

# DIVERSITY DIGEST

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### Diversity Fellowship Recipients

Franck R. Chintoya, Columbia University Law School

Shilpa Coorg, UCLA School of Law

Devin A. DeBacker, University of Virginia School of Law

Jarrel O. Delottinville, Georgetown University Law Center

Maggie D. Flores, Indiana University Maurer School of Law

Anna F. Geml, Northwestern University School of Law

Kuangyan Huang, Columbia University School of Law

Aditi Iyer, University of California, Berkeley, Boalt Hall School of Law

Jeffrey Liang, University of Texas School of Law

Amit Makker, University of Southern California Gould School of Law

Nadia Nasser-Ghods, University of Chicago Law School

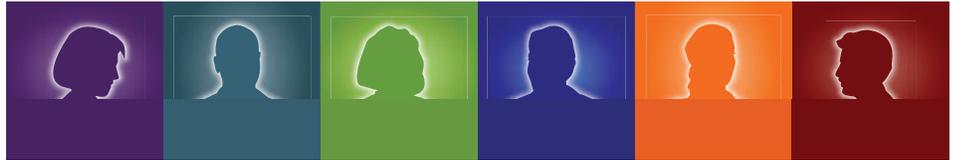
Cari Simon, Harvard Law School

Jonathan Tshiamala, Harvard Law School

Douglas Wallach, Fordham University School of Law

### Kirkland Named Top Family Friendly Firm by Yale Law Women

This spring, Yale Law Women selected Kirkland & Ellis as one of the 2010 Top 10 Family Friendly Firms. This honor, awarded to 10 of the 2009 Vault Top 100 Law Firms, is given based on leadership in family-friendly policies and programming, such as work-family balance and support groups, flexible work schedules and availability of childcare.



### Firmwide ALLSA Events Bring Together Students and Professionals from Across the Country

In June and July, Kirkland hosted "Career Paths in the Law," a program that featured panels of speakers from various areas of law, as part of the Firmwide ALLSA initiative. The events were hosted in Kirkland's offices in Chicago, Los Angeles, San Francisco and Washington, D.C. and attracted promising 2Ls from racial/ethnic minority, women and LGBT student groups at law schools at which Kirkland recruits. Now in its second year, ALLSA (an award-winning program for outreach to "all" diverse law student associations) aims to increase the Firm's on-campus outreach and programming, in coordination with Kirkland's recruiting efforts, to encourage regular interaction between Kirkland attorneys and diverse student groups.

The speakers varied by city, and the panelists included:

- Bettina L. Clark, Assistant General Counsel, Verizon
- Susan Curry, Director of Public Interest Law and Policy, The University of Chicago Law School
- Nicole H. Husband, Employment Counsel, Warner Bros. Entertainment, Inc.
- Hon. George H. King, U.S. District Court, Central District of California
- Titi Liu, Executive Director, Asian Law Caucus
- Paul McDonald, Senior Vice Counsel, Kraft Foods
- Christopher A. Murphy, Vice President and Associate General Counsel, DIRECTV
- Chief Judge Philip Simon, U.S. District Court, Northern District of Indiana
- Judge Monica Wiley, San Francisco Superior Court
- Larry Wollert, II, Vice President and General Counsel, 24 Hour Fitness, USA, Inc.

They discussed topics ranging from career paths to consider in the challenging economic environment, to skill sets to develop, to ways to leverage relationships and the importance of networking.

### Women's Leadership Forum: From Success to Stardom

On June 16, Kirkland hosted its second Women's Leadership Forum for senior women clients and women partners. The event took place in the Washington, D.C. office and showcased Boris Groysberg, esteemed professor at Harvard Business School. Professor Groysberg led several interactive sessions centered on the road from success to stardom. Using a business school method of instruction by case study, Professor Groysberg highlighted the ways in which stars build their franchises, and provided motivational and organizational strategies for promoting yourself, your team and your organization. The event concluded with a networking cocktail reception that featured fare made by women cheese makers from Europe and women wine makers from California. Guests were given an autographed copy of Professor Groysberg's book "Chasing Stars: The Myth of Talent and the Portability of Performance," and other items donated by companies managed by our women clients.



HBS Professor Boris Groysberg addresses the group

Corporate partner Linda Myers, who organized and participated in the event, was pleased at the reaction from Kirkland attorneys and clients. "It is challenging for these women to take a day away from their busy and stressful jobs to participate in a full-day event focused exclusively on their professional development. Yet those who attended were uniformly thrilled that they had invested their time. It's fulfilling to share with our clients substantive programming aimed at making us all more successful."



