

DIVERSITY DIGEST



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Kirkland invited 45 diverse 1L law students to its New York office for the second annual 1L Diversity Scholars Program, which creates meaningful connections between students, Kirkland partners and in-house counsel.

Kirkland Hosts Second Annual 1L Diversity Scholars Program

Kirkland hosted its second annual 1L Diversity Scholars Program in the Firm's New York office on March 2–3, 2017.

The event aims to foster meaningful, lasting connections between students, Kirkland partners and in-house counsel, which can benefit students throughout their careers.

Forty-five diverse 1L law students from around the country participated in the program, which included networking events, workshops and small group discussions. More than 600 students submitted applications and personal statements for admission in the program, a notable increase from last year, and a rigorous selection process was conducted to choose the final scholars.

Several Kirkland clients and alumni joined the program as panelists and speakers, including leaders from Accenture, Bristol-Myers Squibb (BMS), Intel and Verizon.

The two-day program kicked off with a networking reception. The following day, students gathered at Kirkland for a full day of programming. After keynote speeches from Heidi Chen, executive vice president and general counsel of Zoetis Inc., and Adrienne Harris, former special assistant to the president for economic policy, a group of panelists discussed networking and how to form meaningful connections. Adrienne Gonzalez, leader of the BOLD People & Business Resource Group at BMS, led a discussion on diversity's role in business performance, and Paul Chadha, global legal lead of international development at Accenture, presented on effective negotiations. The final discussion of the day focused on Big Law's various practice areas; panelists included David Hubbard, vice president and deputy general counsel of marketing at Verizon, and Sasha Vaikhman, associate general counsel at Linn Energy.

The event concluded with mentoring circles and a happy hour celebration.

Kirkland Named to MCCA Do Good, Do Well List



Kirkland was named to the Minority Corporate Counsel Association's 2016 Do Good, Do Well List.

The list showcases law firms that are successful in achieving high levels of excellence in both diversity and business. Among the 200 firms with the highest profits per partner statistics, the 49 firms constituting the Do Good, Do Well List have above-average percentages of minority partners and leverage their diversity and inclusion initiatives resulting in a positive impact to their bottom line.

The firms on the Do Good, Do Well List demonstrate that diversity and inclusion are not mutually exclusive from profitability.

The 2016 list is the third edition of the Do Good, Do Well List. Kirkland was also named to the 2014 list.

Letter from the Co-chairs of the Diversity and Inclusion Committee

Kirkland's diversity programming aims to build meaningful dialogue and connections between attorneys and to create a more collegial, inclusive and supportive culture at the Firm. To that end, we are pleased to share some exciting events on the horizon:

- **Rising 2L Events:** This summer, Kirkland's U.S. offices will welcome diverse and women law students in the class of 2019 for a series of networking events. Students will have the opportunity to meet Kirkland attorneys and learn more about the Firm before on-campus interviews. Last year, more than 500 2L students representing 50 law schools attended the events.
- **Lavender Law Conference & Career Fair:** On August 2–4, 2017, Kirkland attorneys will gather in San Francisco for the National LGBT Bar Association's 29th Annual Lavender Law Conference & Career Fair. Kirkland will also host related events, including the annual LGBT Affinity Group workshop and dinner.
- **Spirit Day:** On October 19, Kirkland will observe Spirit Day, GLAAD's annual campaign against LGBT youth bullying. The Firm has been a proud international sponsor of Spirit Day since 2013. Kirkland also contributes to GLAAD's Spirit Day Fund, which supports GLAAD's year-round efforts to combat bullying, protect LGBT youth and garner participation in Spirit Day each October.
- **Firmwide Diverse Partners Retreat:** On November 14–15, Kirkland will host a retreat for the Firm's racial/ethnic minority and LGBT partners. The event will include a networking dinner with Global Management Executive Committee members and a full day of programming, including a workshop led by Harvard Business School Professor Frances X. Frei on leading and measuring organizational change, which will include clients who share the Firm's diversity interests.

