

Diversity Digest

KIRKLAND & ELLIS LLP

January—June 2009

Kirkland Wins an HRC Award for Innovative LGBT Outreach



On March 25th, The Human Rights Campaign (HRC) — the nation's largest advocacy group for LGBT Americans — gave Kirkland and Firm client The Boeing Company the first-ever **"Award for Workplace Equality Innovation."**

The award honors businesses for a specific program that makes a positive difference to LGBT employees. Kirkland

was recognized for its "ALLSA" Initiative, a program that formalizes the Firm's outreach to LGBT, racial/ethnic minority, and women law students by matching Kirkland attorney liaisons with diverse student organizations across the country. Boeing was recognized along with Kirkland for its groundbreaking gender transition program.

Three Kirkland attorneys gave a 20-minute workshop on our ALLSA Initiative. Andrew Nagel, Corporate Partner and Chair of our

LGBT Subcommittee, and Fred Tanne, Corporate Partner and Firm Committee member, accepted the award at a 250-person event held at the Time Warner Center in New York.

Kirkland was also honored, among other companies (many Fortune 500), for receiving a perfect 100 percent score on the HRC's 2009 Corporate Equality Index and Best Places to Work Survey. The Corporate Equality Index is a tool used by the HRC to rate companies on their treatment of LGBT employees,

consumers, and clients. Kirkland received a perfect 100 percent score on this survey in both 2008 and 2009.

An original five-minute video on Kirkland's ALLSA Initiative that was shown at the Gala can be found on the LGBT page of our Kirkland website.



Kirkland attorneys and HRC President Joe Solmonese

Kirkland Jumps in MLJ Diversity Scorecard Ranking

Kirkland **rose 21 spots to #40 on the 2009 Minority Law Journal (MLJ) Diversity Scorecard** (up from #61 in 2008). Not only does this put us among the top 50 law firms committed to diversity, Kirkland was also ranked #3 on the list of firms with the most racial/ethnic minority partners.

This year, the *MLJ* used a different methodology for ranking firms. In the past, Diversity Scorecard rankings were based solely on the percentage of a firm's minority U.S. attorneys. This year's rankings were determined by adding the firm's percentage of minority U.S. attorneys to the percentage of all minority

U.S. partners, in order to "stress the importance of hiring and promoting minority attorneys to partnership positions."

Diversity Committee Co-Chair Walt Lohmann said, "We are very pleased to be making significant strides in the Scorecard ranking and even more importantly in our

ongoing recruitment and retention efforts." The *MLJ* rankings have a direct impact on the *American Lawyer* A-List rankings, which also take into account a firm's revenue per partner, associate satisfaction, and pro bono.

Minority Law Journal

Chicago

Succeeding Through Diversity



On February 6th, Kirkland Chicago held a **Diversity Leadership Series (DLS) event entitled "Succeeding at Kirkland."** Litigation Partner and Firm Committee Member Emily Nicklin, Corporate Partner Sandy Perl, Corporate

Partner Matthew Steinmetz, and Litigation Partner Leslie Smith, addressed the group and spoke about how they have achieved success at the Firm.

The event was attended by 12 partners and 25

associates who, following the moderated panel presentation, broke into smaller groups to discuss how they could apply what they learned to their own careers.

The February event was part of the larger monthly Diversity Leadership Series (DLS), at which attorneys discuss diversity-related "hot

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Succeeding Through Diversity continued . . .

topics” and professional development. Past session topics have included “How Multiculturalism Plays a Role in Negotiations” and “Gender

At Work.” The seminars are widely attended by attorneys at all levels, provide a regular forum for smaller communities of attorneys to

gather, and also help foster natural mentoring relationships among diverse partners and associates.

ANN TAYLOR



Northwestern Law students at the Ann Taylor Shopping Event on Michigan Avenue

Mentoring with Style

For the fifth year in a row, Kirkland Chicago participated in a **Women's Mentorship Program with Northwestern University School of Law.**

We matched 36 female Northwestern students with practicing female attorneys at

Kirkland who were available to answer career-related questions, review resumes, and mentor students through the spring semester of their current year.

