



Diversity Digest

Kirkland & Ellis LLP's Digest of Diversity News

July 2004, Issue II

RECENT EVENTS

May:

Diverse Attorney Happy Hour
Sopraffina restaurant
Chicago
May 3, 2004

WLI, "*Practical Tips for Business Development*"
New York
May 5, 2004

New York Bar Association Diversity Panel Discussions
New York
May 6, 2004

New York Women's Foundation, "*Celebrating Women*"
New York
May 6, 2004

WLI, "*The New Face of Mentoring*"
Washington, D.C.
May 6, 2004

WLI, "*Persuasive Speaking Skills for Lawyers*"
New York
May 7, 2004

Lawyers' Committee for Civil Rights Under Law, "*Annual Awards Dinner*"
New York
May 11, 2004

Black Women Lawyers' Association, "*Brown v. Board of Education*"
www.bwla.org
Chicago
May 14, 2004

Women Everywhere: Partners in Service Project
Chicago
May 14, 2004

June:

CCMLLF, "*Tips for Summer Associates from Minority Lawyers*"
Chicago
June 2, 2004

WOMEN'S LEADERSHIP INITIATIVE GAINS MOMENTUM

The Women's Leadership Initiative ("WLI") has been very active since its inception in January. Listed below are highlights of various activities in our Los Angeles, New York, and Washington, D.C. offices.

Los Angeles – After years of informal and formal gatherings, the Los Angeles office hosted its first Women's Leadership Initiative event on May 20, 2004. During a lunch meeting, the Los Angeles women partners introduced the purpose and goals of the WLI and sought feedback from the women associates about future topics and events. To facilitate discussion, in advance of the meeting, the women associates were given an opportunity to submit questions that they wanted addressed in the initial meeting or at future presentations. On June 19, the women partners hosted a dinner party for women attorneys and summer associates at the home of partner Eva H. Davis. A second dinner party for women associates is planned for this Fall. On July 14, as part of the WLI, the women partners hosted "Making Your Way," during which women partners and associates shared their opinions with respect to the question, "Who Am I and How Did I Get Here?" A question and answer session was followed by cocktails and appetizers in the Courtroom. In the Fall, the women partners will host a WLI panel presentation by women general counsel and other senior in-house counsel discussing their career experiences and what in-house lawyers seek when hiring outside counsel. Finally, this Fall, the Los Angeles office will host its fourth annual Professional Women's Luncheon for its Southern California women clients and referral sources.

New York – The New York office hosts monthly lunches and periodic cocktail receptions and dinners for its female attorneys with the intent of creating opportunities for informal mentoring and networking across practice areas. In addition to these informal gatherings, the New York office is sponsoring quarterly programs that focus on skills development for its female attorneys. Most recently, Lane Bowes, lawyer and co-founder of LawSpeak -- a consulting firm that provides coaching and training programs concerning communication for lawyers -- conducted a communication skills seminar. Following the seminar, twenty-seven attorneys met with Ms. Bowes for private consultations with respect to communication style. During these individual sessions, each attorney was videotaped delivering a brief presentation relating to some aspect of the attorney's work. Ms. Bowes and the attorney then reviewed the tape, and Ms. Bowes provided feedback concerning clarity, material organization, efficacy of language, presentation style, body language, and overall impact.

Other New York WLI events include:

- the annual Women's Dinner for female summer associates and attorneys hosted this year at Megu restaurant on July 15;
- a July 20 business development panel featuring six women clients -- Tanya Styblo Beder - Chief Executive Officer, Tribeca Investments, Citigroup, Kelly McNamara Corley - General Counsel, Discover Card, Paige Daly - Principal, Apex Partners, Peggy Koenig - Partner, ABRY Partners LLC, Susan Meisel - General Counsel, Village Voice Media, and Alexandra Rebay - Head of Litigation, Verizon Communications -- discussing key considerations for selecting and retaining outside counsel;



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K&E, *Women Summer Associate Dinner*
Taberna Del Alabardero
restaurant, Washington, D.C.
June 8, 2004

K&E, *Welcome Reception For Women Summer Associates*
New York
June 10, 2004

K&E, *Summer Associate Diversity Dinner*
Bistro 45 restaurant
Los Angeles
June 10, 2004

Annual African-American Summer Associate Cocktail Reception
Los Angeles
June 13, 2004

K&E, *Summer Associate Diversity Dinner*
Spiaggia restaurant, Chicago
June 14, 2004

