

# DIVERSITY DIGEST

KIRKLAND & ELLIS  
diversity



## CONTENTS

LETTER FROM COMMITTEE	p2
ATTORNEY SPOTLIGHT	p2
AFFINITY GROUPS	p3
ALLSA	p4
DIVERSITY LEADERSHIP SERIES	p5
LGBT	p6
WOMEN'S LEADERSHIP INITIATIVE	p7

## Kirkland Named to *The American Lawyer's* A-List



For the fifth year in a row, Kirkland has been named to *The American Lawyer's* A-List. The A-List aims to

identify the country's most well-rounded law firms via a measure of their success in five areas: financial performance, pro bono, diversity, associate satisfaction and the percentage of women in the equity partnership. The 20 top-scoring firms are on the A-List.

## LCLD Names Kirkland a Top Performer



The Leadership Council on Legal Diversity (LCLD) named Kirkland a 2017 Top Performer, a designation that

recognizes LCLD member organizations that "went above and beyond to participate in LCLD and support its mission of creating a more inclusive legal profession." Kirkland was one of 27 law firms recognized, out of LCLD's 180 law firm members. This is the fourth year Kirkland has been named a Top Performer.



Kirkland's Diverse Partners' Retreat featured interactive workshops, networking events and an engaging panel discussion.

## Diverse Partners Gather for Retreat

Kirkland held its 2017 Diverse Partners' Retreat on November 14–15, 2017, in the Firm's New York office. The retreat kicked off with a networking dinner with Global Management Executive Committee members and senior partners. The next day began with a welcome breakfast and an interactive "design thinking" session led by the Stanford Legal Design Lab called "Expanding the Pie: How Do We Leverage Diversity in Business Development." The session was followed by a Path to Success panel, moderated by Global Management Executive Committee member and debt finance partner Linda Myers, featuring corporate partner Eunu Chun, former Diversity and Inclusion Committee co-chair and litigation partner Beth Deeley, litigation partner Barry Fields and capital markets partner Cedric Van den Borren. In the afternoon, Frances X. Frei, Uber's senior vice president of leadership and strategy and Harvard Business School professor of technology and operations management, led a lunch workshop on "Leading and Measuring Organizational Change." Diversity-interested Firm clients were invited to attend the workshop, which focused on issues of racial, ethnic and LGBT diversity and inclusion, as well as concrete strategies to bolster the success of organizations' talent and drive measurable change. The retreat concluded with a client networking reception.

## Letter from the Diversity and Inclusion Committee

Over the past year, a number of significant events have increased the tension surrounding diversity, inclusion and embracing differences in our world today. While our country has made strides in eliminating many forms of discrimination, these events remind us that we have more work to do to respect and gather strength from difference.

Needless to say, we stand with the rest of the legal industry and many of our nation's leaders in denouncing racism, anti-Semitism and anti-LGBT sentiments. We continue to encourage peace, equality, opportunity and justice for all. Kirkland aims to foster a productive dialogue that respects, supports and advances diversity and inclusion unequivocally through our programming, policies, pro bono work and financial contributions to organizations that align with our Firm's values.

In the new year, we plan to harness Kirkland's innovative thinking to strengthen our commitment to diversity and inclusion both within and outside of our Firm. We strive to continually build a unified, world-class Firm and advance meaningful connections around diversity and inclusion.

As a Firm, one of our core values is collaboration. It's what made our Diverse Partners' Retreat so constructive and stimulating (see p. 1). We're eager to further develop the thoughtful ideas that our diverse community of attorneys conceptualized together at this meeting.

Empowering junior people within our Firm — another one of our core values — is also a driving force behind the recent revamp of our Affinity Group structure in our U.S. offices. Associates now constitute more than half of our Affinity Group coordinators. Our goal through this change is to broaden meaningful engagement with our diverse associates and gain fresh perspectives to help ensure that our Firm is focused on what matters most to our diverse attorneys.

We look forward to celebrating and championing diversity and inclusion in 2018. As always, we invite you to share your ideas about how we can best accomplish our goals.

