

# DIVERSITY DIGEST



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## Kirkland Attorneys Selected for LCLD Programs



Erin Johnston

Kirkland selected litigation partner Erin Johnston to be a 2018 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.



Elizabeth Dalmut

Kirkland also selected litigation associate Elizabeth Dalmut and corporate associate Tushin Shah to be 2018 LCLD Pathfinders. Launched in 2015, the Pathfinders program trains diverse, high-potential, early-career attorneys in career development strategies.



Tushin Shah



Kirkland invited 50 diverse 1L law students to its New York office for the third annual 1L Diversity Scholars Program, which creates meaningful connections between students, Kirkland partners and in-house counsel.

## Kirkland Hosts Third Annual 1L Diversity Scholars Program

Kirkland hosted its third annual 1L Diversity Scholars Program in the Firm's New York office on March 1–2, 2018.

The event aims to provide diverse law students early access to Big Law and clients and to foster meaningful, lasting connections between those students, Kirkland partners and in-house counsel, which can benefit them throughout their careers.

Fifty diverse 1L law students from around the United States participated in the program, which included networking events, workshops and small group discussions. More than 600 students submitted applications for admission in the program, and a rigorous selection process was conducted to choose the final scholars.

Several Kirkland clients and alumni participated as panelists and speakers, including those from Bristol-Myers Squibb, Verizon, Merck and Accenture.

The two-day program commenced with a networking reception and dinner. The following day, the 1L Diversity Scholars gathered at Kirkland's New York office for a full day of programming, which kicked off with TED Talk-style presentations from Kirkland attorneys and a keynote speech from Sandra Leung, executive vice president and general counsel at Bristol-Myers Squibb. Later, litigation partner Barry Fields moderated a panel discussing diverse paths in law. Panelists included environmental transactions partner Paul Tanaka and litigation partner Erica Williams, as well as Bettina Clark, assistant general counsel at Verizon, and Lisa LeCointe-Cephas, executive director at Merck. Paul Chadha, global legal lead at Accenture, delivered a presentation focused on negotiations. The event concluded with mentoring circles, an introduction to the Firm's practice areas by corporate partner Aditi Iyer, and an interactive, multimedia session about Kirkland.

## Letter from the Diversity and Inclusion Committee

At Kirkland, our diversity programming aims to build meaningful dialogue and connections among our attorneys and within the greater legal community. To that end, we are pleased to share some exciting events on the horizon:

- **Firmwide Diversity and Inclusion Overview for Summer Associates:** Summer associates across the U.S. will participate in a Diversity and Inclusion Overview event led by the Firmwide Diversity and Inclusion Committee and subcommittee leaders. After a Firmwide videoconference focused on Kirkland's diversity initiatives, each office will hold panels featuring key local diversity leads, followed by informal networking receptions.
- **Summer Affinity Group Events:** Kirkland's affinity groups have an array of summer events planned for summer associates and all attorneys.
- **Rising 2L Events:** This summer, Kirkland's U.S. offices will welcome diverse and women law students in the class of 2020 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:** Kirkland will host several events, including its annual LGBT Affinity Group workshop and dinner, to coincide with the National LGBT Bar Association's 30th Annual Lavender Law Conference & Career Fair on August 8–10, 2018, in New York.
- **Diverse Attorneys' Cocktail Reception:** The Firmwide Diversity and Inclusion Committee will host a cocktail reception for diverse associates and Firmwide diverse partners during the annual partner meeting in Chicago this October.
- **Receptions for New Diverse Partners and Fall Associates:** Our local offices will host receptions for new diverse partners and associates this fall.
- **Spirit Day:** On October 18, 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.

In response to your ongoing feedback, our offices have also expanded their local diversity programming. These events are almost invariably open to all attorneys. We welcome your ideas for future programming. Your thoughts will help ensure that we're creating a collegial, inclusive and supportive culture.

## Attorney Spotlight



Paul Tanaka

Partner Paul Tanaka co-leads Kirkland's environmental transactional practice. He advises clients in all areas of environmental law across various industries, serving as lead environmental counsel for private equity and public company clients in connection with corporate and real estate transactions around the world. Paul has developed a particular focus on transactions involving power plants, oil and gas assets, and target companies with significant contamination concerns, unique environmental compliance challenges, and broad international operations. His depth of experience, including a stint at the U.S. Department of Justice in the Environment and Natural Resources Division, led to him being named to *Law360*'s Environmental Editorial Advisory Board in March 2018 and recognized in the *Legal 500 U.S.* in 2016 and *Chambers USA* in 2018. He is also an adjunct professor at the University of California, Berkeley, School of Law.