# CHICAGO



## Kirkland Attorneys Advise University of Chicago Students

Kevin Morris, a corporate partner and University of Chicago Law School alumnus, hosted a panel discussion for students from the University of Chicago Black Law Students Association (BLSA) and undergraduate Organization of Black Students (OBS), and the Northwestern University Law School BLSA on May 10. Panelists included corporate partner Louis Hernandez, IP partner Tiffany Cunningham, corporate associate Ketan Shah and IP associate Chanda Rice. The panelists discussed their practice areas and the evolution of their practices through the course of their careers, the law school process and the practice of law relative to the legal education curriculum.

In their discussion of the law school application and matriculation process, the panelists urged undergraduate students to focus on consistently improving their writing skills and preparing for the LSAT early. The panelists also encouraged the students not to become overly stressed with the law school process, and reassured the students that with talent and hard work, each of them will be successful in their own way and their own time. Personally, Morris enjoys participating in these events because it allows him to reflect on his career. Says Morris, “It gives you a good chance to inventory your own development and think about where you are and where you’ve come since law school.”

## Summer Associate Diversity Barbeque

On June 18, 40 diverse summer associates, attorneys, spouses and guests gathered for food, drink and conversation at the Summer Associate Diversity Barbeque. For the second year corporate partner Stephanie McCann hosted the event at her home in Chicago.

McCann praised the barbeque as an “informal way for diverse attorneys and summers to meet and discuss work-related issues in an intimate setting.” The comfortable location set the tone for summer associates to ask questions they otherwise might not ask in the office and to get a glimpse of the lifestyle of Kirkland partners.



Diverse summer associates and attorneys

## WLI: Women and Power

Dr. Arin N. Reeves, expert on diversity and women in law, presented to the participants of Kirkland’s Women’s Leadership Initiative (WLI) on March 22. Dr. Reeves’ interactive presentation, “Women and Power: Working with Power to Make it Work for Us,” attracted more than 40 attorneys and filled the house.

Dr. Reeves spoke about identifying, redefining and reclaiming power in the workplace, and the importance of women recognizing and using the power they have to shape their careers. Ferillia Roberson, an IP associate and one of the event’s coordinators, noted that this presentation provided insight into “how we identify power in professional and personal relationships, and recognize from where our power stems.” Another important aspect of Dr. Reeves’ presentation was her emphasis on the power women have to demand change of the status quo to give equal weight to the unique skills traditionally associated with women. Mercedes McFarland, a corporate associate and co-chair of the Chicago WLI Associate Planning Committee, said: “It’s not simply about trying to conform to a standard. It’s about knowing what works best for you in any situation and leveraging your power to get what you need to succeed.”

“It’s about knowing what works best for you in any situation and leveraging your power to get what you need to succeed.”  
— Mercedes McFarland, Associate

### Other Chicago Diversity Events:

- May 4:** Legal Writing from a Practitioner’s Standpoint: Tips for a Successful Summer (Yale Law School Women)
- May 6:** WLI: Surviving Ethical Conflicts
- May 10:** Attorney Panel and Reception (UChicago BLSA)
- May 24:** Inside Counsel Transformative Leadership Awards
- June 2:** Latino Professionals in Finance and Accounting: Trusts and Estates Trends (Kirkland Co-Sponsor)
- June 2:** WLI Associate Discussion Lunch
- June 7:** The Williams Institute: “When Gay People Get Married: What Happens When Societies Legalize Same-Sex Marriage”
- June 23:** Summer Associate Women’s Cocktail Reception
- July 1:** WLI Networking Circles Summer Discussion Luncheon
- July 8:** ALLSA: Career Paths in the Law

# LOS ANGELES

## Summer Associates Enjoy Authentic Mexican Cuisine at Diversity Dinner

The Los Angeles Diversity Committee held its annual Summer Associate Diversity Dinner on May 27 at Yxta Cocina Mexicana in Los Angeles. More than 25 attorneys and current and former summer associates gathered to network and celebrate diversity. Attendees enjoyed acclaimed authentic Mexican cuisine, unique drinks and conversation. The event was hosted by corporate partner Eva Davis.



Diversity dinner at Yxta Cocina Mexicana

## Kirkland Makes Strides for Cancer Research at 2010 Revlon Run/Walk



Kirkland staff and guests

On May 8, tens of thousands of women gathered at the Los Angeles Memorial Coliseum for the 17th Annual EIF Revlon 5K Run/Walk for Women. Among the participants were Kirkland attorneys and staff, their friends, family and colleagues. Team Kirkland weaved through downtown Los Angeles to the Memorial Coliseum, raising funds and awareness to support cutting-edge cancer research for women battling the disease. Associates Sierra Elizabeth (litigation), Erin Kolter (IP), Tanya Jackson (litigation) and Beth Weinstein (litigation), and partner Tana Ryan (corporate), were among the participants.