K&E, *Summer Associate Diversity Dinner*
Fiamma restaurant, New York
June 16, 2004

MCCA, "*Diversity Dinner Series for Mid-Atlantic Region*"
www.mcca.com
Washington, D.C.
June 16, 2004

ACLU Lesbian & Gay Rights and AIDS Projects, "*Summer Attorney Reception*"
New York
June 17, 2004

ABA Section of Business Law and ABA Commission on Racial and Ethnic Diversity in the Profession, "*The National Conference for the Minority Lawyer*"
www.abanet.org/buslaw
San Francisco
June 17 - 18, 2004

WLI, *Women Summer Associate Dinner*
Home of partner Eva Davis
Los Angeles
June 19, 2004

WOMEN'S LEADERSHIP INITIATIVE (*continued*)

- a panel discussion with Kirkland female share partners moderated by Jane DiRenzo Pigott, lawyer and Managing Director, R³ Group LLC. R³ Group provides consulting and coaching services to organizations with the goal of enhancing the leadership skills of women within those organizations; and
- On September 8, the New York office will host a Flex-Time Lawyers LLC lunch entitled, "Flexibility Throughout A Law Firm: A Case Study." Elaine Aarons, UK employment partner and head of the London labor law team in the international law firm, Eversheds, will discuss Eversheds' award winning, flexible work options "Lifestyle" program, the program's methodology, the reasons behind its success, and Ms. Aarons' career experience with the program. Flex-Time Lawyers LLC is a networking and support group for lawyers who work a flexible and/or reduced schedule, or those seeking a work/life balance resource.

Washington, D.C. – The Washington, D.C. office hosted its first WLI event on May 6, 2004. Jane DiRenzo Pigott delivered a presentation entitled, "The New Face of Mentoring" during a luncheon meeting. Ms. Pigott's presentation was followed by a round table discussion on mentoring by Kirkland women partners Karen McCartan DeSantis, Barbara Mack Harding, Karen N. Walker, Maureen Donley-Hoopers, and Pamela J. Auerbach. On June 22, during a lunch meeting for female summer associates and attorneys, Dr. Leslie Ellis, Trial Consultant with litigation consulting firm TrialGraphix, presented research on "Women at Trial: Gender Issues in the Courtroom," which concerned the impact of gender on jury deliberations and verdicts.

Chicago – The Chicago office is planning to host a business development panel featuring women clients, and later, a work/life balance seminar in the coming months.

MARJORIE PRESS LINDBLOM ELECTED CO-CHAIR, BOARD OF DIRECTORS OF THE LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

New York partner Marge Lindblom was elected Co-Chair of the 75 member Board of Directors for the Lawyers' Committee for Civil Rights Under Law at the May 11, 2004 Annual A. Leon Higginbottom Corporate Leadership Awards Dinner in New York city. Marge's two year commitment as Co-Chair begins in September 2004.

Marge's commitment to the Lawyers' Committee has spanned the last 15 years. She served on the Board of Directors for the Chicago Lawyers' Committee for Civil Rights Under Law from 1989-1994, and as Treasurer and member of the Executive Committee from 1993-1994. She has been a member of the Board of Trustees for the national Lawyers' Committee for Civil Rights Under Law since 2001, and served as Chair of the Investment Committee from 2002 to present.

In 1963, at the request of President Kennedy, the Lawyers' Committee was formed to involve the private bar in providing legal services to address racial discrimination. The group's mission is "to secure, through the rule of law, equal justice under law." The Lawyers' Committee is the largest civil rights organization in the United States.

For years, the Kirkland & Ellis Foundation has made significant donations to the national Lawyers' Committee as well as the local committees in Chicago, New York, and Washington, D.C. The Firm was a sponsor of the May 11 awards dinner with the purchase of a table. Associates Jenny N. Lee and Laura M. Probst from the New York office, and partners Michael D. Jones, Tefft W. Smith, and Laurence A. Urgenson from the Washington, D.C. office attended the dinner.



