

# DIVERSITY DIGEST



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**Kirkland Named to 2018 A-List**



For the sixth year in a row, *The American Lawyer* named Kirkland to its A-List. The list

identifies the 20 most well-rounded law firms based on a measure of their success in five areas: revenue per lawyer, pro bono, diversity, associate satisfaction and the percentage of women equity partners.

**LCLD Names Kirkland a 2018 Top Performer and Compass Award Winner**



The Leadership Council on Legal Diversity (LCLD) named Kirkland a 2018 Top Performer and Compass Award Winner. The awards recognize the Firm's active role in various LCLD programming. Kirkland was

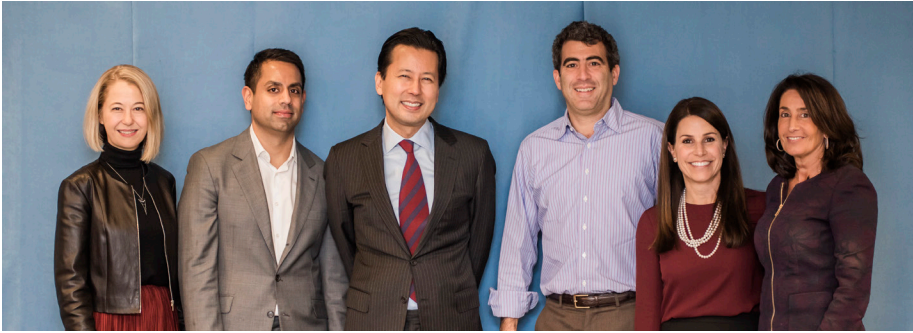
one of 21 law firms recognized as both a Top Performer and Compass Award winner.



More than 140 Kirkland leaders and summer associates attended the Diversity Summer Networking Program in July 2018.

**Kirkland Holds Firmwide Diversity Summer Networking Program**

On July 16, 2018, more than 140 Kirkland leaders and diverse summer associates from across Kirkland's U.S. offices gathered for the Diversity Summer Networking Program. The program kicked off with a welcome lunch and discussion on talent, success and diversity with Lewis Steverson, senior vice president and general counsel of Corning Incorporated. The event also featured an array of panel discussions about advancing diversity and inclusion in Big Law, including affinity group breakout sessions and pro bono discussions.



Kirkland's new Inclusive Leadership Series kicked off with a program featuring Kenji Yoshino (third from left) in October 2018.

## Letter from the Diversity and Inclusion Committee

One of the defining characteristics of Kirkland — and something that we pride ourselves on — is our commitment to engaging and empowering our young talent. Whether they're diving into substantive work or actively shaping our diversity programming, our young attorneys are part of the conversation.

This summer, Kirkland held its first-ever Firmwide Diversity Summer Networking Program (p. 1), which gave Kirkland summer associates across the U.S. the opportunity to connect with leaders at the Firm and participate in discussions about advancing diversity and inclusion at Kirkland.

Another pioneering program we are proud to launch is Kirkland's Inclusive Leadership Series, which will continue our tradition of involving our young attorneys in the conversation. The Inclusive Leadership Series features programs geared toward building an inclusive, welcoming culture and fostering dialogue and connection among Kirkland attorneys at all levels. The series kicked off with our Kenji Yoshino program on "covering" (p. 4), which was well-attended and well-received, and we are working to implement Kenji's recommendations across the Firm.

We look forward to future programming that will prepare the next generation of culturally fluent, global leaders at the Firm.

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## Client Partnership: Abbott

Kirkland and Abbott partnered together on several recent diversity-related events.

On October 3, 2018, the Abbott Legal Diversity & Inclusion Committee invited Kirkland to an evening of networking with Abbott attorneys in Chicago. The event included a fireside chat with Abbott Legal attorneys who discussed how they navigate law firm and in-house client relationships.

On July 20, Kirkland hosted Hubert Allen, the executive vice president and general counsel of Abbott Laboratories, for a lunch event for summer associates in Chicago. Global Management Executive Committee member and litigation partner Mark Filip led discussions with Hubert about career development and what he looks for when selecting a firm to represent Abbott.

Abbott also invited Kirkland to participate in its Diversity and Inclusion Kickoff event on May 1 at Abbott Park. Partner Mark Filip spoke on a panel discussing Kirkland's diversity efforts and what the legal industry in general can do to be more inclusive.

## Attorney Spotlight



Ranesh Ramanathan

Ranesh Ramanathan joined Kirkland as a partner in the Boston office in May 2018, bringing nearly 15 years of experience working in-house

with global corporations in the credit and private equity sectors. His corporate practice focuses on debt finance, distressed/special situations, alternative investments and credit fund transactions. Ranesh had significant experience negotiating, structuring and managing complex global transactions in his prior role as managing director and deputy general counsel for Bain Capital.

