

Racial and Ethnic Diversity at Kirkland

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 that brings us the benefits of a broad range of backgrounds. The Racial and Ethnic Diversity Subcommittee of the Firmwide Diversity and Inclusion Committee is focused on programs designed to address the needs of our racial and ethnic diverse attorneys and to foster their involvement in the legal profession as a whole.



“Kirkland encourages a sense of community among its diverse attorneys, providing real efforts and support behind its words.”

— Erica Williams, co-chair of the Firmwide Diversity and Inclusion Committee

RECOGNITION



The American Lawyer A-List
2013–2019



Leadership Council on Legal Diversity Top Performer and Compass Award Winner
2018



AFFINITY-BUILDING INITIATIVES

Diversity Leadership Series

The Diversity Leadership Series provides training, mentoring and leadership opportunities for Kirkland attorneys and clients to solidify social and professional connections with and among diverse attorneys.

- The Firm sponsors the Kirkland Connection Series, a series of informal events where diverse attorneys connect socially with senior partners in their practice group or office.
- Kirkland's "Path to Success" speaker series gives attorneys the opportunity to meet and learn more about senior leaders, who share stories about their career paths while advancing the diversity dialogue at the Firm.

100+ diversity events held Firmwide each year

Inclusive Leadership Series

Kirkland's Inclusive Leadership Series is a series of ongoing engaging programs geared toward creating an inclusive culture and building diverse teams, communicating across differences and mitigating unconscious bias among Kirkland attorneys at all levels. The series kicked off with a program featuring Kenji Yoshino, who discussed the issue of women and minorities downplaying aspects of their identity to blend into the mainstream. He offered insights on the consequences of "covering" and why this causes an underrepresentation of women and minorities in the legal profession.

Diverse Partners' Retreat



Kirkland's Inclusive Leadership Series kicked off with a program about "covering," featuring Kenji Yoshino.

Eighty-six diverse partners attended the Firm's Diverse Partners' Retreat in 2017. Events included small group dinners with Global Management Executive Committee members, an interactive "design thinking" session led by the Stanford Legal Design Lab, a Path to Success panel featuring diverse senior partners, a workshop with clients on organizational change led by Harvard Business School professor Frances Frei and a client networking reception.

WLI Multicultural Women's Series



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

Kirkland's new WLI Multicultural Women's Series aims to advance discussion and support for diverse women attorneys who face challenges of intersectionality in the workplace. The biannual speaker series aims to foster dialogue and connections among multicultural women and other attorneys. The inaugural event featured Dr. Arin Reeves, president and managing director of Nextions and a leading researcher, author and adviser in the areas of leadership and inclusion.

Affinity Groups and Conferences

Kirkland's Black, Asian and Unidos affinity groups allow our attorneys to exchange ideas, develop relationships and address issues of importance to their communities. The groups host events and programs and engage in outreach to external nonprofits, pro bono organizations, diverse bar associations and our active alumni network. The Firm sends groups of attorneys to the Charting Your Own Course, Corporate Counsel Women of Color and National Asian Pacific American Bar Association conferences each year.



More than 45 members of Kirkland's Firmwide Black Affinity Group attended the CYOC conference in February 2019.

Firmwide Diversity Summer Networking Program



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

More than 140 Kirkland leaders and diverse summer associates from across Kirkland's U.S. offices gathered for the 2018 Firmwide 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 DIVERSITY BY THE NUMBERS*

71 African-American Attorneys

234 Asian Attorneys

91 Hispanic/Latino(a) Attorneys

*Data as of Dec. 2018. U.S. only.

LAW SCHOOL OUTREACH

ALLSA Initiative

Kirkland's ALLSA initiative reflects our mission to reach out to "all" racial, ethnic, women's and LGBT student groups at law schools across the country. Kirkland attorney liaisons have formed relationships with more than 125 law student groups at 21 law schools across the nation.

1L Diversity Scholars Program

Our unique and highly selective annual 1L Diversity Scholars Program features interactive panels, group discussions and unprecedented networking opportunities with Kirkland attorneys and clients. This opportunity provides law students with invaluable information about big law and clients.

LCLD 1L Scholars Program

During this 10-week program, students split their summer with Kirkland and one of our clients, allowing an early view into working in-house and as outside counsel at a major law firm. Participants also attend a broader program sponsored by our close partner, the Leadership Council on Legal Diversity (LCLD).

2L Diversity Fellowship Program

Our 2L Diversity Fellowship Program offers \$25,000 stipends to second-year law students who hold offers to join our summer associate program and have demonstrated how they will promote diversity at Kirkland and in the broader legal profession. Since 2004, Kirkland has awarded over 215 fellowships totaling nearly \$4.4 million.



Kirkland's 1L Diversity Scholars Program creates meaningful connections between students, Kirkland partners and in-house counsel.

MEET OUR ATTORNEYS

Kirkland's many talented diverse attorneys are not only indispensable to their clients, but also are leaders at the Firm, the legal industry and broader community.



Louis Hernandez is a debt finance partner in Kirkland's Chicago office and co-chair of the Racial and Ethnic Diversity Subcommittee. He is also the coordinator of the Chicago Unidos Affinity Group and a member of the Chicago Associate Review Committee and Chicago Recruiting Committee. Louis has been recognized in *Chambers USA* as "an exceptionally talented individual" by peers and a "great, skilled negotiator" by clients. He has also been recognized as a top-rated lawyer by *Super Lawyers*.



Michael Jones is a litigation partner in the Washington, D.C., office. Michael is widely respected as a top trial lawyer, and has been honored by numerous publications. Michael teaches trial advocacy at Georgetown University Law Center and has an active pro bono practice. He is a member of the boards of the Lawyers' Committee for Civil Rights Under Law and Equal Justice Works. In 2017, he won a landmark victory for Maryland's historically black colleges and universities.



Diana Torres is a litigation and intellectual property partner in Kirkland's Los Angeles and Palo Alto offices. She is a member of the Firmwide Diversity and Inclusion Committee and Recruiting Committee and Los Angeles Associate Review Committee, and a past participant in the Leadership Council on Legal Diversity Fellows Program. Diana is a board member of the Western Center on Law & Poverty and Partnership for Los Angeles Schools.



Anup Sathy is a restructuring partner in the Chicago and New York offices. *The American Lawyer* named Anup a 2019 Dealmaker of the Year, and *Crain's Chicago Business* named him to its 2018 list of "Chicago's Most Notable Minority Lawyers." Anup's work has been recognized by the *Financial Times* and *Law360*. He is active on Kirkland's Diversity Integration Task Force and Finance Committee.

BUILDING THE PIPELINE

Kirkland participates in several pipeline programs to increase the number of diverse attorneys in law school and the legal industry, including:

- Bay Area Urban Debate League (BAUDL)
- Chicago Scholars
- Chicago Urban League
- Cristo Rey Work-Study Program
- Just the Beginning Foundation
- Legal Prep Charter Academy
- NALP/Street Law Legal Diversity Pipeline Program
- New York City Urban Debate League
- The Posse Foundation
- Sponsors for Educational Opportunity (SEO)

Partnership Spotlight: Leadership Council on Legal Diversity

Kirkland lawyers have participated in the Leadership Council on Legal Diversity's (LCLD) Fellows and Pathfinders programs since their inception, and the Firm has been named an LCLD Top Performer five times. Kirkland also serves as City Lead in Washington, D.C., San Francisco and Palo Alto for LCLD's mentoring program for diverse first year law students, who are matched with law firm or corporate legal department mentors. Kirkland has 55 attorneys registered as active mentors for the 2018-2019 academic year.

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