Throughout his career, Paul has promoted diversity and inclusion in the legal profession through education, mentoring and committee involvement. He served as the San Francisco City Lead for the Leadership Council on Legal Diversity's (LCLD) Success in Law School Mentoring Program, a comprehensive initiative offering one-on-one and group mentoring to first-year law students.

Paul is also active in Kirkland's diversity efforts as a member of the Firmwide Diversity and Inclusion Committee and co-chair of the Racial and Ethnic Minority Subcommittee.

"It's an honor to play a part in fostering a strong and diverse culture at Kirkland," Paul said. "Our diversity and inclusion initiatives ensure that Kirkland's current and future diverse attorneys are empowered and elevated."

# AFFINITY GROUPS

## Asian Affinity Groups Celebrate Chinese New Year

Throughout February 2018, Kirkland's Chicago, Houston, New York, Palo Alto and San Francisco offices held dinners and lunches to celebrate the Chinese Lunar New Year. The events are an annual tradition organized by the Asian Affinity Groups.

## Attorneys Gather for Lateral and Transfer Happy Hour



Lateral and transfer attorneys gathered for a happy hour event in New York in March 2018.

On March 27, 2018, the New York Affinity Groups hosted a lateral and transfer attorney happy hour. The event was an opportunity for new lateral and transfer attorneys to network with other Kirkland attorneys and experience the Firm's diverse and inclusive culture. Forty attorneys across practice groups and levels attended the event.

## Chicago Attorneys Attend Cooking Event



Kirkland attorneys cooked Korean dishes together at a Chopping Block event in April 2018.

On April 16, 2018, Kirkland's Chicago Asian Affinity Group hosted a hands-on cooking class at The Chopping Block. Participants enjoyed cocktails, appetizers and the Korean-inspired dinner that the group prepared.



Thirty-one Kirkland attorneys attended the Charting Your Own Course Career Conference in February 2018.

## Kirkland Attorneys Attend CYOC Career Conference

Kirkland attorneys gathered in Orlando from February 8–11, 2018, for the Charting Your Own Course (CYOC) Career Conference and related Kirkland events. The Kirkland programming kicked off with a networking lunch with Kirkland attorneys, Firm clients and other in-house counsel attendees. The following day, Kirkland hosted a Firmwide African-American Affinity Group dinner for Kirkland attorneys. Thirty-one Kirkland attorneys attended the conference, including litigation partner Erica Williams, who participated on a panel titled "Lack of Curiosity = Lack of Progress."



Kirkland's Chicago and New York offices recently held their annual receptions for LGBT attorneys, staff and allies.

## Attorneys, Staff Gather for Annual LGBT Receptions

On March 20, 2018, the Chicago office hosted its annual reception for all LGBT attorneys, staff and allies. The New York office also hosted its annual LGBT reception on January 23. Guests enjoyed appetizers and cocktails while celebrating Kirkland diversity. More than 70 attorneys and staff attended the events.

# ALLSA/DIVERSITY LEADERSHIP SERIES (DLS)

## Attorneys Attend Annual USC APALSA Happy Hour

On March 29, 2018, attorneys gathered for the annual University of Southern California Asian Pacific American Law Student Association/Kirkland happy hour. Attendees enjoyed cocktails and appetizers while networking with IP litigation partner Eric Cheng and associate Yungmoon Chang and real estate associate Justin Bubenik.

## Stephanie Berdik Speaks at Harvard WLA Event

On February 13, 2018, investment funds partner Stephanie Berdik spoke at a Harvard Women's Law Association (WLA) event, "WLA Success Day-to-Day with Kirkland & Ellis." Stephanie discussed her work as a Kirkland partner and the May 2017 opening of Kirkland's Boston office.

## Attorneys Discuss Diversity, Big Law at UT Austin

On February 2, 2018, litigation associate Rebekah Sills McEntire and corporate associate Ahmed Sidik spoke on a panel titled "Diversity and the Big Law Experience," hosted by the University of Texas at Austin. Corporate partner Jhett Nelson moderated the discussion. Attendees enjoyed a networking reception following the panel.