Ranesh was one of the first two openly gay partners at Bain Capital. He is an active leader in the movements for immigrant justice, LGBTQI rights and broader social equity and equality within the Boston community and beyond. He has served on the board of Immigration Equality, which provides legal assistance to LGBTQI and HIV-positive immigrants seeking asylum in the U.S., and volunteered for City Year Boston and Bridge Boston Charter School, which provide support for students living in at-risk communities.

Ranesh is also a major supporter of Heluna Health, a national health organization with more than 300 community programs serving 39 million people experiencing challenges such as homelessness, addiction, and inadequate access to nutrition, health care and literacy resources, and SpeakEasy Stage, a Boston theater group promoting cultural representation and community dialogue through artistic performance.

"I am thrilled to have joined a Firm with a commitment to diversity that aligns so strongly with my own core values," says Ranesh. "I look forward to continuing this mission in the Boston office and building upon the inclusive culture for which Kirkland is known."





Students from Higher Achievement participated in a mock trial in July 2018.

## Kirkland Welcomes Higher Achievement Students

On July 20, 2018, Kirkland's Washington, D.C., office welcomed 24 sixth-graders and chaperones from Higher Achievement, a local program that provides a rigorous summer academic program for youth from at-risk communities. The visit, sponsored by the Diversity and Inclusion Committee, kicked off with Kirkland attorneys fielding questions from the students during a career panel. Kirkland summer associates then helped the students prep for a mock trial, which was followed by a pizza party.

## Kirkland Attorney Recognized in Professional Excellence Awards 2018



David Castro

*Texas Lawyer* recognized corporate partner David Castro as an attorney "On the Rise" as part of its Professional Excellence Awards 2018. The awards honor the extraordinary careers of lawyers who significantly impact the Texas legal profession.



Summer associates across the U.S. attended a Firmwide Diversity and Inclusion Overview in May 2018.

## Kirkland Holds Firmwide Diversity and Inclusion Overview for Summer Associates

On May 30, 2018, summer associates across the U.S. participated 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 and inclusion initiatives, each office held panels featuring key local diversity leads, followed by informal networking receptions.

## DLS Presents "Path to Success" Program

On October 25, 2018, the Houston office hosted a Path to Success program featuring Global Management Executive Committee member and corporate partner Andy Calder, with litigation partner Anna Rotman moderating the discussion. Andy discussed his legal career, including the changing role of diversity among his clients.

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.

## New York Hosts Lunch for Immigrant Attorneys

On July 22, 2018, Kirkland's New York office hosted a lunch gathering for immigrant attorneys. All summer associates and affinity group members were invited to mingle with immigrant attorneys while watching the World Cup.



Kirkland IP litigation partner Gregg LoCascio (left) moderated a panel during “Managing Diversity as an Intangible Asset” in September 2018.

### Kirkland Sponsors Diversity Conference Organized by Google and Ocean Tomo

On September 26, 2018, IP litigation partner Gregg LoCascio moderated a panel titled “Applying IP Best Practice to a Diversity Agenda” at a first-of-its-kind conference organized by Google and Ocean Tomo and sponsored by Kirkland. The event, “Managing Diversity as an Intangible Asset,” focused on the extension of traditional IP business principles into the diversity space.

Gregg’s panel explored securing value in a corporation or law firm through the promotion of diversity and inclusion, and the importance of engaging senior leaders to create meaningful change within an organization. The panel was presented by Kirkland, with panelists including three client partners from United Airlines, Abbott and Dyson.



Attorneys gathered for a cocktail reception during the All Partner Meeting in October 2018.

### 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 All Partner Meeting in Chicago on October 4, 2018. Eighty-two attorneys attended.

### Hamed Meshki Named to “Top 40 Under 40” List



Hamed Meshki

The *Daily Journal* named corporate partner Hamed Meshki to its 2018 “Top 40 Under 40” list, which honors up-and-comers

in the California legal market. The publication highlighted Hamed’s work advising on highly structured and complex business transactions, including mergers and acquisitions, leveraged buyouts, restructurings, recapitalizations and financings. He was noted for earning the “praise of attorneys for his high-stakes transactions, strong business sense and problem-solving creativity.”

### Firm Hosts Videoconference with Kenji Yoshino

On October 30, 2018, Kirkland hosted a Firmwide videoconference with NYU Law Professor Kenji Yoshino. Kenji discussed the issue of women and minorities downplaying their stigmatized identity to blend into the mainstream, also known as “covering.” He offered insights on the consequences of “covering” and why this causes an underrepresentation of women and minorities in the legal profession.