We encourage you to become involved in these programs and to share your feedback with us. Your thoughts will help us shape future diversity and inclusion opportunities at the Firm and ensure that our programs remain timely and engaging.

Elizabeth Deeley

Atif Khawaja

Client Partnerships: Accenture and Intel

On April 27, 2017, Kirkland co-hosted a "Mocktails" event in Chicago with Accenture. The "mock" networking reception was a unique interactive training exercise that replicated a cocktail networking reception, allowing participants to practice their networking skills. Attendees included Kirkland women attorneys and women from Accenture's legal department.

Kirkland also co-hosted a videoconference with Intel on March 3. The event, which was presented in the Firm's New York office and broadcast to the Chicago, Los Angeles, Palo Alto and San Francisco offices, discussed Intel's Law and Policy Group's Diversity and Inclusion Program for their preferred counsel. The initiative pledges to accelerate diversity and inclusion at Intel and across Intel legal teams between now and 2019.

Attorney Spotlight



Lauren Casazza

New York partner Lauren Casazza litigates a broad range of complex commercial matters, at both the trial and appellate levels, and in arbitration.

She has spent her entire career at Kirkland gaining considerable experience representing clients that include BP, General Motors, PricewaterhouseCoopers and Energy Future Holdings Corp. Lauren also established Kirkland's Crisis Communications and Management practice group, which counsels clients on internal and external communications in high-profile litigation, investigations and crisis situations.

Additionally, Lauren is dedicated to advocating for diversity in the legal profession. She recently co-authored an article with litigation associate Madelyn Morris for the *New York Law Journal* titled "Counsel's Table Should Mirror Real-Life Diversity," which explored the lack of women trial attorneys in courtroom leadership roles.

"Studies have found that men are three times more likely than women to appear as lead counsel at trial," Lauren said. "Kirkland is working to improve this unfortunate disparity in our industry by helping to ensure that our women trial attorneys gain courtroom experience early and often."

Lauren is also active in the Firm's Women's Leadership Initiative and serves as a vice-chair of the New York Recruiting Committee, and as a member of the New York Associate Review Committee, Operations Committee and Secretarial Review Committee.

"I'm proud to work at a firm that truly understands the importance of diversity and is committed to advancing career opportunities for everyone," said Lauren.

WOMEN'S LEADERSHIP INITIATIVE (WLI)

Kirkland Presents Business Development Videoconference Featuring Tara Mohr

On April 19, 2017, the WLI and Kirkland's business development department presented "Maintaining Your Honor Roll Status After Law School," a Firmwide videoconference featuring leadership expert Tara Mohr. Tara's presentation focused on how to "play bigger" by embracing competencies such as influencing leadership, self-promotion, risk taking, improvisation and trusting one's own knowledge. Kirkland litigation partner Lauren Casazza, corporate associate Maggie Flores and restructuring associate Alex Schwarzman shared their experiences in a dynamic panel discussion moderated by business development associate director Audra Simel. Local business development staff closed the program in each office, answering questions and sharing resources.

L.A. Office Hosts WLI Retreat

The Los Angeles office hosted its annual WLI Retreat on May 19–20, 2017, in Venice, California. The retreat, led by litigation associates Marcy Blattner, Allie Ozurovich and Shiran Zohar and corporate associate Paige Scheckla, included several team-building exercises, personal and professional goal-setting, and discussions about Firm goals and mentoring. The retreat concluded with a private beach yoga class and breakfast.

Kirkland Hosts Guest Speaker Sallie Krawcheck

On January 30, 2017, Kirkland's New York office welcomed Sallie Krawcheck — one of the highest-ranked women ever to have worked on Wall Street — in partnership with the Harvard Business School Club of New York. Sallie discussed her career journey as well as her new book, "Own It." The event was streamed via videoconference to all U.S. offices.



Kirkland's Chicago office hosted City Year Chicago's Women, Wisdom & Wine event in January 2017.