On April 15th, Kirkland women attorneys joined the Northwestern program

participants for hors d'oeuvres, cocktails, and a presentation on “How to Dress for Every Occasion” at the Ann Taylor Michigan Avenue store. The event was a great success and many bonds were forged during the shopping social.

Building the Pipeline with Diversity in the Law

On February 13th, Kirkland Chicago hosted 40 college students from Big 10 Universities for a **Diversity in the Law pipeline program.** At the seminar, Partner Barack Echols spoke about his experience in our Litigation Practice and Partner David Handler gave an overview of Kirkland's Trust & Estates Practice.

The students also heard from Pro Bono Manager Julie LaEace who gave an overview of Kirkland's extensive

diversity-related pro bono activities and Corporate Associate Marisa Murillo spoke about why she became a transactional attorney. At the end of the event, students participated in a lively Q&A with the attorneys.

Diversity in the Law is one of the many pipeline programs in which the Firm participates to continuously and aggressively build the pool of talented and diverse candidates from which we recruit. The goal of this

program and others like it is to attract more diverse attorneys to our Firm and, more broadly, the practice of law.

Diversity in the Law provides diverse undergraduate students at Big Ten Universities the opportunity to learn more about law-related careers at Chicago firms.



Above: Partner and event host Stephanie McCann, Associate Camille Ng, Partner Lucy Park, and Associate Sheila Kang Below: Summer Associate Justin Johnson, Associate Gary Chyi, and Associate Joe Laws at Summer Associate Diversity BBQ

Other Select Chicago Diversity Events

February 2*	Northwestern BLSA Black History Month Series “Politics, Power, and Progress”
February 4	Women's Leadership Initiative (WLI) Financial Planning Seminar
February 7*	Equality Illinois 2009 Gala: Justice for All
February 12*	LINK DreamKeepers Gala
February 27*	American Heart Association “Go Red for Women” Luncheon
March 19	Diversity Leadership Series (DLS) “Sharing Tools for Self-Assessment and Career Planning”
March 19*	MCCA Midwest Region Dinner
April 14	NAWL “Backpack to Briefcase: A Seminar for Women Law Students”
April 23*	Lambda Legal's Bon Foster Event
April 29	DLS Black Diversity Networking Forum
April 30	DLS Hispanic/Latino and Asian Diversity Networking Forum
May 12	WLI “Strategies for Success” Seminar
May 16*	Step-Up Women's Network “Pathways to Professions”
June 10	WLI Networking Circles Summer Luncheon
June 18	Summer Associate Diversity BBQ

*Kirkland sponsored

Los Angeles

Kirkland Supports the Thurgood Marshall Mock Trial Competition

On January 31st, Kirkland Los Angeles sponsored **UCLA's Black Law Students Association's (BLSA) Thurgood Marshall Mock Trial Competition**, an annual event and one of the largest and most prestigious trial advocacy competitions in the country.

One of the two participating UCLA teams made it all the way to the finals and for the second year in a row, took second place in the Western

Region. The team qualified to compete in the National Mock Trial Competition which took place in March.

Kirkland Los Angeles was proud to be the sole law firm sponsor of the team, which was comprised of incoming 2009 Fall Associate Tanya Jackson and UCLA law students Kenneth Tate, Dominic Quiller, and Don Dennis.

The Thurgood Marshall Mock

Trial Competition provides law students with a platform to improve their oral advocacy skills, develop their research and writing abilities, and enhance their knowledge of substantive and procedural law.

The competition draws some of the best student advocates in the region as well as some of the top litigators in the country.



Annual Diversity Dinner Spices Up Summer Program

Kirkland Los Angeles attorneys and summer associates were invited to celebrate diversity and share ideas for the upcoming summer at the **Annual Diversity Dinner** held on June 8th.