## Kirkland Sponsors Harvard WLA Spring Conference

Kirkland sponsored the Harvard Women's Law Association's 12th Annual Spring Conference, "Why We March: Women's Stories of Past, Present, and Future." The conference, which took place April 4–5, 2018, discussed how to build coalitions, remain resilient in the face of a changing political climate, and foster change through multiple avenues. The conference kicked off with a keynote conversation with Monica Ramirez, co-founder and president of Alianza Nacional de Campesinas (the National Farmworkers Women's Alliance). Panels covered topics such as the #MeToo movement and the role of lawyers in shaping powerful narratives.

## Chicago Office Hosts Bowling Event



Diverse students from Northwestern University Pritzker School of Law and the University of Chicago Law School attended a bowling event in January 2018.

On January 31, 2018, the Chicago office hosted a bowling event for all affinity groups and diverse students from Northwestern University Pritzker School of Law and the University of Chicago Law School. Guests enjoyed bowling, pingpong, drinks and appetizers while networking. Twenty-eight Kirkland attorneys and 37 students attended the event.

## DIVERSITY LEADERSHIP SERIES (DLS)

### Kirkland Sponsors South Asian Bar Association of Southern California's Public Interest Dinner

Kirkland sponsored the South Asian Bar Association of Southern California's 15th annual Public Interest Dinner on March 29, 2018. The event recognizes leaders of the legal profession and honored Paul Grewal, vice president and deputy general counsel at Facebook, the Hon. Upinder Kalra of the Los Angeles County Superior Court, and Munmeeth Soni, directing attorney of the Immigrant Defenders Law Center. Attendees included litigation partners David Horowitz and Jay Bhimani, IP litigation partner Justin Singh, and corporate associates Dilveer Vahali and Reshma Patel.

Kirkland's Los Angeles office is a longtime supporter of this event, with sponsorship proceeds benefiting critical legal and social services in the local South Asian communities.

### Partners Recognized as Most Influential Minority Attorneys



Tanya Greene



Luke Guerra

The *Los Angeles Business Journal* recently recognized litigation partner Tanya Greene and corporate partner Luke Guerra as two of the "Most Influential Minority Attorneys" in 2018. The list highlights 50 top minority attorneys in the Los Angeles region.

## Diverse Attorneys Gather for Fireside Chat with Mike Jones



Litigation partner Erica Williams moderated a fireside chat with litigation partner Mike Jones in March 2018.

On March 15, 2018, the Washington, D.C., office hosted a fireside chat for diverse attorneys featuring litigation partner Mike Jones. The discussion, moderated by litigation partner Erica Williams, included highlights from Mike's career, as well as tips for new diverse attorneys.

## Jennifer Levy Named an MCCA Rainmaker



Jennifer Levy

The Minority Corporate Counsel Association (MCCA) named litigation partner Jennifer Levy to its 2018 list of "MCCA Rainmakers."

Jennifer and the other 10 honorees are recognized for being exceptional diverse attorneys whose business acumen, passion and dedication to innovative, consistent and proactive client development has set them apart as leaders in the legal profession. Rainmakers have a proven record of compiling substantial books of business and have contributed significantly to their communities.



Kirkland hosted its fifth annual New York City Urban Debate League tournament in March 2018.

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

On March 29, 2018, Kirkland hosted its fifth 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. More than 30 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. The debate concluded with an awards ceremony and dinner.



Kirkland welcomed Rev. Jesse Jackson for a special event in March 2018.

## Kirkland Welcomes Rev. Jesse Jackson for Special Event

On March 23, 2018, the African-American Affinity Group hosted a discussion with Rev. Jesse Jackson in the Chicago office. Rev. Jackson reflected on his role during the civil rights movement and discussed the continuing need for unity in today's society, noting that "we have learned to survive apart; we must now learn to live together." Corporate partner Jack Levin and litigation partner Barack Echols provided opening remarks. Kirkland streamed the event to other offices via videoconference.

## Kirkland-sponsored Team Wins Williams Institute Moot Court Competition

On April 13, 2018, a Kirkland-sponsored team from the University of Pennsylvania Law School won the Williams Institute Moot Court Competition. A Kirkland-sponsored team from University of Southern California Gould School of Law reached the quarterfinals, and two Kirkland-sponsored students from Harvard Law School won the competition's Best Brief Award.

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.