Kirkland Hosts City Year Chicago Women's Event

The Chicago office hosted City Year Chicago's Women, Wisdom & Wine event on January 24, 2017. Global Management Executive Committee member and debt finance partner Linda Myers served as a panelist and discussed lessons learned during her career, and also shared advice on mentoring the next generation of female leadership.



London attorneys and clients attended a private wine tasting at Berry Brothers & Rudd in February 2017.

London Women Attorneys, Clients Attend Private Wine Tasting

The London WLI hosted a client wine tasting event on February 9, 2017, at Berry Brothers & Rudd, a wine and spirits merchant established in 1698. The event was hosted by litigation partner Rajinder Bassi, regulatory partner Lisa Cawley, restructuring partner Elaine Nolan, and antitrust partners Paula Riedel and Sarah Jordan.

Houston Office Hosts First WLI Retreat

On April 7–8, 2017, Kirkland's Houston office hosted its first WLI Retreat for women associates and partners. The retreat began with a panel discussion with Global Management Executive Committee member and litigation partner Leslie Smith, Global Management Executive Committee member and debt finance partner Linda Myers, debt finance partner Michelle Kilkenney and litigation partner Elizabeth Hess, followed by a happy hour with all Houston partners and a cooking class. The second day of the retreat included breakfast and a yoga and meditation class, followed by a luncheon with a discussion featuring former Houston Mayor Annise Parker.

DIVERSITY LEADERSHIP SERIES (DLS)



Joe Loy (left) and other LCLD Fellows gathered for the first 2017 LCLD Fellows meeting, which took place in San Diego in March 2017.



Alexia Brancato



Jonathan Tshiamala

Kirkland Attorneys Selected for LCLD Programs

Kirkland selected IP litigation partner Joe Loy to be a 2017 Leadership Council on Legal Diversity (LCLD) Fellow. The fellows program is designed to increase diversity at the leadership levels of the nation's law firms and corporate legal departments. The yearlong mentorship program involves professional development, relationship building and corporate learning experiences. Previous participants include corporate partner Bill Benitez, Diversity and Inclusion Committee co-chair and litigation partner Beth Deeley, litigation partner Barack Echols, IP litigation partner Jeannie Heffernan, Diversity and Inclusion Committee co-chair and litigation partner Atif Khawaja, and IP litigation partner Diana Torres.

Kirkland also selected litigation associates Alexia Brancato and Jonathan Tshiamala to be 2017 LCLD Pathfinders. Launched in 2015, the Pathfinders program trains diverse, high-potential, early-career attorneys in career development strategies. Kirkland has participated in the program every year since its inception.

Founded in 2009, the LCLD comprises general counsel and managing partners from leading corporations and law firms. In addition to participating in the Fellows and Pathfinders Programs, Kirkland supports LCLD in several ways. Firm attorneys serve as LCLD City Leads in Palo Alto, San Francisco and Washington, D.C., acting as primary liaisons between LCLD, law school students and administration, and attorney mentors in their cities. Kirkland is also involved in the annual 1L LCLD Scholars Program.

Kirkland Hosts LCLD Mentoring Program

Kirkland hosted the Leadership Council on Legal Diversity (LCLD) Mentoring Program's "Career Paths in the Law" event for diverse Bay Area law students and LCLD mentors on March 16, 2017, in the Firm's San Francisco office. Corporate associate and LCLD mentor Jordan Wappler moderated a panel discussion featuring in-house counsel and law firm attorneys, including corporate partner and LCLD mentor Leah Recht. The panel discussion was followed by a reception for LCLD mentors and mentees.

Kirkland Attorneys Speak at Chicago Committee Event

On February 10, 2017, The Chicago Committee's Associate Board held its annual Law Firm Boot Camp Program for junior associates. The event, which aimed to provide valuable insight, candid advice and concrete guidance, featured three panels focused on career advice, mentoring and professional development, and navigating Big Law. Litigation partner Martin Martos and associate Eric White served as panelists.