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WLI, "Women at Trial: Gender Issues in the Courtroom"
Washington, D.C.
June 22, 2004

CCMLLF, "Diverse Summer Associate Reception"
Chicago
June 24, 2004

W.O.M.E.N. Inc.
Women Organized for Mentoring, Education & Networking
Women of Los Angeles Chapter
Los Angeles
June 24, 2004

July:

African-American Equity Partners of Large Chicago Law Firms, "The Real Deal"
Chicago
July 6, 2004

WLI, "Making Your Way"
Los Angeles
July 14, 2004

WLI, Women Summer Associate Dinner
Megu restaurant, New York
July 15, 2004

African-American Attorneys at Downtown Law Firms' Monthly Luncheon
Los Angeles
July 16, 2004

WLI, "How Clients Select and Evaluate Outside Counsel"
New York
July 20, 2004

K&E, "Diversity Reception" Presentation by Veta T. Richardson, Executive Director, MCCA
Washington, D.C.
July 20, 2004

K&E, Women Summer Associate Dinner
Thyme restaurant, Chicago
July 21, 2004

UPCOMING EVENTS

CCMLLF and Kirkland & Ellis, "Federal Judges Luncheon"
Mid-America Club, Chicago
July 22, 2004

African-American Partners Dinner
City Club, Los Angeles
July 22, 2004

KIRKLAND NEW YORK PARTICIPATES IN SOUTH AFRICAN VISITING LAWYER PROGRAM

The South African Visiting Lawyer Program ("SAVLP") was established in 2002 by the Cyrus R. Vance Center for International Justice Initiatives, which is part of the Association of the Bar of the City of New York. SAVLP provides promising young South African lawyers from previously disadvantaged backgrounds with the opportunity to work in a New York law firm for a one-year period. As a result of the apartheid system and vestiges that remain, the ability of black lawyers and black-led law firms to obtain commercial work and to assist black business and economic development continues to be limited. SAVLP seeks to address these issues by assisting young lawyers to improve their commercial law skills, which may later be utilized in South Africa. Peter Mahlangu, a corporate associate from the firm of Sonnenberg Hoffman and Galombik in Johannesburg, is Kirkland's first South African Visiting Attorney. Peter will be in the New York office for ten months beginning on October 4, 2004.

K&E SUMMER PROGRAM IN FULL SWING

Kirkland summer associates began arriving as early as May 10, 2004. The Chicago office has the largest summer program with 65 summer associates, followed by the Washington, D.C. office with 37, the New York office with 29, the Los Angeles office with 21, the San Francisco office with 12, and the London office with one. By the end of July, each Kirkland office will have hosted a dinner for its diverse summer associates. The dinner is an opportunity to meet the diverse lawyers in each office.

In addition to the various informal diversity dinners and events sponsored in each office, the Washington, D.C. office hosted a special diversity event on July 20, 2004. Veta T. Richardson, Executive Director, Minority Corporate Counsel Association, discussed the trends for in-house counsel and general counsels as they relate to women and minorities. All attorneys and summer associates were invited to attend.

The Chicago office is hosting the Federal Judges Luncheon, sponsored by the CCMLLF on July 22, 2004. Diverse summer associates from Chicago member firms are invited to attend the luncheon and panel discussion by minority federal judges who will share their career advice. The luncheon will be held at the Mid-America Club and approximately 75 diverse summer associates are expected to attend.

EVA H. DAVIS NAMED TO 20 UNDER 40 LIST BY DAILY JOURNAL EXTRA

Los Angeles Corporate partner Eva Davis was profiled in the Daily Journal EXTRA, a supplement to the Los Angeles Daily Journal and San Francisco Daily Journal. The article, "Sudden Impact" highlights twenty lawyers in California under the age of forty. As detailed in the article, since joining Kirkland in 1999, Eva has focused her work on mergers and acquisitions, initial public offerings, private restructurings, and debt financings. Eva's most recent merger -- the \$1.6 billion acquisition of Fremont, California-based ChipPAC by Singapore company, ST Assembly Test Services Ltd. -- is expected to close in early August and has been heralded as a sign of tech sector recovery.

BARRY E. FIELDS NAMED TO 40 UNDER FORTY LIST BY LAW BULLETIN

Barry E. Fields, Chicago litigation partner and Diversity Committee member, was recently named one of the "2004 40 Illinois Attorneys Under Forty to Watch" by the Law Bulletin Publishing Company. Profiles of all the recipients were included in a supplement to Chicago Daily Law Bulletin and Chicago Lawyer. Barry's litigation practice, which has focused on products liability, commercial, professional liability, civil rights, and securities fraud cases, includes successful outcomes via trial and motion practice for many clients. As a founding member and most recent former Chair of Kirkland's Diversity Committee, Barry has been a dedicated advocate of enhancing diversity at Kirkland and within the legal profession. Barry is also the Chicago partner in charge of pro bono activities.