At the event, survivors of cancer and their supporters wore banners to signify that they fought and beat cancer. Others wore banners to remember a loved one lost to the disease. Ryan was moved to assist the cause by the people surrounding her on that day: "It is amazing when you see how many people among the crowd are wearing banners. It really motivates you to support this great cause when you see the sheer number of people who are affected by the disease, whether as survivors or as someone who has experienced a personal loss to cancer."



### Diversity Profile

#### *ABA Judicial Intern Opportunity Program: A Personal Journey*

Each year, the American Bar Association hosts the Judicial Intern Opportunity Program, which places minority law school students in judicial internships around the country. Kirkland's Los Angeles and Washington, D.C. offices co-sponsored this invaluable program, which commenced this year at a reception on June 3 in the chambers of Judge Marshall of the U.S. District Court for the Central District of California.

At the reception, IP partner Denise McKenzie participated on the diversity panel and spoke about patent law. For her, this program has been a very personal experience. In fact, it was the driving factor that brought her to Kirkland. When she first spoke on the panel three years ago, McKenzie was a partner at Sidley Austin LLP. On the panel that year was Kirkland senior IP partner, Bob Krupka. What began as a mentoring program for minority students looking to foray into law became a mentoring opportunity for McKenzie, as Krupka became her friend and mentor.

When McKenzie spoke at the event this June, she had only been with Kirkland for one month, but she jumped at the chance to participate on the panel again. She actively seeks opportunities to mentor and assist minority students who are interested in the law. Says McKenzie: "You need to develop relationships wherever you are and network with people who do things in which you are interested." She cites the importance of networking and making connections. "I did this with Bob, and now they are doing it with me at this program," she added. After the program, she received many emails from students in the audience looking for her to speak at their events and seeking advice. Perhaps a mentoring relationship, like the one McKenzie found through this unique program, will arise for the students who participated in this year's JIOP reception.

### Other Los Angeles Diversity Events:

- June 17:** WLALApalooza Summer Associate Fundraiser
- June 17:** African-American Attorneys at Downtown Firms Annual Summer Cocktail Reception
- June 24:** ALLSA; Career Paths in the Law
- July 8:** WLI Culinary Event at Hipcooks
- July 21:** Diversity Lunch Series
- July 22:** WLI Farewell Summer Happy Hour
- September 28:** "The Supreme Court and the Future of Diversity," presented by Dean Erwin Chemerinsky, University of California, Irvine School of Law



# NEW YORK



## Asylum Law with NYU and Columbia OUTLaws

On March 26, nine Kirkland attorneys met with 20 members of the New York University Law School and Columbia Law School OUTLaw organizations for an asylum law training session. The students watched a videotaped training about LGBT-focused asylum law, produced by Victoria Neilson, legal director of Immigration Equality. After the video, the students and attorneys discussed Kirkland's pro bono efforts on behalf of LGBT individuals and organizations. The event concluded with a cocktail reception networking event.

“Our initial focus on the LGBT Asylum cases referred to us by Immigration Equality was borne out of our relationship with students in the Columbia OUTLaws requesting to work alongside Kirkland attorneys on LGBT related pro bono work,” says Susan Zachman, corporate partner and coordinator of Kirkland’s Firmwide LGBT Asylum Project. “From its formal inception in fall 2008, the project has gained enthusiastic support from the highest levels at Kirkland as a model endeavor, handling in the last year cases involving gay men and lesbians from Ecuador, Mexico, Grenada, Ghana, Colombia and Jamaica, and a transgendered individual from Panama, the first win for Immigration Equality in Panama. We’re extremely proud that our work was also honored by Immigration Equality with their 2010 Safe Haven Award.”



Associates Bob Gretch, Alexandra Kolod and Joe Loy

## Kirkland is Proud Sponsor of Paul Robeson Conference and Alumni Gala

Each year, the Columbia Law School Black Law Student Association (BLSA) holds a conference and gala in honor of one of their most highly regarded alumni, Paul Robeson ('23). The conference deals with issues relating to social justice, race, law and American society. This year’s conference, held on April 17, was titled, “(E)racing Spaces: An Analysis of Race in Public and Private Spheres.” The program emphasized how race factors into various aspects of life in America, with panels focused on voter disenfranchisement and racial profiling. The evening concluded with the Alumni Gala that featured cocktails, awards, dinner and dancing.