The Chicago Committee is a nonprofit organization that aims to advance minority attorneys and foster racial and ethnic diversity in the legal profession.

Partners Host KCS Events



Left to right: IP litigation associates Jacob Victor, Catie Seibel, Megan McKeown and Mark McLennan attended the New York KCS event.

Several partners recently hosted Kirkland Connection Series (KCS) events. The informal events invite diverse attorneys to connect with senior partners in their practice group or office.

- April 12: Debt finance partner Michelle Kilkenney and corporate partner Neal Reenan in Chicago
- March 15: IP litigation partners Tim Gilman and Joe Loy in New York

DLS Presents “Talking to Our Children about Diversity”



Dr. Brigitte Vittrup, associate professor of child development at Texas Woman’s University, shared tips for how to have conversations about diversity with children.

On February 28, 2017, the Diversity Leadership Series presented a Firmwide videoconference, “Talking to Our Children about Diversity.” The event featured a presentation from Dr. Brigitte Vittrup, an associate professor of child development at Texas Woman’s University, who offered different methods to approach speaking with children about issues relating to race, religion, sexual orientation and national origin.

Kirkland Sponsors AALDEF Awards Gala

Kirkland sponsored the Asian American Legal Defense and Education Fund (AALDEF) 2017 Justice in Action Awards Gala, held on March 2, 2017, in New York. The event brought together more than 800 leaders of the legal, business, civil rights and arts communities across the country to support AALDEF and to honor the Justice in Action award recipients, which included Marie Oh Huber, senior vice president of legal affairs, general counsel and secretary of eBay, Inc., and Deepa Iyer, civil rights activist and attorney. Diversity and Inclusion Committee co-chair and litigation partner Atif Khawaja was a co-chair of the event’s benefit committee.

The AALDEF protects and promotes the civil rights of Asian Americans across the country through litigation, advocacy, organizing and community education.



Kirkland attorneys joined an interactive discussion about leading inclusively.



DLS Presents “Leading Inclusively”

On January 11, 2017, the Diversity Integration Task Force and the Diversity and Inclusion Committee hosted a Firmwide videoconference led by Vernā Myers, an internationally recognized diversity and inclusion expert. Her discussion shared practical guidance on how leaders can be more inclusive by respectfully navigating through sensitive topics and creating safe spaces for people to express themselves freely at work.



Kirkland’s New York office participated in Big Brothers Big Sisters of New York City’s Workplace Mentoring Program.

New York Office Kicks Off Big Brothers Big Sisters Mentorship Program

The New York office kicked off a new community service partnership with Big Brothers Big Sisters of New York City in December 2016. The Workplace Mentoring Program provides 15 workshops on teamwork, communication, problem solving and professionalism for a group of New York City high school students. Twenty-four Kirkland attorneys are participating as mentors in the program, which runs through the end of the school year in June 2017.



IP litigation partner Joe Loy (right) and associate Shanti Sadtler Conway (second from right) accepted Immigration Equality's Safe Haven Award on behalf of Kirkland.

Immigration Equality Names Kirkland a 2017 Safe Haven Award Winner

Immigration Equality named Kirkland a 2017 Safe Haven winner. The award recognizes law firms that have gone above and beyond to win refuge for LGBT and HIV-positive asylum seekers.

Kirkland has been running its Firmwide LGBT Asylum Project in partnership with Immigration Equality since 2009, taking on more cases and devoting more attorney hours each year. In 2016, the Firm worked on 17 pro bono cases on referral from Immigration Equality, nine of which were opened that year.

Kirkland proudly sponsored the awards ceremony, which was held in New York on May 18, 2017. IP litigation partner Joe Loy, who is a member of Immigration Equality's board of directors, and technology & IP transactions partner Edward Sadtler were on the event's host committee.

Kirkland Sponsors Nationwide LGBT Legal Advocacy Events

Kirkland sponsored several recent LGBT legal advocacy events across the United States.