## Attorney Spotlight



Erica Williams

Washington, D.C., partner Erica Williams, who joined Kirkland's Government, Regulatory & Investigations Practice Group in May 2017, has had a distinguished career in public service.

Most recently, she was Special Assistant and Associate Counsel to President Barack Obama, where she advised the president and his senior advisers on legal and constitutional issues involving economic policy, financial regulation and reform, financial technology, trade, intellectual property, and data protection and privacy. Erica also spent 11 years at the U.S. Securities and Exchange Commission, serving as Deputy Chief of Staff to the last three Chairs and Assistant Chief Litigation Counsel in the Division of Enforcement Trial Unit.

Erica remains passionate about civic involvement. She is a member of the board of directors for the Millennial Action Project, which engages the country's young elected officials to address issues impacting millennials and future generations.

"The Millennial Action Project channels millennials' diversity and collaborative attitude to revitalize our nation's politics through innovation," Erica said. "It is exciting to be part of an organization that encourages bipartisan cooperation and innovative approaches to leadership."

Since joining Kirkland, Erica has helped to advance the Firm's diversity and inclusion efforts. She is one of the co-chairs of the Racial/Ethnic Minority Subcommittee, and in October, she spoke about increasing diversity in financial services at the 2017 Investment Adviser Association (IAA) Leadership Conference.

"I'm happy to have joined a firm that places a high importance on recruiting, retaining and advancing diverse professionals," Erica said.

## Chicago Attorneys Attend Diversity BBQ



Chicago attorneys mingled on corporate associate Dan Hoppe's rooftop during the annual diversity BBQ.

The Firmwide Diversity and Inclusion Committee and various affinity groups hosted the annual Chicago diversity BBQ on July 18, 2017, at the home of corporate associate Dan Hoppe. All summer associates were invited, and attendees enjoyed games, dinner from Big Star, and the opportunity to discuss diversity initiatives, civic involvement and active diverse communities at the Firm.

## Houston Holds Summer Associate Diversity Dinner

On July 8, 2017, the Houston office hosted a diversity dinner for summer associates at Mala Sichuan in Houston's Chinatown neighborhood. Corporate associate Stella Tang organized the event, and attendees included corporate partner Cy Jones and associates David Thompson and Sanjay Bapat, along with summer associates.

## Attorneys Attend Meet-and-Greet with Erica Williams

The African-American Affinity Group hosted a meet-and-greet event with government, regulatory & internal investigations partner Erica Williams on August 1, 2017, in the Chicago office. Associates enjoyed coffee, snacks and the opportunity to meet Erica, who joined the Firm in May after serving as Special Assistant and Associate Counsel to President Barack Obama.



In July 2017, attorneys gathered in New York for the Firmwide African-American Affinity Group Summer Networking Program.

## Kirkland Hosts Firmwide African-American Affinity Group Summer Networking Program

On July 20–21, 2017, more than 50 Kirkland African-American attorneys and summer associates attended a Firmwide African-American Affinity Group Summer Networking Program in the New York office. The first evening included a group dinner where attendees networked with senior partners and Global Management Executive Committee members. The following day kicked off with a welcome breakfast followed by a panel discussion titled “Perspectives on Being Black in Big Law.” Panelists included litigation partners Barry Fields and Mike Jones, government, regulatory & internal investigations partner Erica Williams and corporate partner Kevin Morris, with Global Management Executive Committee member and litigation partner Gene Assaf moderating.

The program concluded with a discussion on talent, success and diversity with the founder, chairman and chief executive officer of Vista Equity Partners, Robert Smith, which was moderated by Erica Williams. Robert gave attendees an inside look at his typical day, his path to becoming a globally recognized business leader and philanthropist, his mission to advance diversity across underrepresented industries, and the skills clients find valuable to personal and professional success.