The event kicked off the Firm’s new Inclusive Leadership Series — a sequence of programs geared toward building an inclusive, welcoming culture and fostering dialogue and connection among Kirkland attorneys at all levels.



## D.C. LGBT Affinity Group Hosts Capital Pride Kick-Off Happy Hour

On June 8, 2018, the Washington, D.C., LGBT Affinity Group hosted a Capital Pride Festival Kick-Off event, which began with a happy hour at Right Proper Brewing Company in the Shaw neighborhood of Washington, D.C. Attorneys and summer associates gathered for food and drinks to celebrate a weekend of festivities. After the happy hour, litigation associate and D.C. LGBT Affinity Group lead Beth Dalmut welcomed everyone to her home for a rooftop gathering overlooking the city.

The Capital Pride Alliance, a nonprofit organization dedicated to serving the needs of the LGBTQ+ community, organized the city's weekend festivities, which were highlighted by the signature event, the Pride Parade.

## Houston Pride Festival Celebrates its 40th Anniversary

In June 2018, the Houston Pride Festival celebrated its 40th anniversary. As part of the week of celebration, the city hosted the annual Pride Parade downtown, which drew more than 500,000 people. The Houston Pride Festival is the largest of its kind in the Southern U.S. and the fifth largest in the country.

To kick off the celebration, Kirkland organized a brunch outing at the champagne bar a'Bouzy.



More than 45 attorneys attended the LGBT Bar Association's Lavender Law Conference & Career Fair and related Kirkland events, including a cocktail reception for clients, prospective clients and alumni, in August 2018.

## LGBT Affinity Group Holds Events Coinciding with Lavender Law Conference

On August 8–10, 2018, Kirkland's LGBT Affinity Group held a set of programs for Firmwide attorneys in New York, scheduled to coincide with the National LGBT Bar Association's Lavender Law Conference & Career Fair. The Kirkland programming kicked off with a cocktail reception for clients, prospective clients and alumni, attended by more than 100 people. The following day, attorneys participated in the annual LGBT Affinity Group workshop at the Firm's New York office and met with students at the Lavender Law Career Fair. Later that evening, the program concluded with the annual Firmwide LGBT Affinity Group dinner. A record number of more than 45 Kirkland attorneys participated in the various events.

Litigation partner Scott Lerner was also recognized as a Best LGBT Lawyer Under 40 during the conference.

## DLS Presents "Transgender Military Ban Deconstructed"

To commemorate Pride Month, Kirkland held a Firmwide videoconference on the Firm's challenge to the transgender military ban. The event, "Transgender Military Ban Deconstructed," took place on June 25, 2018, in the Firm's Chicago office and featured a panel that included IP litigation partner Jordan Heinz, litigation of counsel Steve Patton, Sasha Buchert, a transgender veteran and staff attorney at Lambda Legal, and Connor Callahan, one of the plaintiffs in the case. The panelists discussed the ban, how the Department of Defense has proposed implementing the ban, and the legal challenges and victories by the Kirkland team, including the landmark holding that transgender classifications are subject to strict scrutiny.

# LGBT/WOMEN'S LEADERSHIP INITIATIVE (WLI)



## NY LGBT Affinity Group Hosts Summer Event

Kirkland's New York LGBT Affinity Group hosted a summer event at Fine & Rare, a Midtown restaurant known for its live jazz and unique cocktails, on June 7, 2018. Fifteen Kirkland attorneys and summer associates attended.



## London Attorneys Attend LGBT Affinity Group Autumn Event

Kirkland's London LGBT Affinity Group held its annual Autumn Drinks event at Hoxton Grill on September 27, 2018. The event was hosted by debt finance partner Ashley Young.

Kirkland employees around the world wore purple and took a stand against LGBTQ youth bullying on Spirit Day.

## Kirkland Celebrates GLAAD's Spirit Day Globally

On October 18, 2018, Kirkland observed Spirit Day, GLAAD's annual campaign against LGBTQ youth bullying. Attorneys and staff worldwide wore purple and were encouraged to take the pledge to stand against LGBTQ youth bullying. The Firm has been a proud international sponsor of Spirit Day since 2013. GLAAD was founded in 1985 to help promote understanding, increase acceptance and advance equality.

# WOMEN'S LEADERSHIP INITIATIVE (WLI)

## Kirkland Sponsors Corporate Counsel Women of Color Conference

Kirkland was a platinum sponsor of the Corporate Counsel Women of Color 14th annual Career Strategies Conference, which was held in New York on October 10–12, 2018. Litigation partner Erica Williams spoke on the panel "Beyond Mentoring: 5 Strategies to Finding Your Personal Corporate Sponsor," and seven Kirkland women attorneys attended the conference.