Kirkland sponsored the National Center for Lesbian Rights' (NCLR) 40th Anniversary Celebration in San Francisco on May 20, 2017. Kirkland also hosted NCLR's National Family Law Advisory Council on May 18 and 19, during which NCLR and private family law and estate planning attorneys discussed the current legal challenges that LGBT families face.

On May 1, the Firm sponsored the Lambda Legal Liberty Awards National Dinner in New York. Kirkland also sponsored Lambda Legal's San Francisco Soiree on April 21 and Bon Foster Civil Rights Celebration in Chicago on April 20. The events celebrated Lambda Legal's ongoing work for the LGBT community and people living with HIV.

Kirkland sponsored the LeGaL Foundation's annual dinner on April 6. More than 600 members of New York's LGBT legal community and its allies attended the fundraising event.

On March 3, Kirkland sponsored the 37th Annual Gala of the Bay Area Lawyers for Individual Freedom (BALIF) in San Francisco, BALIF's largest annual event.

Finally, Kirkland sponsored the annual Equality Illinois Gala, held February 4 in Chicago. The event, which is the Midwest's largest LGBT gala and fundraiser, celebrated accomplishments that advanced LGBT rights over the past year and reviewed the challenges that remain in the fight for equality in Illinois.

London LGBT Affinity Group Hosts Nigel Owens Event, Celebrates LGBT History Month



Left to right: Debt finance partner Ashley Young, rugby referee Nigel Owens MBE and capital markets partner Cedric Van den Borren.

The London LGBT Affinity Group presented "An Evening with Nigel Owens MBE" on April 11, 2017. Recognized as one of the world's best rugby referees, Nigel is also the first openly gay man to referee at the highest level. He was awarded an MBE for services to sport in June 2016 and continues to referee international rugby matches around the world. Players from the Kings Cross Steelers, the first gay inclusive rugby union club, and guests from Out of America, the LGBT network of lawyers at U.S. law firms in London, also attended the event.

The London LGBT Affinity Group also celebrated LGBT History Month on February 23. The aim of LGBT History Month is to promote equality and diversity.

New York LGBT Affinity Group Hosts Annual Reception



Left to right: Litigation associate Jeremy Feigenbaum, litigation partner David Flugman and IP litigation partner Josh Simmons.

On January 12, 2017, the New York office hosted its annual Lesbian, Gay, Bisexual and Transgender Reception for all attorneys and staff. Attendees enjoyed food and cocktails while celebrating diversity at Kirkland.

Chicago Affinity Groups Host Happy Hour

The Chicago LGBT, Hispanic/Latino(a), African-American and Asian-American Affinity Groups hosted a happy hour on January 31, 2017. Attendees enjoyed networking and tequila tastings.

Asian-American Affinity Groups Celebrate Chinese New Year



New York attorneys celebrated the Lunar New Year.

Throughout February 2017, Kirkland's Chicago, New York, San Francisco and Washington, D.C., offices held dinners and lunches to celebrate the Chinese Lunar New Year. The events are an annual tradition organized by the Asian-American Affinity Groups.

ALLSA

Kirkland Attorneys Attend Stanford APILSA Lunar New Year Celebration



Kirkland attorneys attended Stanford APILSA's Lunar New Year celebration in January 2017.

On January 27, 2017, several Kirkland attorneys attended Stanford Law School Asian and Pacific Islander Law Students Association's (APILSA) Lunar New Year celebration. Participation was organized by corporate associates Jeff Ho and Alex Poon.



Kirkland hosted its fourth annual New York City Urban Debate League tournament in March 2017.

Kirkland Welcomes New York City Urban Debate League, Hosts Annual Tournament

On March 9, 2017, Kirkland hosted its fourth annual tournament for the New York City Urban Debate League, a speech and debate program for New York City's inner-city middle and high school students. Fifteen Kirkland attorneys volunteered as judges for the tournament and offered feedback to the participants. The winning team was awarded the "Kirkland & Ellis NYC Urban Debate League Grant" to further advance their debate skills.