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UPCOMING EVENTS

Black Women Lawyers' Association Roundtable Series, "The Power of Our Voice -- Lawyers and the Political Process"
Chicago
July 23, 2004

Asian Bar Associations of Los Angeles, "6th Annual Summer Associate, Intern & Law Student Mixer"
Los Angeles
July 29, 2004

August:

K&E, Summer Associate Diversity Dinner
Carnelian Room, San Francisco
August 3, 2004

K&E, Summer Associate Diversity Dinner
Cactus Cantina restaurant
Washington, D.C.
August 4, 2004

Diversity Lunch Series
K&E Courtroom
Chicago
August 11, 2004

Kirkland Chicago and Kirkland Los Angeles, Cook County Minority Job Fair
Chicago
August 19, 2004

September:

WLI, "Flexibility Throughout A Law Firm: A Case Study"
Flex-Time Lawyers LLC
New York
September 8, 2004

National Lesbian and Gay Law Association, "Lavendar Law Conference 2004"
Minneapolis, MN
September 30, 2004

Lambda Legal West Coast Liberty Awards
Los Angeles
September 30, 2004

WLI, "Associates Making the Difference"
Los Angeles
September 2004

WLI, "Making Our Way: Career and Client Advice From In-House Counsel"
Los Angeles
September 2004

RICHARD C. GODFREY HOSTS MAY 27 DIVERSITY LUNCH

In Chicago, diverse attorneys meet with Diversity Committee members as well as other committee members and partners at Firm-sponsored luncheons -- the Diversity Lunch -- to discuss diversity initiatives and commitments, as well as professional development issues, hiring, and recruiting efforts. On May 27, 2004, during a lunch held at the Mid-America Club, Rick Godfrey, Firm Committee member and Chicago partner, addressed diverse summer associates and attorneys with respect to the Firm's commitment to diversity issues.

The previous Diversity Lunch was held on February 12 in the Courtroom. Kevin R. Evanich, Chicago partner, Firm Committee and Diversity Committee member, hosted the meeting. Kevin introduced the Chicago-based Diversity Committee members and then moderated a discussion about improving recruitment of diverse attorneys.

The next Diversity Lunch is scheduled for August 11 in the Courtroom and will be hosted by Barry Fields and associate Anita L. Schick.

KIRKLAND WOMEN PARTICIPATE IN A CITY-WIDE VOLUNTEER DAY

On May 11, 2004, four women associates from the Chicago office participated in "Women Everywhere: Partners in Service." Erica K. Beutler, Angela J. Crawford, Sanya H. Sarich, and Tana M. Ryan spent two hours at Southwest Women Working Together as a part of a Chicago-wide day of public service organized by numerous women's bar groups in Chicago. Hundreds of women lawyers volunteered their time to assist organizations that support the rights and needs of women. Southwest Women Working Together provides domestic violence counseling, housing subsidies and advocacy, job training and placement, family support services, sexual assault counseling, and a transitional housing shelter.

CHICAGO COMMITTEE ON MINORITIES IN LARGE LAW FIRMS ELECTS BARRY E. FIELDS TO BOARD

On May 18, 2004, at the Minority Partners' Annual Luncheon for the Chicago Committee on Minorities in Large Law Firms ("CCMLLF"), Barry Fields, Chicago partner, was elected to the Board of Directors. Barry has been involved with the CCMLLF since he joined Kirkland in 1991.

The CCMLLF's stated mission is to "create programming that assists its member law firms with developing strategies to identify, recruit, hire and retain minority attorneys and promote them to partnership. For more than fifteen years the organization has served the needs and interests of its member firms and member minority lawyers as well as minority law students and law firms committed to greater racial diversity within the legal profession."

K&E DIVERSITY WEBSITE UPDATED

The diversity section of the Firm's website has been enhanced recently and is expected to evolve further as design changes are implemented. An interview with Firmwide Diversity Committee Co-Chairs, Paul R. Garcia and Michael D. Jones, has been added, as well as updated event information on the Diversity Calendar. For a look at Kirkland's updated diversity page, please go to <http://www.kirkland.com/OurFirm/diversity.aspx>.

Please contact Attorney Development with questions, comments, suggestions, or submissions at AttyDev@kirkland.com.