Kirkland is proud to be a Gold Sponsor of the annual event that brings together students, scholars and attorneys in the African-American community. The gala was attended by Kirkland litigation associates Lisa LeCointe-Cephas (Columbia Law '06) and Adam Humann. “I had the opportunity to sit at a table with Judge Joseph A. Greenaway, Jr., and current Columbia Law School students. It was a wonderful evening and a rewarding experience. I hope that Kirkland continues to support diversity through events like the Paul Robeson conference and gala,” said LeCointe-Cephas.

## SEO Panel and Reception: What Does Corporate Practice Really Mean?

As a partner of the diversity pipeline program Sponsors of Educational Opportunity (SEO), Kirkland’s New York office has hosted summer interns from the SEO for the past three years. The SEO is an organization that provides educational and career programs to young people from underserved communities. The organization’s Corporate Law Program supports students by helping them find internships at law firms like Kirkland. The CLP prepares pre-law students for their first year in a top law school and primes them for summer associate candidacy after their 2L year. Corporate partner Ashley Gregory served as a panelist in this year’s discussion, “What Does Corporate Practice Really Mean?—Private Equity,” held at the New York University School of Law on June 8.

## Immigration Equality Recognizes Kirkland with Safe Haven Pro Bono Award



Susan Zachman, David Flugman and Manuel Velez with 2009 summer associates at the Immigration Equality awards ceremony

Immigration Equality awarded Kirkland the 2010 Safe Haven Pro Bono Award at the Safe Haven Awards in New York. Given to only five firms out of the 40 participating in Immigration Equality’s Pro Bono Asylum Program, the award recognizes law firms that have gone above and beyond to win refuge for lesbian, gay, bisexual, transgender and HIV-positive asylum seekers. Together, these 40 firms donated more than \$14 million in legal services to Immigration Equality clients — winning 76 asylum cases in 2009 — a 99 percent success rate.



# SAN FRANCISCO/ PALO ALTO



## NALP/Street Law Legal Diversity Pipeline Program Attracts High School Students to Law

This spring, more than 30 San Francisco attorneys, staff and University of California, Berkeley, Boalt Hall School of Law students volunteered for the NALP/Street Law Diversity Pipeline Program. The program is designed to address the lack of diversity in the legal profession by providing high school students with career pathway education, role models, social support and a chance to experience career-related tasks. This year’s two participating San Francisco high schools have diverse populations greater than 85 percent and graduation rates of 95 percent. Volunteers taught four high school classes lessons in immigration law, contract law and intellectual property law.



Paul Tanaka works with students on a mock negotiation

During the second part of the program, nearly 40 high school students visited Kirkland’s San Francisco office for the day. Kirkland attorneys including litigation partner Elizabeth Deeley, and associates John Reinsch (corporate), Kathryn Schubert (corporate), Jasmine Singh (litigation), Kenneth Jenq (IP) and Paul Tanaka (environmental), led three interactive workshops for the students: a mock asylum hearing, mock negotiation and mock trial. After the workshops, the students joined Kirkland attorneys, staff and UC Berkeley law students for lunch and networking.

Jasmine Singh participated for the second year and called the program “eye opening, inspiring and motivational,” because it provides students with an opportunity to interact with attorneys and gain exposure to the legal industry. She worked with the students to discuss different scenarios related to visas and amnesty. What Singh most enjoyed about the program was the students’ thoughts on the fairness of laws regarding immigration, as well as their opinions on how the laws can be changed for the better.

“Through the mock negotiation, I was able to work with a diverse group of talented students, introduce them to new legal career paths, and show them how the wide array of practice areas influence their everyday lives.”  
— Paul Tanaka, Associate

## Asian Law Alliance’s 33rd Anniversary Dinner Honors Kirkland Attorney

On March 26, Kirkland sponsored the Asian Law Alliance’s 33rd Anniversary Dinner in San Jose. The ALA, along with its San Francisco sister organization, the Asian Law Caucus, provides legal assistance to low-income Asian and Pacific Islander families in the Bay Area on the matters of housing, immigration, education and human rights. Kirkland’s Bay Area attorneys frequently work with ALA to provide pro bono legal services.



Kirkland attorneys at the ALA Anniversary Dinner

IP partner Esha Bandyopadhyay, a member of ALA’s advisory board and its legal co-chair, was recognized by the ALA for her tireless efforts and advice. Next year, Bandyopadhyay will join the ALA board of directors. She said, “When I joined Kirkland’s Palo Alto office two years ago, it was very important to me to be involved in diversity-related initiatives. I wanted to use my experience and contacts to build diversity programs and opportunities in Palo Alto. Participating in local organizations is a great way to provide a service to the community and get our name out there.”