Left to right: Litigation associate Michael Murray, IP litigation associates Jordan Romanoff, Hunter Vanaria and Jacob Victor, and Brian Derrick of Lambda Legal.

## Kirkland Sponsors Annual Lambda Legal, BALIF, Equality Illinois Events

Kirkland recently sponsored five events held by LGBT legal organizations, which numerous Kirkland attorneys attended:

- As a National Sponsor of Lambda Legal, Kirkland sponsored Lambda's 2018 Liberty Awards National Dinner, held on April 30, 2018, in New York, which is Lambda's largest annual event, and Lambda's 2018 Bon Foster Event, held on April 19 in Chicago. Both events celebrate leaders who work to advance the rights of LGBT persons and persons living with HIV.
- Kirkland celebrated the LeGaL Foundation's 40th anniversary at the organization's Annual Dinner on March 15, 2018, in New York. The event supports the charitable and educational activities of the LeGaL Foundation, including pro bono legal clinics serving hundreds of visitors annually.
- Kirkland sponsored Bay Area Lawyers for Individual Freedom's (BALIF) 2018 Gala on March 2 in San Francisco. BALIF, the nation's oldest and largest association of LGBT legal professionals, aims to take action on issues of law and justice that affect the LGBT community.
- Kirkland sponsored the 2018 Equality Illinois Gala, which was held in Chicago on February 3. The event, which is the Midwest's largest LGBTQ gala, celebrated accomplishments that advanced LGBTQ rights over the past year.

## Kirkland Named to Stonewall's Top 100 Employers List



Stonewall, the largest LGBT rights organization in Europe, named Kirkland to its 2018 Top 100 Employers List, which identifies the most LGBT-inclusive employers in Britain. Organizations are featured on the list for doing outstanding work over the past year for LGBT employees. The list is the definitive benchmarking tool for employers in the UK to measure their progress on LGBT inclusion in the workplace. This is the first year Kirkland has been ranked; the Firm is among 16 law firms that made this year's list.

## Scott Lerner Named Best LGBT Lawyer Under 40



Scott Lerner

The National LGBT Bar Association named litigation partner Scott Lerner to its annual "Best LGBT Lawyers Under 40" list, which recognizes LGBT legal professionals under 40 who have distinguished themselves in their field and have demonstrated a commitment to LGBT equality.

Scott has demonstrated leadership in Kirkland's LGBT community and prioritizes advancing diversity at the Firm and beyond. He was part of the appellate team that partnered with Lambda Legal to achieve marriage equality in the U.S. Court of Appeals for the Seventh Circuit. Scott has also been active in mentoring and coaching Northwestern OUTLaw students in the Williams Institute Moot Court Competition.

Scott and this year's other honorees will be recognized at the 30th Annual Lavender Law Conference & Career Fair in New York in August 2018.

# WOMEN'S LEADERSHIP INITIATIVE (WLI)

## Kirkland Holds Events Featuring Authors Joanne Lipman and Gretchen Rubin



Left to right: Debbie Epstein Henry, Joanne Lipman and Global Management Executive Committee member and debt finance partner Linda Myers.

Kirkland recently hosted two events in connection with the Firm's sponsorship of the Debbie Epstein Henry Speaker Series, created by author and workplace expert Debbie Epstein Henry.

On April 18, 2018, the New York office hosted Debbie's interview with Joanne Lipman, former *USA Today* editor-in-chief and author of "That's What She Said." Joanne discussed issues including unconscious bias, the respect gap, the gender wage gap and more — and explained how to remedy these behaviors so that women can achieve greater opportunity and success in the workplace.

On February 12, Kirkland hosted a group viewing of Debbie's interview with *New York Times* bestselling author Gretchen Rubin, who discussed her latest book, "The Four Tendencies." The book outlines four personality types — Upholders, Questioners, Obligers and Rebels — and discusses how people's tendencies shape every aspect of their behavior. Gretchen described how the Four Tendencies explain why we act or don't act and how to get people, including ourselves, to do what we want.



Houston women attorneys gathered for Houston's second annual WLI Retreat in April 2018.

## Kirkland Hosts Second Annual Houston WLI Retreat

The Houston WLI hosted its second annual WLI Retreat for women partners, associates, new associates and incoming summer associates on April 6–7, 2018. The retreat began with a panel discussion featuring investment funds partner Erica Berthou, IP litigation partner Amanda Hollis and debt finance partner Melissa Hutson, followed by a cocktail reception and dinner at litigation partner Anna Rotman's home. The second day of the event included breakfast and a meditation and goal-setting session, and concluded with a luncheon.

