

DIVERSITY DIGEST



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Kirkland Attorneys Selected for LCLD Programs

Kirkland selected corporate partner Luke Guerra to be a 2019 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.

Kirkland also selected IP litigation associate Andrew Ohlert to be a 2019 LCLD Pathfinder. Launched in 2015, the Pathfinders program trains diverse, high-potential, early-career attorneys in career development strategies.

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 is also involved in the annual 1L LCLD Scholars Program.



Kirkland's new Multicultural Women's Series kicked off with a program featuring Dr. Arin Reeves in February 2019.

Kirkland Launches Multicultural Women's Series

Kirkland recently launched the Multicultural Women's Series as part of the Firm's Women's Leadership Initiative. The series strives to foster connections rooted in understanding and support for female attorneys of all backgrounds and levels. The series' inaugural event, a Firmwide videoconference held on February 25, 2019, featured Dr. Arin Reeves, who is a leading researcher, author and adviser in the areas of leadership and inclusion. Arin spoke on the topic of intersectionality, which examines the ways in which different aspects of a person's identity overlap and influence life experience, and addressed strategies for promoting the advancement of all women in the workplace.

Letter from the Diversity and Inclusion Committee Co-Chairs

We are thrilled to welcome our 2019 summer associates to Kirkland! The class includes a highly diverse group of more than 300 law students who will spend 10 weeks at Kirkland's offices across the country.

Our summer program gives law students the true Kirkland experience: hands-on involvement in sophisticated matters, top-notch training and development programs and, of course, exposure to Kirkland's fantastic culture.

This year, Kirkland's summer associates will have the opportunity to attend a robust schedule of diversity and inclusion-focused programming, including:

- A Pride Month videoconference on July 1 featuring Sarah McBride, national press secretary for the Human Rights Campaign and the author of "Tomorrow Will Be Different: Love, Loss, and the Fight for Trans Equality."
- A diversity and inclusion overview event for summer associates, led by Firmwide and local diversity leaders, on June 12.
- A fireside chat event on June 27 with UCLA Professor Jerry Kang, who will discuss unconscious bias and inclusive leadership.
- A Firmwide diversity summer networking program on July 22, which gives diverse summer associates the opportunity to connect with Kirkland leaders and participate in discussions about advancing diversity and inclusion at the Firm and in Big Law.

These programs help to build meaningful dialogue and connections between Kirkland attorneys at all levels, and also create a more collegial, inclusive and supportive culture at the Firm — we look forward to seeing you there.



Atif Khawaja



Ranesh Ramanathan



Erica Williams

Client Partnership: Intel

Kirkland recently partnered with Intel on several programs to further the companies' shared commitment to promoting diversity and inclusion in the legal profession.

On March 7–8, 2019, Ben Ostapuk, vice president and director of the intellectual property legal group at Intel, served as a panelist during Kirkland's fourth annual 1L Diversity Scholars program (p. 4). The program fosters discussions about diversity in the legal profession and builds connections between the Scholars, Kirkland partners and in-house counsel.

Kirkland and Intel also jointly sponsored two 1L Leadership Council on Legal Diversity (LCLD) Scholars in San Francisco in 2018 — one from Harvard Law School and one from Howard University School of Law. Through the 1L LCLD Scholars program, law firms and corporate legal departments work together to create summer internships in which both organizations provide insights and experience to diverse, first-year law students.

Attorney Spotlight



Sandra Goldstein

Sandra Goldstein joined Kirkland as a litigation partner in the New York office in April 2018, with 30 years of experience working in high-profile M&A, securities and

commercial disputes at Cravath, Swaine & Moore LLP. Over the past five years, she has represented clients in litigation across the country relating to more than 30 contemplated or hostile transactions with a cumulative value of more than \$400 billion, resulting in more than 20 pretrial wins. She frequently argues as lead courtroom counsel, winning more than a dozen favorable decisions after oral argument at both the trial and appellate level during that time.

Within the Firm and throughout the legal industry, Sandra has been recognized as a highly accomplished leader in her field. Since joining Kirkland, she was selected as a member of the Firm's Global Management Executive Committee, which oversees the business operations of the Firm. In 2016, she was listed as one of the 25 Most Influential Women in Securities Law by *Law360*, and has been named among the "Top 100 Trial Lawyers in America" by *Benchmark Litigation* every year since 2015.

Sandra is also dedicated to helping empower the next generation of female lawyers and attorneys of all backgrounds. In July 2018, she served on a panel for Kirkland's fifth annual New York Women's Symposium, during which she discussed professional leadership, career development and inclusion within the legal profession.