The dishes at the Akbar Cuisine of India added some

spice to the annual Diversity Dinner, as did a book of one-page informal "ads" for each of the attorneys in attendance. The "My Life. My Firm"-themed ads (which mimicked the American Express "My Life. My Card" print ads) were the highlight of the evening—allowing everyone an opportunity to

get to know each other in a fun, informal way.

All attendees were asked to provide such insights as "The Secret to My Success" and "Most Unusual Work Experience," making for some enlightening dinner conversation.

Diverse Attorneys Share Their Unique Career Paths

The Kirkland Los Angeles Diversity Committee hosted a presentation entitled **"Career Paths in the Law"** at which IP Partner Diana Torres and other accomplished professionals from the legal community spoke to almost 70 diverse students from over a dozen law schools.

Corporate Partner Eva Davis moderated the distinguished panel which, along with

Diana, included:

- The Honorable Consuelo B. Marshall, United States District Court, Central District of California

- Glenda E. Martinez, Vice President and Senior Legal Counsel, Univision Communications Inc.

- Julie Su, Litigation Director, Asia Pacific American Legal Center

The panelists discussed career paths to consider during this challenging economic time and how to best utilize existing relationships and networks.

The event was part of the Firm's larger ALLSA Initiative and was a great opportunity for Kirkland attorneys to meet and connect with diverse law students from across the country.



Above: Kirkland IP Partner Diana Torres, Hon. Consuelo B. Marshall, U.S. District Court, Julie Su, Litigation Director, Asia Pacific American Legal Center, Glenda E. Martinez, VP and Senior Legal Counsel, Univision Communications Inc., and Kirkland Corporate Partner Eva Davis Below: USC Summer Associate and ALLSA Liaison Alex Bastian, and Firmwide Diversity Committee Member and ALLSA Liaison, Tana Ryan at the Career Paths in the Law event.

Other Select Los Angeles Diversity Events

March 12	Women's Leadership Initiative (WLI) "Myers-Briggs Personality Test and Seminar"
March 13*	The Williams Institute Conference: The Global Arc of Justice
March 25*	USC La Raza Students Association "Judges and Lawyers Night"
May 7	WLI First Thursday Lunch Series "Managing Your Career"
May 15	All Attorney Diversity Lunch Series (DLS)
June 4*	Judicial Intern Opportunity Program Orientation
June 16*	African American Attorneys in Downtown Firms Summer Associate Reception
June 18*	Women Lawyer's Association of Los Angeles (WLALA) WLALApalooza
June 27	GLBT Summer Event

*Kirkland sponsored



Above: Kirkland's Siviwe Anthony with John Legend. Below: Kirkland attorneys at the Posse Foundation Gala

New York

Partnering and Celebrating with the Posse Foundation

Kirkland New York Litigation Associate Naima Garvin, IP Associate Aisha Gayle, Corporate Associate Priya Pai, Litigation Associate Vanessa Singh, and visiting attorney Siviwe Anthony represented the Firm at **The Posse Foundation's 20th Anniversary Gala**, the organization's hallmark event held on May 20th in NYC.

Hundreds of guests, noteworthy philanthropists, Posse Alumni, Posse Scholars,

and celebrities (like recording artist John Legend), gathered to celebrate the Foundation's anniversary and honor individual and corporate leaders in education.

Kirkland is a national sponsor of Posse, an organization that identifies, recruits and trains student leaders from urban public high schools to form multicultural teams called "Posses" that are trained and prepared to pursue academics at top-tier universities and

help promote cross-cultural communication on campus.

Kirkland Los Angeles, Chicago, and D.C. sponsor a variety of programming through Posse, including workshops at which Kirkland attorneys and staff provide resume feedback, career guidance, and interview training. After attending the inspiring gala, the New York attendees expressed an interest in getting more involved with Posse.