## New York Hosts Summer Associate Diversity Program and Diversity Dinner

On June 1, 2017, Kirkland hosted an afternoon of diversity programming in the New York office. Firmwide Diversity and Inclusion Committee co-chair and litigation partner Atif Khawaja began the event with an overview of Kirkland's diversity initiatives for summer associates. Following the presentation, corporate partner Eunu Chun moderated a panel on “Diverse Paths in the Law,” in which corporate partner Jai Agrawal, debt finance partners Ashley Gregory and Yongjin Im, investment funds partner Chris Robinson, technology & IP transactions partner Edward Sadtler and litigation partner Samara Penn Savary discussed their career paths and development as diverse attorneys. Following the panel, the Firm hosted its annual summer diversity dinner at Dos Caminos.

## L.A. Hosts Diversity Dinner

The Los Angeles office held its most well-attended Summer Associate Diversity Dinner ever at Park's Korean BBQ on June 29, 2017. More than 50 attorneys, summer associates and recruiting staff members enjoyed a family-style dinner, followed by karaoke at Palm Tree.



# AFFINITY GROUPS/ALLSA



Diverse attorneys gathered for a cocktail reception during Kirkland's annual Partner Meeting in October 2017.

## Firmwide Diversity and Inclusion Committee, Affinity Groups Host Cocktail Reception

The Firmwide Diversity and Inclusion Committee, in partnership with the LGBT and Racial/Ethnic Minority Affinity Groups, hosted a cocktail reception for diverse associates and Firmwide diverse partners during the annual Partner Meeting in Chicago on October 5, 2017. Eighty-eight attorneys attended.

## L.A. Asian Affinity Group Hosts Event for New Associates



Los Angeles attorneys attended a cooking class in September 2017.

The Los Angeles Asian Affinity Group held an event at Foodstory on September 19, 2017, to welcome the new associate class. Attendees participated in a cooking class, where they learned how to make seafood miso broth, ramen noodles, fish cakes and a spring egg. IP litigation associate Yungmoon Chang organized the event.

## ALLSA



Kirkland's Chicago office hosted The Posse Foundation's Dynamic Assessment Process in August 2017.

## Kirkland Hosts Posse Foundation Interviews

On August 30, 2017, the Chicago office hosted The Posse Foundation's Dynamic Assessment Process (DAP), a unique three-month, three-round interview process where high school students nominated by local schools and community-based organizations vie for a chance to earn a four-year, full-tuition scholarship to one of 56 partner colleges and universities.

DAP begins with an initial round of interviews where staff and volunteers evaluate potential candidates as they participate in a series of group activities. Kirkland annually welcomes Posse's DAP sessions, and this year hosted approximately 262 students.

## Rising 2Ls Attend Kirkland Networking Events

In summer 2017, Kirkland's U.S. offices welcomed diverse and women law students in the class of 2019 for a series of networking events. Students had the opportunity to meet Kirkland attorneys and learn more about the Firm before on-campus interviews. More than 500 2L students representing 50 law schools attended the events.

## Chicago Office Hosts Companies That Care Interns



Kirkland welcomed Companies That Care interns for a panel discussion about careers in law.

On July 13, 2017, a group of high school student interns from Companies That Care visited the Chicago office as part of the Career Awareness Internship, which allows high school students to explore different industries and careers. The group attended a panel discussion with litigation partner Barack Echols and associate Ashley Kirkwood, senior paralegal Thomas King and human resources intern Alani Sweezy. Debt finance associate India Williams also networked with the students over lunch. An office tour followed the panel presentation. Former partner Amy Crawford arranged and moderated the event.

# DIVERSITY LEADERSHIP SERIES (DLS)

## Summer Associates Attend Firmwide Diversity and Inclusion Overview



U.S. summer associates attended a Diversity and Inclusion Overview event in June 2017.

On June 8, 2017, summer associates across the United States participated in a Diversity and Inclusion Overview event led by the Firmwide Diversity and Inclusion Committee and subcommittee leaders. The leaders discussed diversity initiatives at the Firm, and each office followed the program with an informal networking reception with their summer associates, diversity and inclusion leaders, and other senior partners.



Left to right: Partners Atif Khawaja, Linda Myers, Eunu Chun and Mark Filip.

