strategies for Creating and Revitalizing Mentor Programs."

The MCCA conference is designed to provide attendees with the practical tools and

resources attorneys need to further personal career growth and meet organizational diversity goals. Following an informative day of programming, Kirkland attorneys attended a networking reception and sponsored a table at the MCCA's Annual Northeast Region Diversity Dinner.



Bridging the Generational Divide

Kirkland New York's **Women's Leadership Initiative (WLI)** hosted a luncheon on December 8th for **Flextime Lawyers LLC** and its city-wide members entitled, "**Forging Generational Bonds in a Changing Market.**" Flextime Lawyers Founder Debbie Epstein Henry moderated a compelling panel on generational shifts and the demographic changes driving workforce change. Panelists included Marge Lindblom, Kirkland Litigation Partner, Andrew Canter, Co-Founder

and Board Member of Building a Better Legal Profession, and Yolanda Wu, Co-President and Co-Founder of A Better Balance: The Work and Family Legal Center. The assembled group represented and provided perspective from Baby Boomers, Generation Y, and Generation X respectively.

The audience of 60 learned about bridging intergenerational gaps and developing effective mentoring relationships and role models in a diverse and

evolving workplace.

Specifically, Marge spoke about the economic and managerial challenges of navigating a new workforce during a market downturn, and Yolanda shared her findings from the 2008 Better Balance survey of NYU law students entitled, "Seeking a Just Balance." Valuable insights were gained by all who attended.

Kirkland Women Learn from Cherie Booth Blair

The **New York Women's Leadership Forum (WLF)** hosted a luncheon on December 10th with **Cherie Booth Blair**, human rights advocate, author, and wife of former British Prime Minister Tony Blair.

Over 85 Kirkland women partners and the senior women executives in their professional networks

attended the event which was sponsored by the Kirkland WLF and Greene-Levin-Snyder LLC, a legal search firm.

Cherie discussed work/life balance and her struggle to achieve it during the launch of the Cherie Blair Foundation for Women—which was created as part of the Clinton Global Initiative. Panel

moderators Jennifer Morgan, a Kirkland Real Estate Partner and Alyssa Levin, a Partner at Greene-Levin-Snyder, posed questions to Cherie which were solicited in advance. She discussed today's workplace challenges for women and how current executives can help prepare future generations to better address these challenges.



Cherie Booth Blair addresses Kirkland's Women's Leadership Forum

Other New York Events

August 8	National Lesbian and Gay Law Association Allies for Justice Awards Reception
November 14	NYU South Asian Law Students Association (SALSA) Naya Saal Ball
November 15	Columbia Outlaws LGBT Law Conference and Reception
December 2	The Williams Institute CLE Program and Winter Reception

Palo Alto

New Leadership Forum for Women

On September 26th, Kirkland Palo Alto joined Kirkland San Francisco to host the **Annual Women's Recruitment Dinner** at Spruce in San Francisco. Two incoming fall associates and five prospective summer

associates were greeted by and networked with Kirkland women partners and associates.

Six summer associate candidates also attended the **Annual Diversity Recruitment Dinner** on

October 10 at Absinthe in San Francisco where attorneys from Kirkland Palo Alto and Kirkland San Francisco welcomed them and hosted the event.

Supporting the Asian Pacific Bar Association of Silicon Valley

Kirkland sponsored the **Asian Pacific Bar Association (APBA) of Silicon Valley's Scholarship and Commitment to Diversity Awards Banquet**. The event was held on October 20th at

the Four Seasons Silicon Valley and featured guest speaker Chaplain James Yee, the former U.S. Army Muslim Chaplain at Guantanamo Bay and author of *For God and Country: Faith and Patriotism*

Under Fire.

All proceeds from the event went to fund the APBA's scholarships and fellowships for non-profit organization.

San Francisco

Other San Francisco

August 21
WLI Lunch and Networking Event

August 27
UC Berkeley Recruiting & Promoting Women - A Celebration of Women in the Law

September 25
Diverse Attorney Reception

September 26
Women's Recruitment Dinner

October 10
Diversity Recruitment Dinner

November 4
Mentor Dinner for New Associates and Lateral Hires

December 10
NAWL Event "Connect, Listen and Learn"

An Award for Already Rewarding Work



On October 20th, Kirkland San Francisco was honored by the **Transgender Law Center (TLC)** for their pro bono work with the organization. This past year, Associates Kyra Sanin and Dan Komarek, and supervising Partner Arshad Ahmed obtained a Withholding of Removal and Relief Order under the Convention Against Torture

for a transgender client, and secured her release from immigration detention in the Santa Clara County Men's Jail in San Jose, California.

At the ceremony, held in honor of TLC's anniversary, the Firm received an official Commendation and Certificate of Honor from the City and County of San Francisco, as well as a Community Ally Award from the California Legislative Assembly.

There was a tremendous turnout for the event, and it

was a true honor for Kirkland to be recognized in front of a packed house of community activists, attorneys, and local and state legislators.

The TLC is a civil rights organization that provides free legal services to transgender people throughout California and works with community members and partnering organizations on cutting-edge transgender rights policy initiatives.

Kirkland Lends Strong Support at Lavender Law

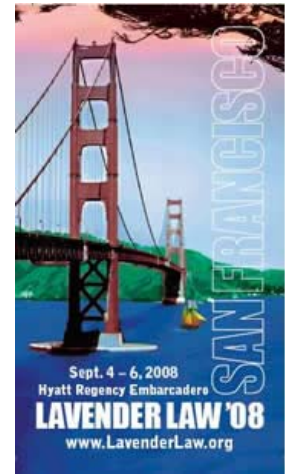
The **2008 Lavender Law conference organized by the National Gay and Lesbian Law Association** was held in San Francisco on September 4th through 6th.