Esha Bandyopadhyay receives her recognition from the ALA

The ALA also recognized Raymond Ocampo, Jr., who served as Oracle Corporation’s chief legal counsel for more than a decade. While at Oracle, Mr. Ocampo enacted a policy requiring outside law firms to appoint at least one woman or minority lawyer to Oracle’s cases and projects.

### Other Bay Area Diversity Events:

- May 1:** National Center for Lesbian Rights Annual Dinner and Party (Sponsor)
- July 20:** ALLSA: Career Paths in the Law
- October 13-17:** National Association of Women Judges Annual Conference (Sponsor)



# WASHINGTON, D.C.



## Women Litigators and Juror Perceptions

On March 18, the WLI presented “JuryScope: Women Litigators and Juror Perceptions” for Kirkland women. This audio webinar presentation was broadcast to the attorneys in the Washington, D.C. office. Pulling data from studies of how jurors perceive female litigators, the presentation addressed unique challenges that women advocates face in the courtroom.

Karen McCartan DeSantis, a litigation partner and co-chair of Washington’s WLI, coordinated this unique and intriguing JuryScope presentation. DeSantis wanted to share the presentation with the women because, “For many years, we have heard opinions about perceptions of women in the courtroom. Yet, there is little research that shows that juries, and perhaps judges, assess female advocates differently than male advocates. JuryScope offered data—not just opinion.” DeSantis and others in Washington plan to follow future research on the topic of jury perceptions of women advocates and to present relevant information to Kirkland’s women attorneys.

## Kirkland Sponsors Williams Institute Spring Reception

The Williams Institute, a think-tank at the University of California, Los Angeles School of Law, held its spring Washington, D.C.-area reception on May 26 at the Canadian Embassy.

The reception began with a CLE program entitled “Ending Employment Discrimination: ENDA, DADT and the Federal Civil Service.” After the program, guests mingled at a cocktail reception at which U.S. Rep. Tammy Baldwin (D-Wis.) gave remarks on her work to end discrimination against sexual minorities in federal civil service.

Kirkland is a proud national sponsor of The Williams Institute, which conducts original scholarly research on leading topics that affect LGBT Americans. The public policy studies, law review articles, amicus briefs and expert testimony provided by The Williams Institute have been widely cited in the national media.

Mike Woods, an energy associate and an individual sponsor of The Williams Institute, served on the host committee for the event. He noted that The Williams Institute’s work has real-world relevance and has tangibly informed the national discourse. In addition, his involvement with the organization has provided him with stronger connections to others in the local legal community. Not only does Kirkland’s involvement increase awareness of The Williams Institute and bring together attorneys from across many different firms, employers and organizations, says Jason Parish, a litigation associate who also attended the event, but it also builds on Kirkland’s reputation as a great work environment for LGBT professionals.

**Other Washington, D.C. Diversity Events:**

- June 2:** Arrival of Posse summer intern Nelson Gil
- June 9:** Sponsor of Lambda Legal in Washington
- June 11:** Cocktail reception at the home of litigation partner Karen Walker to welcome women summer associates
- June 17:** Posse Foundation Awards Ceremony
- June 30:** ALLSA: Career Paths in the Law
- July 13:** Sponsor of the D.C. Roadshow Reception
- July 17:** Diversity cookout at Diversity Committee Co-Chair Walt Lohmann’s home

## Letter from the Co-Chair of the Diversity Committee



As we return to law school campuses this fall, we have many wonderful achievements to share. We named 14 outstanding law students from 12 law schools the recipients of our 2010 Diversity Fellowships (see page 1). Since the program began in 2004, Kirkland has awarded 68 fellowships totaling more than \$1 million. We held educational events in four U.S. offices as part of our award-winning ALLSA initiative to encourage regular and substantial interaction with diverse law student associations (see page 1). The Women’s Leadership Initiative continued to provide engaging programming (see pages 2 and 6) and summer associates got a glimpse of life as a Kirkland lawyer through informative and social activities (see pages 2 and 3). We also proudly share the recognition we received as a top law firm for family-friendly policies (see page 1) and a top law firm confronting legal issues facing LGBT individuals seeking asylum (see page 4). We hope you enjoy this snapshot of what we’ve been up to. And, as always, a big thanks to all the Kirkland folks who lend their passion to the pursuit of Kirkland’s diversity mission. — Walt Lohmann

We invite you to visit [www.kirkland.com/diversity](http://www.kirkland.com/diversity) to learn more about our Firm’s commitment to diversity.