"Strong judgment, personal confidence and dedication to the work and the clients are crucial to one's success as a lawyer for both women and men alike," says Sandra. "I am inspired by the collaborative, diverse nature of the work at Kirkland, and I look forward to continuing to expand my practice here."



Chicago Affinity Groups attended a performance of "This Bitter Earth" in December 2018.

Chicago Affinity Groups Gather for Performance of "This Bitter Earth"

Members of Kirkland's Chicago Pride, Black, Asian and Unidos Affinity Groups gathered for dinner and a performance of "This Bitter Earth" at Theater Wit in Chicago on December 6, 2018. The production was led by About Face Theatre, a Chicago-based performance group focused on LGBTQ issues. "This Bitter Earth" tells the story of two men who find their relationship tested by questions of class and race.



Attorneys celebrated Lunar New Year in February 2019.

Asian Affinity Groups Celebrate Lunar New Year

During the month of February, members of the Firm's Asian Affinity Groups organized Lunar New Year celebrations in the Chicago, San Francisco, Palo Alto, Boston and New York offices. The groups gathered over lunch or dinner in an annual tradition to honor the holiday.



Forty-nine Kirkland attorneys attended the Charting Your Own Course Career Conference in February 2019.

Kirkland Attorneys Attend CYOC Career Conference

Kirkland attorneys gathered in Orlando on February 7–10, 2019, to attend the Charting Your Own Course (CYOC) Career Conference, a series of presentations and workshops focused on fostering personal and professional development among diverse attorneys. Firmwide Diversity and Inclusion Committee co-chair and litigation partner Erica Williams spoke on a panel titled "Career Plan or Bust: Taking Stock of Where You Are and Where You Are Going." Forty-nine Kirkland attorneys attended the conference and came together for events including a networking lunch and Firmwide Black Affinity Group dinner.

Firm Sponsors 30th Annual AABANY Dinner

Kirkland sponsored the Asian American Bar Association of New York's (AABANY) 30th Annual Dinner on February 27, 2019. The event's theme was "United in Action and Vision: Towards 2020 Together," and the evening included a cocktail reception followed by dinner and the awards program.

AABANY is dedicated to promoting professional growth among its members and advocating for the rights of the Asian Pacific American community.



Samantha Good Speaks at Berkeley Law Panel

Debt finance partner Samantha Good was a panelist on “Lessons Learned: Career Perspectives from Legal Leaders” at an event hosted by The Berkeley Center for Law and Business on March 15, 2019. Samantha and the panelists discussed the challenges — and advantages — of being a woman in business law. The event was the first in a series hosted by Berkeley’s Women in Business Law Initiative, which aims to address gender inequity in the legal industry.

Kirkland Honored at Cruz Reynoso Fellowship Gala

Kirkland was honored at the Cruz Reynoso Fellowship Gala, organized by Berkeley Law’s La Raza Law Students Association. The annual event, held on April 5, 2019, recognizes the legacy of the Honorable Cruz Reynoso — a Berkeley alumnus and the first Latino Associate Justice of the California Supreme Court — and raises funds to support current Latinx law students pursuing judicial externships or public interest summer internships.

Kirkland was honored for its continued support of the fund and the Latinx community, and its commitment to diversity in the legal field. Tax associate Carol Wang, technology & IP transactions associate Sheila Salehpour, incoming associates Maria Beltran and Jose Barragan, and summer associate Leslie Diaz attended the event.

Kirkland held its fourth annual 1L Diversity Scholars Program in March 2019.

Kirkland Hosts Fourth Annual 1L Diversity Scholars Program

Kirkland hosted its fourth annual 1L Diversity Scholars Program in the Firm’s New York office on March 7–8, 2019.

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 attorneys and in-house counsel, which can benefit them throughout their careers.

Fifty-four diverse 1L law students from around the U.S. participated in the program, which included networking events, workshops and small group discussions. Nearly 600 students submitted applications for admission, 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 Accenture, AIG, Bristol-Myers Squibb, Intel and Verizon.

ALLSA/DIVERSITY LEADERSHIP SERIES (DLS)



IP litigation partner Jordan Heinz (right) spoke at Harvard Law School.

Jordan Heinz Discusses LGBT Pro Bono Work at Harvard Law

IP litigation partner Jordan Heinz spoke to Harvard Law School students about his work litigating with Lambda Legal and Modern Military Association of America against the administration's ban on transgender military service. Jordan spoke about the case, Big Law's role in impact litigation and ways to navigate pro bono work at a firm. The Harvard Law Armed Forces Association and Lambda at Harvard Law organized the event, held on January 31, 2019.



Litigation partner Tanya Greene delivered introductory remarks at UCLA Law's LEAD Summit in March 2019.