The conference is dedicated to issues of concern to GLBT lawyers, and Kirkland once again was a major corporate

sponsor of the event.

Attorneys and summer associates from Kirkland New York, Washington, D.C., San Francisco, Chicago, and Los Angeles attended the conference and participated in the Lavender Law Recruiting Fair.

The Firm held a dinner for all GLBT attorneys and summer associates on September 3rd and hosted a Recruiting Reception for students and conference attendees at our San Francisco office on September 5th.



Stanford Law Alumna Gives Back

Kirkland San Francisco Associate Rachel Walsh, a 2006 alumna of the Stanford Law, was a featured panelist at **Women of Stanford Law's Young Associates Panel**. Held during fall

recruiting season, the event provided female Stanford Law School students an opportunity to meet and ask questions of junior associates at Bay Area firms. Those who attended gained a more

informed perspective on being a woman at a law firm and some of the factors to consider when deciding where to spend their summer.

Guidance for Women Home Buyers

On November 19th, Jessica Lanning and Scott Hershberger conducted a **workshop presentation on home buying**. The event was sponsored by the Kirkland San Francisco Women's Leadership Initiative (WLI) and open to all attorneys.

The workshop covered topics such as what to consider when buying a home, loan pre-qualification vs. pre-approval, types of home loans available, and important tips once you begin the home buying process. Attorneys who attended the event had an opportunity to complete a

loan worksheet to aid them in determining their loan qualification amount and monthly repayment schedule.

Washington, D.C.

Kirkland D.C. Attorney Featured Speaker at NAPABA

Kirkland sponsored the **National Asian Pacific American Bar Association's (NAPABA) Annual Convention** which took place November 19th through 23rd in Seattle. Kirkland Partners Marla Tun Connely and Chong Park

represented the Firm at the event, where Chong was also a featured speaker on two panels.

The first panel was on the topic of professional responsibility and featured a variety of speakers from the

private bar and government. The second panel addressed pro bono and also featured Ivan Fong, General Counsel of Cardinal Health, and Justice Doris Ling-Cohan of the New York Supreme Court.

Other D.C. Events

August 19
UVA BLSA Diversity Reception

September 22
UVA Lambda Law Student Association Event

October 6
Duke OUTLaw Event

October 16
"Resume Building, Interviewing & Networking Skills" Presentation at GW

October 20
WLI Lunch Open Discussion

November 18
APAL Resource Center 10th Anniversary Event

Kirkland Supports GAYLAW

Kirkland D.C. attorneys Jason Parish and Michael Woods, and incoming Summer Associate Andrew Welz represented the Firm at the

16th Annual GAYLAW Awards Celebration held at the Woman's National Democratic Club on December 5th. GAYLAW is the

independent, non-partisan bar association serving GLBT lawyers, law students, and legal professionals in the D.C. area.

Letter from the Co-Chair



Walter Lohmann is the Co-Chair of our Firmwide Diversity Committee and a partner in Kirkland D.C.'s Environmental Transactional Group.

As the co-chair of a firmwide committee dedicated to Diversity at Kirkland, you'd expect that I would be passionate about the subject. Believe me, I am. But, as evidenced by all the accomplishments highlighted in this publication and the many events and initiatives conceived and executed by Kirkland's attorneys and staff, I am one of many.

Our ALLSA Initiative (lead story page one) is a truly unique and cutting-edge program that is a real point of pride. We are already seeing gratifying results from the mentoring relationships our attorney liaisons have developed with diverse law students all over the country. And the events our Women's Leadership Initiative continue to hold—such as the "Negotiation Strategies" presentation in Chicago (page two) and the "Forging Generational Bonds in a Changing Market" presentation in New York (page five)—demonstrate our true commitment to developing and advancing women attorneys at the Firm.

Our passion for diversity at Kirkland is palpable. My co-chair Eunnu and I are proud of all we are doing to foster diversity and inclusion at the Firm and look forward to sharing with you our continued success.

Walt

Diversity Profile



Jai Agrawal is a Corporate Partner in the Kirkland New York office. He has been with the Firm for 11 years and has been a member of the Firmwide Diversity Committee for two.

What do you think of Kirkland's overall commitment to diversity?

I am proud to be a part of an organization that understands the true value of and benefit of hiring and retaining people from diverse backgrounds.

What diversity initiatives have you participated in?

I am actively involved and passionate about the recruitment of diverse attorneys. In the past I have conducted interview training through Practicing Attorneys for Law Students (PALS), a mentoring program for minority law students, and interviewed diverse candidates at the Northeast Black Law Student Association Job Fair.

What have you gained from your participation in the Firm's diversify efforts?

I have gained an appreciation of the impact a diverse workplace can have on Firm culture.

What's the most important lesson you've learned at the Firm?

That every person staffed on a transaction or a case serves an important role and by working together as a team, we can provide excellent client service.

What feedback do you receive from candidates on diversity?

Firm diversity is an increasingly important factor. Candidates have told me that Kirkland's policies, practices, and programs demonstrate a real commitment to diversity and show that we "get it." They believe our Firm not only seeks intelligent and dedicated candidates to work on sophisticated deals, but also candidates who will promote diversity and enhance Firm culture. This is something they want to be a part of.

KIRKLAND & ELLIS LLP

We invite you to visit www.kirkland.com/diversity to learn more about our Firm's commitment to diversity

Chicago Hong Kong London Los Angeles Munich New York Palo Alto San Francisco Washington, D.C.