Other Select NY Diversity Events

January 31*
Penn Asian Pacific American Law Students Association (APALSA) 8th Annual Mid-Atlantic Conference

February 19
Columbia OutLaws "Out in the Workplace" Panel

February 27—28*
Harvard APALSA 15th National Asian Pacific American Conference on Law and Public Policy

March 10*
LGBT Association of Greater New York (LeGaL) NYC Metro Area LGBT Legal Career Fair

April 4*
Columbia Black Law Student Association (BLSA) Paul Robeson Conference and Alumni Gala

April 15
Women's Leadership Initiative (WLI) April Lunch

April 17*
NYU Black, Latino, Asian Pacific American Law Alumni Association (BLAPA) 2009 Annual Dinner

May 4*
Lambda Liberty Awards

May 19*
Immigration Equality Safe Haven Benefit Awards

June 2*
Sanctuary for Families Annual Zero Tolerance Benefit

June 18*
ACLU LGBT Rights Project Cocktail Party

*Kirkland sponsored

LGBT Asylum Pro Bono Project Gains Momentum



Kirkland New York has formalized a firmwide **pro bono asylum project with Immigration Equality**, a national organization which advocates for equality under the immigration law for LGBT and HIV-positive individuals.

Building on the experience of New York IP Associate Joe Loy, who has already won an asylum case for an individual referred to Kirkland through Immigration Equality, and other firmwide efforts in asylum and immigration work, six new pro bono Immigration Equality cases have been staffed—five in

New York and one in Los Angeles.

Individuals referred to Kirkland through Immigration Equality have endured persecution in their home countries that is either inflicted directly by the government, or by other individuals (sometimes their own family) who the government cannot or will not control. These clients have a well-founded fear of future persecution, and an attorney's work on LGBT asylum cases is intensely personal because the outcome can profoundly change the client's life. Cases referred to pro bono attorneys through Immigration Equality have

also helped to shape the developing body of sexual orientation-based asylum law.

The Firm is currently handling six cases seeking asylum for LGBT clients from Ecuador, Mexico, Jamaica, Granada, Ghana, and Colombia. The cases are staffed by five Kirkland partners, seven associates, and interested summer associates. New York Corporate Partner Sue Zachman (pictured here) coordinates the logistics of the project and the ongoing relationship with Immigration Equality.



Supporting Harvard's Women Alumnae



Kirkland New York was the sole sponsor of the **Third Annual Harvard Law**

School Women's Law Association Alumnae Conference that took place February 19th - 21st. The event titled, "From Public Office to Office Politics: Women Navigating in a Political World," explored the unique challenges women face as they seek political

positions in the public sector and navigate the politics of the private sector.

Conference panelists discussed the expectations, pressures, and opportunities that shape the experiences of women lawyers making their lives and careers as elected officials, public servants, corporate officers, and legal counselors. The event was a great opportunity for our women attorneys to network and develop valuable connections with other women in the legal

profession.

Kirkland New York Litigation Partner Maria Ginzburg and Kirkland Los Angeles Corporate Partner Eva Davis participated on a panel entitled "The Boardroom and the Courtroom: Effective Leadership in the Private Sector." Prior to the conference, Kirkland hosted a dinner at Rialto restaurant that was attended by Harvard law students, Kirkland attorneys, as well as students who were past or incoming Kirkland summer associates.

San Francisco/Palo Alto

Fueling the Diversity Pipeline

On March 15th, Kirkland San Francisco held a one-day onsite career development workshop for high school students as part of their participation in the **National Association for Legal Placement (NALP) and Street Law Diversity Pipeline Program**.

The day consisted of three workshops—a copyright mock trial with witness interviews, mock asylum hearings, and mock negotiations—and students joined Kirkland attorneys for lunch, and participated in a business card exchange later that day. Over 25 Kirkland professionals participated in the program, including partners, associates, staff, and alumni.