Tanya Greene Speaks at UCLA Law LEAD Summit

This spring, UCLA School of Law hosted its LEAD Summit, a day-long event that invited alumnae and current and prospective students to share insights on advancing the profession, promoting equity and achieving excellence. The event, held on March 1, 2019, attracted approximately 400 attendees, who participated in panels and presentations featuring female professionals from law, business, academia and government.

Litigation partner Tanya Greene, a UCLA Law alumna, delivered introductory remarks on "Vision. Empowerment. Impact.," and Kirkland sponsored the event. UCLA Law Women LEAD is an alumnae group founded in 2015 to promote leadership, empowerment, advancement and distinction in the legal profession.

DIVERSITY LEADERSHIP SERIES (DLS)

New York Employees Volunteer for Day of Service

Attorneys and staff in Kirkland's New York office participated in a day of service in honor of Martin Luther King Jr. Day on January 22, 2019. The event benefited Room To Grow, which provides low-income parents with coaching and guidance, connections to community resources and material goods — including books, toys, clothes and baby equipment — during the first years of their children's lives. Participants assembled kits of baby supplies for the organization.

Kirkland Hosts Event with Just the Beginning

As part of Kirkland's sponsorship of Just the Beginning - A Pipeline Organization (JTB-APO), the Firm hosted the organization's Light the Spark Celebration in Chicago on December 6, 2018. The event invited JTB-APO board members, law firm partners and students to network, celebrate their work in the past year, and recognize professionals committed to social justice and diversity in the legal field. Honorees at the event included Ruben Castillo, chief judge of the U.S. District Court for the Northern District of Illinois; Cook County State's Attorney Kimberly Foxx; and Illinois Attorney General Kwame Raoul.

JTB-APO offers pipeline programs aimed at inspiring young students and increasing diversity in the legal profession and judiciary.

DIVERSITY LEADERSHIP SERIES (DLS)/LGBTQ



Kirkland welcomed Susan Smith Blakely for a book launch event in February 2019.

Kirkland Hosts Book Launch Event with Susan Smith Blakely

Kirkland's Chicago office hosted a book launch event on February 5, 2019, with author Susan Smith Blakely, who discussed her new book "What Millennial Lawyers Want: A Bridge from the Past to the Future of Law Practice."

Following the interview, Global Management Executive Committee member and debt finance partner Linda Myers moderated a panel of multigenerational attorneys, including litigation partner Anne Sidrys and corporate partner Matthew O'Brien and associate Angela Oldham. The panelists shared their personal experiences and thoughts on how firms can bridge generational differences to pave the way forward. The event concluded with a networking reception.

Kirkland Partners Named Among "Chicago's Most Notable Minority Lawyers"



Barry Fields



Javier Rubinstein



Anup Sathy

Crain's Chicago Business named litigation partner Barry Fields, international arbitration partner Javier Rubinstein and restructuring partner Anup Sathy to its 2018 list of "Chicago's Most Notable Minority Lawyers." The honorees are recognized for advancing the causes of justice and equality through their practices and pro bono work.

D.C. Office Hosts Diversity Dinner

Litigation partner Gene Assaf hosted the Washington, D.C., affinity groups for a diversity dinner at Rose's Luxury on February 26, 2019. This year's event had record attendance, with 22 partners and associates enjoying conversations and dinner.

LGBTQ

Kirkland Named Best Place to Work for LGBTQ Equality for 12th Straight Year



For the 12th year in a row, Kirkland earned a 100 percent score on the Human Rights Campaign's Corporate Equality Index (CEI), which evaluates LGBTQ-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits,

competency programs and public engagement with the LGBTQ community. By satisfying all of the CEI's criteria, Kirkland earned a designation as a 2019 Best Place to Work for LGBTQ Equality.

New York Pride Affinity Group Gathers for Annual Networking Event

On April 2, 2019, the New York Pride Affinity Group held its annual networking reception for attorneys and staff at Le Colonial, where guests enjoyed drinks and French-Vietnamese cuisine. Close to 30 guests across practice areas and staff departments attended.



Left to right: Technology & IP transactions associate Scottie Shermetaro, litigation associate Sam Rose and debt finance associate Russell Hoffman.

Kirkland Sponsors 2019 Equality Illinois Gala

Kirkland sponsored the 2019 Equality Illinois Gala, which took place on February 2, 2019, and consisted of a silent auction, cocktail reception and awards program. Nabeela Rasheed, section head of intellectual property at AbbVie, chaired this year's event. The annual awards honor inspirational leaders and organizations whose work helps create a world that is healthy, just and fully equal for all LGBTQ people.