Women partners and summer associates attended a cocktail reception at Global Management Executive Committee member and debt finance partner Linda Myers' home in June 2018.

## Linda Myers Hosts Summer Cocktail Reception

Global Management Executive Committee member and debt finance partner Linda Myers hosted a cocktail reception for women partners and summer associates at her home on June 6, 2018. Attendees networked while enjoying cocktails, hors d'oeuvres and a great view of the Chicago skyline from Linda's rooftop.





The New York WLI hosted its fifth annual Women's Symposium in July 2018.

## New York WLI Hosts Annual Women's Symposium

Kirkland's New York Women's Leadership Initiative (WLI) hosted its fifth annual Women's Symposium on July 12, 2018. Global Management Executive Committee members Gene Assaf, Jon Ballis, Mark Filip, Linda Myers, John O'Neil, Leslie Smith and Jamie Sprayregen participated on a panel moderated by litigation partner Lauren Casazza in which they discussed the committee's vision for Kirkland's future as well as the Firm's commitment to diversity.

Afterward, corporate partner Sarah Stasny moderated a New York women partner panel, in which IP litigation partner Dale Cendali, litigation partner Sandra Goldstein, restructuring partner Nicole Greenblatt, debt finance partner Melissa Hutson and corporate partner Jennifer Perkins fielded questions submitted by New York women attorneys and summer associates about their personal and professional accomplishments, career development and inclusion.

One hundred and sixty-eight guests attended, including New York women partners, associates and summer associates.



Top, left to right: Kimberly Perdue, Maureen Dixon, Sharre Lotfollahi, Sierra Elizabeth; bottom right, left to right: Erin Johnston, Tracie Bryant, Kathleen Brogan, Emily Hughes; bottom left: Karen Lee.

## Women Partners Gather for Luncheon During All Partner Meeting

Women partners gathered for a luncheon during the annual All Partner Meeting in Chicago on October 4, 2018.

Global Management Executive Committee member and litigation partner Leslie Smith kicked off the event with welcome remarks. Following the welcome remarks, the co-chairs of the Gender Subcommittee, litigation partner Rajinder Bassi and debt finance partner Ashley Gregory, introduced the Firm's 63 new women partners.

Later, Global Management Executive Committee member and debt finance partner Linda Myers introduced the Attorney "Talks," which were TED-style presentations delivered by eight women partners. The talks focused on the partners' career paths, career tips and what they've learned along the way, things they did that worked, things they wish they hadn't done, business development advice, and kernels of wisdom for the new women partners. Speakers included investment funds partners Stephanie Berdik and Karin Orsic, litigation partners Emily Hughes and Erin Johnston, tax partner Karen Lee, corporate partner Kristin Mendoza, and government, regulatory & internal investigations partners Cori Lable and Kim Nemirow.

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



*Working Mother* named Kirkland to its 2018 list of the Best Law Firms for Women for the seventh 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.

# AFFINITY GROUPS/ALLSA

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## **Affinity Groups Hold Summer Associate Events**

Affinity groups across the Firm's U.S. offices hosted events for summer associates and attorneys during summer 2018. Events included dinners, cocktails, a dim sum lunch, mixology classes and more.

## **Attorneys Gather for Lateral and Transfer Event**

On September 13, 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.

## **Los Angeles Hosts Mexican Independence Day Celebration**

The Los Angeles Latino Affinity Group hosted a happy hour celebrating Mexican Independence Day on September 17, 2018. The Los Angeles office's new fall associates were also introduced and welcomed.

## **Attorneys Attend 30th Annual NAPABA Convention**

Kirkland attorneys celebrated the 30th anniversary of the National Asian Pacific American Bar Association (NAPABA) Convention, held November 8–11, 2018, in Chicago. The convention is an annual gathering of Asian Pacific American attorneys, judges, law professors and law students. Twenty Kirkland attorneys attended this year's event. Kirkland also hosted a Kirkland Connection Series event during the conference with the Chicago Asian Affinity Group.

## **Firm Holds Annual New York Summer Diversity Dinner**

Kirkland hosted its annual New York Summer Diversity Dinner at Dos Caminos on May 30, 2018. Summer associates enjoyed dinner in small groups with attorneys from different practices and had the opportunity to meet Diversity and Inclusion Committee chair and litigation partner Atif Khawaja.

# ALLSA

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## **Rising 2Ls Attend Kirkland Networking Events**

In summer 2018, Kirkland's U.S. offices welcomed diverse and women law students in the class of 2020 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.

## **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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