Priscilla Fallas, a student from Leadership High School, said she enjoyed visiting a professional law firm and, despite fearing it would be “a boring field trip and a lot of lectures” found the hands-on workshop on contracts to be “very fun and educational.”

The goal of the NALP/Street Law pipeline program is to pair law firms with local diverse and disadvantaged high school students 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. Kirkland attorney

volunteers have already visited three high school classrooms a total of 12 times and presented material related to Copyright, Immigration, and Corporate Law. Participating in the NALP/Street Law program enables Kirkland to demonstrate our commitment to diversity and give back to the communities in which we practice.

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.



NALP and Street Law Diversity Pipeline Program students at Kirkland San Francisco



Kirkland IP Attorneys Reach Out to Students

IP Partners Esha Bandyopadhyay and Avi Lele appeared at the **North American South Asian Law Students Association's (NASALSA) Annual Conference**, of which Kirkland was a sponsor, at the University of Miami on March 1st. Esha and Avi spoke on three different panels, including “Women

and the Legal Profession,” “International Trends in Intellectual Property,” and “Making Partner.”

The South Asian legal community is one of the fastest growing minority groups in the legal profession. NASALSA is an umbrella organization dedicated to

creating a strong network and community among South Asian law students and legal professionals throughout the United States and Canada. Kirkland had been a major sponsor of the NASALSA annual conference for the past three years and plans to stay involved with this important organization.

Diversity Profile



Elizabeth Deeley is a Litigation Partner in the Kirkland San Francisco office. She has been with the Firm for 12 years and has been a member of the Firmwide Diversity Committee and Gender and GLBT Subcommittees for four years.

Why is a commitment to diversity important?

Diversity is an important element to Kirkland's continued success in an increasingly competitive legal market. Recruiting and retaining minorities, women, and people with varied backgrounds and experiences keeps us competitive and enhances our practice.

How does diversity make us better practitioners?

The judges and juries are diverse, as are the clients and businesses we serve. Diversity within our ranks helps us to better connect with people and develop a richer understanding of their perspectives and needs.

Specifically, what diversity initiatives have you participated in? What has been your best experience at Kirkland?

The most personally satisfying diversity initiative I have been involved with is the NALP and Street Law Diversity Pipeline Program (see above for more detail). Through this program and our direct and personal approach to legal education, we were sewing the seeds of interest and opportunity for bright young Latino and African American students who otherwise may have never considered legal careers. *(Continued page 6)*

Other Select SF and PA Diversity Events

- January 30*
UC Berkeley APALSA Dale Minami Boalt Alumni Fellowship Dinner
 - February 2*
Berkeley Center for Law and Technology Spring Job Expo
 - February 11*
Santa Clara Law School's 11th Annual High Tech Career Fair
 - March 14
Women's Leadership Initiative (WLI) "Negotiation Strategies: Tips and Tales from the Trenches"
 - April 4*
UC Berkeley Journal of African-American Law & Policy 15th Anniversary Celebration Dinner
 - April 7
UC Hastings OUTLAW "Out in the Law" Panel
 - April 17*
UC Berkeley School of Law La Raza Law Student Association Cruz Reynoso Social Justice & Judicial Externship Fellowship Dinner
 - May 29*
San Francisco Bar Association Law Academy Program
 - June 5
San Francisco La Raza Lawyers Association 2009 Summer Associate Reception
- *Kirkland sponsored*

Washington, D.C.

Sponsoring an Important Panel on Same-Sex Marriage

On March 18th, Kirkland D.C. sponsored a **panel presentation on Same-Sex Marriage put on by the George Washington University Law School (GW) chapter of Lambda Law**. The event was part of the Firm's nationally-recognized ALLSA Initiative, a program that formalizes the Firm's outreach to LGBT, racial/ethnic minority, and women law students by matching Kirkland attorneys with diverse student organizations across the country.