Kirkland Holds Firmwide African-American Affinity Group Dinner

On February 4, 2017, Kirkland hosted a Firmwide African-American Affinity Group dinner for Kirkland attorneys who attended the Charting Your Own Course (CYOC) Career Conference in Orlando, Florida. Litigation partners Barack Echols and Barry Fields gave welcoming remarks and led discussions with the group. Sixteen Kirkland attorneys attended the conference.

Kirkland-sponsored Northwestern Law Team Wins Williams Institute Moot Court Competition

On April 7, 2017, the Kirkland-sponsored team from Northwestern Pritzker School of Law won the Williams Institute Moot Court Competition, after advancing from the preliminary rounds in February. A Kirkland-sponsored team from Harvard Law School also won the competition's Best Brief and Best Oral Advocate Awards.

The Williams Institute Moot Court Competition is the only national competition dedicated exclusively to the areas of sexual orientation and gender identity law and provides an opportunity for competitors to write an appellate brief on a current legal topic and to argue the case before a panel of judges.

Kirkland, USC APALSA Host Happy Hour

On March 9, 2017, Kirkland hosted a happy hour with the University of Southern California Asian Pacific American Law Students Association (APALSA) in Los Angeles. IP litigation partner and USC APALSA liaison Eric Cheng attended the event, along with associates Yungmoon Chang, Patrick Park, Lindsey Shi and summer associate Irene Jang, and corporate associate Anthony Gin.



Students from Northwestern's Black Law Students Association participated in a mock interview program, which the Northwestern Law Black Alumni Association hosted in Kirkland's Chicago office.

Chicago Office Welcomes Northwestern Black Law Students Association for Mock Interviews

On January 31, 2017, the Northwestern Law Black Alumni Association hosted a mock interview program for the Northwestern Black Law Students Association in Kirkland's Chicago office. Students participated in mock interviews with attorneys, which were live-streamed to students in another room. After the interviews, all students gathered for critiques. A networking reception followed.

Kirkland Hosts Chicago Scholars Interview Night

On March 22, 2017, Kirkland's Chicago office hosted a Chicago Scholars Interview Night, during which attorneys and staff volunteered as interviewers to help select Chicago Scholars' class of 2022. The Chicago Scholars program helps disadvantaged students overcome barriers to attending and succeeding in college. Students enter the seven-year program as high school seniors and attend seminars, workshops and mentoring sessions that help them apply to and be accepted by universities, graduate on time and transition into their post-collegiate lives.

Kirkland is a longtime sponsor of Chicago Scholars. In 2012, the Firm committed to a five-year, \$100,000 sponsorship to help provide college access, mentoring, career readiness and leadership development to students in the program.

Kirkland Hosts Posse Chicago Winter Career Day

On January 6, 2017, Kirkland hosted the Posse Foundation's Winter Career Day event at the Chicago office. The event invited Posse Scholars — high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes — to participate in mock interview sessions with Kirkland volunteers. A networking reception followed the interviews.

Kirkland Attorneys Attend Women of Stanford Law Dinner



Left to right: Summer associate Jessie Yu, Congresswoman Jackie Speier and corporate associate Emily Hill.

On March 3, 2017, corporate associate Emily Hill, along with summer associates Jessie Yu and Fares Akremi, attended the Women of Stanford Law annual dinner celebration. Congresswoman Jackie Speier of California's 14th Congressional District delivered the keynote address.

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Our Mission

At Kirkland, we believe that our ability to function at the very highest level of our profession is significantly enhanced by building a team of lawyers who bring us the benefits of a broad range of socioeconomic, racial, ethnic and personal backgrounds. Our commitment to diversity is reflected not only in the Firm's policies, programs and committees, but also through our efforts to build and maintain a culture that values and gathers strength from difference.