## DLS Presents “Path to Success” Event

On June 12, 2017, the Chicago office hosted a Path to Success event featuring Global Management Executive Committee member and debt finance partner Linda Myers, Global Management Executive Committee member and litigation partner Mark Filip, and corporate partner Eunu Chun. The partners discussed how they have navigated their careers, including the role diversity has played. Firmwide Diversity and Inclusion Committee co-chair and litigation partner Atif Khawaja moderated the discussion.

Path to Success is a semiannual videoconference speaker series that gives attorneys the opportunity to learn more about senior leaders and their practices. Speakers are invited to share stories about their career paths while advancing the diversity dialogue and fostering new professional connections at the Firm.

## DLS Presents “Religious Liberty and the Future of LGBT Rights”

On July 6, 2017, the Diversity Leadership Series hosted a Firmwide videoconference, “Religious Liberty and the Future of LGBT Rights.” The panelists included Neil Eggleston, litigation partner and former White House Counsel to President Obama, and Amanda Goad, staff attorney at the ACLU of Southern California. The discussion was led by Adam Romero, director of legal scholarship and federal policy, and Arnold D. Kassoy scholar of law, at the Williams Institute. The presentation explored religious liberty arguments in the context of the continued evolution of legal protections for LGBT persons, including in the areas of employment, education and places of public accommodation.

## Craig Primis Hosts KCS Event

On July 19, 2017, litigation partner Craig Primis hosted a Kirkland Connection Series (KCS) dinner at Brasserie Beck in Washington, D.C. KCS events are informal gatherings where diverse attorneys can connect with senior partners in their practice group or office. Attendees included litigation partner Erin Johnston and associates Ronnie Anguas, James Bowden, Alexia Brancato, Tracie Bryant, Don Hong and Sheng Li, and environmental transactions partner Toby Chun.





Kirkland employees around the world celebrated Spirit Day in October 2017.

## Kirkland Celebrates GLAAD's Spirit Day

On October 19, 2017, Kirkland observed Spirit Day, GLAAD's annual campaign against LGBT youth bullying. Attorneys and staff worldwide wore purple and were encouraged to take the pledge to stand against LGBT youth bullying. The Firm has been a proud international sponsor of Spirit Day since 2013.

## Attorneys Gather for Lavender Law Conference, Kirkland Holds Related Events

Kirkland attorneys gathered in San Francisco from August 2–4, 2017, for the National LGBT Bar Association's Lavender Law Conference & Career Fair and related Kirkland events. The Kirkland programming kicked off with a waterfront cocktail reception for clients, prospective clients and alumni. The following day, attorneys participated in the annual LGBT Affinity Group workshop at the Firm's San Francisco office and met with students at the Lavender Law Career Fair. Later that evening, the program concluded with the annual LGBT Affinity Group dinner. More than 30 attorneys, two summer associates and an incoming fall associate participated in the various events.

Litigation partner Russell King was also recognized as a Best LGBT Lawyer Under 40 at the LGBT Bar Association's annual luncheon during the conference.

## Kirkland Receives Perfect Score on Corporate Equality Index



Kirkland received a 100-percent score on the Human Rights Campaign 2018

Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. This is the 11th year in a row that the Firm received a perfect score and the designation as a Best Place to Work for LGBT Equality.

## Kirkland Recognized as Top Illinois Law Firm for LGBTQ Inclusiveness and Equality

Equality Illinois recognized Kirkland as one of the top Illinois law firms for LGBTQ inclusiveness and equality in its 2017 Law Firm Survey. This is the eighth year in a row that Equality Illinois has honored the Firm for providing a safe and fair work environment for LGBTQ employees and for engaging with the LGBTQ community.

## London LGBT Affinity Group Hosts Summer Drinks Event

On August 31, 2017, the London LGBT Affinity Group held a summer drinks event at debt finance partner Ashley Young's home. Attendees enjoyed cocktails and networking.

## Kirkland Hosts Summer LGBT Events

Over the summer, the Chicago and New York offices hosted LGBT events for attorneys and summer associates. On July 11, 2017, the Chicago office hosted an LGBT Affinity Group Lunch with summer associates. The New York office hosted an LGBT Attorney Affinity Group cocktail and dinner reception on July 6. More than 30 attorneys and summer associates attended the events.