Nearly 60 students attended the panel discussion of the

legal, social, and personal implications of current efforts around the country to secure marriage equality for same-sex couples. The panel featured Chris Landau, Head of Kirkland's Appellate Practice, who spoke about his involvement in, and the legal issues surrounding, the California Proposition 8 legal challenge, and Chris Edleson, State Legislative Director at the Human Rights Campaign, who spoke about his work lobbying state legislators nationwide.

David Wilson, a gay rights advocate, also chronicled his journey from being treated as

a stranger by hospital staff when his partner of 13 years died of a heart attack, to being a successful plaintiff in the Goodridge case which secured the right of same-sex couples to marry in the Commonwealth of Massachusetts.

The sponsorship was coordinated by Energy Associate Mike Woods, who serves as the Kirkland Liaison to GW's Lambda Law student group and Andrew Welz, an incoming Kirkland D.C. Summer Associate and president of the GW Lambda Law group.



Same-Sex Marriage Panelists at GW Law School

Helping Women Law Students Navigate the Job Search

On February 23rd, Kirkland D.C. held a **panel presentation in conjunction with the Women's Law Student Association (WLSA) at Duke entitled "From Law School to Lawyer II: Navigating the Job Search."** The panel discussion centered around 1L job searches and on-campus interviewing. The

panelists provided resume tips, suggestions on where to look for jobs, and even helped the students identify the type of professional experiences they were seeking.

The panel was a follow-up to the first "From Law School to Lawyer" event coordinated last fall by Kirkland D.C. Litigation Associate Bridget

O'Connor, the ALLSA Liaison to Duke, and Kirkland Chicago Litigation Partner Stephanie Brennan.

The panel was well attended (notwithstanding the unexpected competition from two other events, one of which was serving free "Cosmic Burritos," a Durham favorite) and the students' reaction was very positive.

Letter from the Co-Chair



Eunu Chun is the Co-Chair of our Firmwide Diversity Committee and a Partner in Kirkland New York's Corporate Practice.

This issue highlights some of the Firm's recent accomplishments in its ongoing diversity efforts—in particular with regard to its continuing diversity outreach programs.

Our ALLSA Initiative and the events coordinated in support of and due to this effort (page 3 and 6) have truly surpassed all expectations. In fact, the ALLSA Initiative was the reason the Firm was considered for and won the HRC's first-ever Award for Workplace Equality Innovation (page 1). This Award, which was shared by Boeing Corporation (coincidentally a client) has put a great spotlight on the work we do in support of the LGBT community and other diverse law student groups.

*The significant jump we made in the *Minority Law Journal (MLJ)* Diversity Scorecard (page 1) was gratifying and the result of the Firm's sustained and continued commitment to be an excellent place to work in all respects. However, we all recognize that complacency is not an option and we are committed to continuing our innovative and efficient programs to consistently improve our diversity profile in the future.*

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.

Other Select D.C. Diversity Events

February 19-22*
MABLSA Regional Convention

February 23-26*
Georgetown University Law School Annual Multi-Cultural Week

May 22*
Hispanic Bar Association of D.C. 2009 Pasos Celebration (Graduation Ceremony)

May 27*
The Williams Institute Legal Update and Cocktail Reception

May 29
Women's Leadership Initiative (WLI) Luncheon "Financial Planning for Women"

June 15-16
Supporting Lawyers with Disabilities in the Workplace Panel

June 16
Office Tour and Career Panel for Posse Foundation Scholars

* Kirkland sponsored

Diversity profile continued . . .

What feedback do you receive from candidates on diversity? How does Kirkland rank with them on this issue?

The feedback I receive about our diversity initiatives is overwhelmingly positive from both recruits and clients. Our Diversity Fellowship Program has really helped us to distinguish our Firm and make great inroads with diverse candidates.

What do you believe is the future of diversity at Kirkland?

The future of diversity at Kirkland is reflected in the diversity of our young attorneys. Through our diversity efforts, our Firm ultimately will better reflect the diversity of the communities we serve.