## Kirkland Alumna Justice Britt Grant Discusses Career Path

On February 1, 2018, the Washington, D.C., office hosted a WLI event, "View from the Top: Conversations with Accomplished Alumnae," with Kirkland alumna Justice Britt Grant. A former Kirkland litigation associate, Britt reflected on lessons learned during her time at Kirkland, her subsequent service as Georgia's solicitor general and the transition to her current role as a justice of the Supreme Court of Georgia.

Following the discussion, attendees enjoyed cocktails and appetizers while networking with other D.C. attorneys and alumni. The event was the first in an ongoing series highlighting Kirkland's notable alumnae.

## Bay Area, Chicago WLI Host Digital Presence Discussion

The Bay Area and Chicago WLI held presentations about "Your Digital Presence: Enhancing Your Web Bio and Leveraging LinkedIn" on February 28 and March 16, 2018, respectively. Kirkland's digital marketing manager Jennifer Gamber and content strategist Ashley Post from the Firm's business development team shared guidelines, best practices and resources for attorneys' LinkedIn and Kirkland website biographies.

## WILEF Southern California Young Lawyers Committee Event Features Kirkland Panelist

On January 23, 2018, litigation partner Sierra Elizabeth was a panelist for a WILEF Southern California Young Lawyers Committee event, "Playing the Long Game: Positioning Yourself for Career Success." The panel featured three recently promoted law firm partners, who discussed how they have achieved success in Big Law and set themselves up for career longevity by building diverse and engaged networks of sponsors, mentors, clients and colleagues. Approximately 50 attorneys attended the event.

## Kirkland Women Partners Receive Awards

Several Kirkland women partners recently received awards recognizing their various accomplishments.



Tana Ryan



Tammy Tsoumas

The *Los Angeles Business Journal* named corporate partner Tana Ryan and litigation partner Tammy Tsoumas to its 2018 list of the 75 “Most Influential Women Attorneys in L.A.” Honorees are recognized for their exceptional legal skill and achievement, exemplary leadership and contributions to the Los Angeles community at large.



Amanda Hollis

*Chicago Business Journal* recognized IP litigation partner Amanda Hollis among its 2018 “Women of Influence.” The annual list includes women who have made an impact both professionally and in their communities, and who have found success in a range of businesses that affect the Chicago economy. Honorees are active in mentoring younger executives, working with nonprofit organizations and pursuing charitable endeavors.



Dale Cendali



Nicole Greenblatt

*Crain's New York Business* named Kirkland IP litigation partner Dale Cendali and restructuring partner Nicole Greenblatt to its inaugural list of “Leading Women Lawyers in New York City.” The women named to the list are trailblazers who juggle both distinguished careers and exceptional civic and philanthropic activities.



Kelly Naphtali

*Euromoney Legal Media Group* named litigation partner Kelly Naphtali “Best in Insolvency and Restructuring” at its seventh annual Asia Women in Business Law Awards. The awards celebrate the advancement of women in the legal profession, achievements of those setting the standard in female-friendly working practices, and women leading the field in practice areas across Asia.



Sarah Piepmeier

*The Daily Journal* named Sarah Piepmeier to its 2018 list of “Top Women Lawyers.” The list recognizes women with outstanding achievements within California’s legal community.

## London Women Attorneys, Clients Attend Private Wine Tasting

The London WLI hosted its annual client wine tasting event on March 8, 2018, which was International Women’s Day, at Berry Brothers & Rudd, a wine and spirits merchant established in 1698. Forty-one women attended the event, which was hosted by the Firm’s London women partners.

## New York WLI Hosts Cross-Selling Lunch Event

The New York WLI hosted a Cross-Selling Lunch event for all women attorneys on March 27, 2018. Attendees practiced and facilitated business development opportunities by introducing themselves and discussing their practice areas. Later, attendees were encouraged to practice their “elevator pitches” that they would give to prospective clients. Thirty attorneys across all practice groups and levels attended the event.

## Houston WLI Hosts Self-Defense Class



Houston women attorneys learned self-defense tactics during a February 2018 class.

On February 12, 2018, the Houston WLI held a women’s self-defense class. Attendees learned various real-world self-defense tactics and tips for defusing dangerous situations.

### 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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