# WOMEN'S LEADERSHIP INITIATIVE (WLI)

## Partner Lunch Series Features Beth Williams

On August 2, 2017, former litigation partner Beth Williams, who recently left Kirkland to join the U.S. Department of Justice as Assistant Attorney General, Office of Legal Policy, hosted a seminar for the WLI Partner Lunch Series in the Washington, D.C., office. Beth discussed her successful practice and shared career advice with attendees. Approximately 30 women attended the event.

## Kirkland Named to List of 50 Best Law Firms for Women



Partner Linda Myers (right) accepts the 50 Best Law Firms for Women award on Kirkland's behalf from Working Mother Media's Subha Barry.

*Working Mother* named Kirkland to its 2017 list of the 50 Best Law Firms for Women for the sixth year in a row. The list honors U.S. law firms for their excellence in creating flexibility and professional development programs designed to retain women and to advance them into the leadership pipeline.

## Houston WLI Hosts Stand-Up Paddleboarding Event

On July 23, 2017, the Houston WLI hosted a paddleboarding event. Attendees participated in an introduction to stand-up paddleboarding class that taught them the basics. Sixteen women attorneys and summer associates attended the event.

## Partners Attend Chicago and Houston WILEF Events

This summer, Kirkland partners participated in two Women in Law Empowerment Forum (WILEF) events.

Global Management Executive Committee member, debt finance partner and WILEF Chicago co-chair Linda Myers provided opening remarks for an event featuring former associate Lydia Wahlke on July 11, 2017. Lydia discussed her experience as vice president and general counsel for the Chicago Cubs from 2014 to 2017 and most recently as general counsel for U.S. Soccer.

On June 29, the Houston office also hosted a WILEF event that focused on the importance of marketing and business development. The event was hosted by litigation partner Anna Rotman.



Hong Kong attorneys created a work of art during a team-building event in June 2017.

## Hong Kong Women Attend Art Jamming Session

On June 21, 2017, the WLI hosted an Art Jamming Session at the Hong Kong office. Attendees' individual canvases were "jammed" together upon completion, which created a larger piece of art.

## Kirkland Diversity Director Kicks Off Chicago Humanities Festival Event

On March 23, 2017, Firmwide Director of Diversity & Inclusion Rina Alvarez introduced Misty Copeland and former Chicago news anchor Robin Robinson for a dialogue on "being different" in the world of ballet, hosted by the Chicago Humanities Festival. Misty is the first African-American female principal dancer with the American Ballet Theatre, and Author of "Ballerina Body." Kirkland is a longtime supporter of the Chicago Humanities Festival.





Left to right: Partner Erin Johnston and former associates Anne Dechter and Megan Lacy.

### Washington, D.C., WLI Hosts Inaugural Alumnae Lunch

On September 7, 2017, the WLI hosted its first alumnae lunch discussion at the Washington, D.C., office. The discussion included former litigation associates Anne Dechter and Megan Lacy, who spoke about taking on government roles after leaving Big Law. They also discussed the similarities and differences between working in the public and private law sectors. More than 40 women attended the event.

### L.A. Women Attorneys Attend Wine & Sign, Paint & Sip Events

The Los Angeles WLI hosted a Wine & Sign event on July 24, 2017. Kirkland women attorneys were invited to attend wine tastings and sign congratulatory cards for women summer associates who received offers to join Kirkland.

The Los Angeles WLI also hosted a Paint & Sip event on July 11. Kirkland women attorneys and summer associates enjoyed cocktails and appetizers before a painting class.



Women attorneys and summer associates mingled at a WLI cocktail reception in July 2017.

### Linda Myers Hosts WLI Cocktail Reception

Global Management Executive Committee member and debt finance partner Linda Myers hosted a WLI cocktail reception for women attorneys and summer associates at her home on July 12, 2017. Attendees enjoyed cocktails and appetizers while networking on Linda's rooftop.

### 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.

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