Left to right: Litigation partner Dmitry Tishyevich, former associate Hunter Vanaria, IP litigation associate Jordan Romanoff, litigation associate Michael Murray and investment funds associate Chris Hamilton.

Kirkland Sponsors LGBT Bar Association of New York's Annual Dinner

Kirkland sponsored the LGBT Bar Association of New York's Annual Dinner and Community Vision Awards, held on March 7, 2019. Several Kirkland attorneys attended the event, which took place at Cipriani Wall Street and honored the 50th anniversary of the Stonewall riots, a catalyst for the LGBTQ rights movement in the U.S.



Investment funds partner Jenn Feng (second from right) spoke on a panel in March 2019.

Kirkland Partner Speaks at Event Focused on "The Triple Glass Ceiling"

On March 25, 2019, Asia-based financial services group Nomura's LGBTQ and women's networks, in conjunction with the Hong Kong Gay and Lesbian Attorneys Network, hosted a panel discussion focused on "The Triple Glass Ceiling": the traditional glass ceiling that women face, the additional glass ceiling as an Asian female, and the greater challenge of being an Asian female who identifies as LGBTQ. Investment funds partner Jenn Feng was one of three panelists who discussed these issues in front of more than 100 attendees.

Kirkland Pride Affinity Group Holds Chicago Attorney and Staff Happy Hour

The Kirkland Pride Affinity Group hosted its annual cocktail and hors d'oeuvres reception for all Chicago LGBTQ staff, attorneys and allies on March 27, 2019, at Highline in Chicago's River North neighborhood. Approximately 35 people attended.

Kirkland Sponsors Williams Institute Moot Court Competition

Kirkland hosted a reception on March 23, 2019, to honor more than 60 students from 22 law schools nationwide who participated in the Williams Institute Moot Court Competition. As the exclusive sponsor of the annual competition, Kirkland mentored — and provided entrance fee and travel stipends for — students from 11 teams, including the eventual winning team from Columbia Law School.

Corporate partner Tana Ryan and associates Aura Gilham and Christian Rivas, debt finance associate Paige Scheckla, IP litigation associate Lindsey Shi, litigation associate Mike Rosenberg, and real estate associates Justin Bubenik and Andres Cantero attended the reception. Incoming associate Argie Mina was a moot court participant on the Northwestern Pritzker School of Law team, which Kirkland also sponsored.

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.

WOMEN'S LEADERSHIP INITIATIVE (WLI)



The Texas WLI held its third annual retreat in April 2019.



Texas WLI Holds Third Annual Retreat

The Texas WLI hosted its third annual retreat for women partners, associates, new associates and incoming summer associates on April 12–13, 2019. The retreat began with a panel discussion moderated by litigation partner Anna Rotman and featuring litigation partners Anne Sidrys and Kim Nemirow and debt finance partner Mary Kogut Brawley. A fireside chat focused on working mothers followed the partner panel and was presented by corporate associates Jennifer Singh and Stella Tang, debt finance associate Kate Cavanaugh, litigation associate Caitlin Kovacs and capital markets associate Sara-Ashley Moreno. Mary Kogut Brawley moderated a client panel featuring the general counsel of Callon Petroleum and Parker Drilling and senior in-house lawyers at Encana and TOTAL. Dinner featured keynote speaker Michelle Brown, chief financial officer for commercial at United Airlines, who discussed the importance of seizing opportunity, taking calculated risks and building a professional network. The event concluded with a farewell breakfast and Houston sightseeing.

Rajinder Bassi Wins Asian Women of Achievement Award



Rajinder Bassi

Gender Subcommittee co-chair and litigation partner Rajinder Bassi was named a winner of the 2019 Asian Women of Achievement Award in Business. The award celebrates multicultural Britain and the contribution of diverse cultures and talents to U.K. society.



Kirkland celebrated International Women's Day in March 2019.

Kirkland Celebrates International Women's Day

On March 8, 2019, Kirkland celebrated International Women's Day, a global day commending the social, economic, cultural and political achievements of women. The day also marked a call to action for accelerating gender parity. As part of Kirkland's commitment to promoting gender diversity at the Firm, Global Management Executive Committee Chairman Jeffrey Hammes shared action steps that all Kirkland attorneys can take to support the Firm's initiatives in this area. The Firm's WLI groups also held local celebrations.

San Francisco WLI Hosts Movie Screening Event

On January 31, 2019, the San Francisco WLI hosted an outing to see "On the Basis of Sex," a movie portraying U.S. Supreme Court Justice Ruth Bader Ginsburg's early life as a working mother and attorney. Prior to the screening, attendees met to discuss the role that Justice Ginsburg has played for working mothers in the legal profession.

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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