



KIRKLAND

KIRKLAND & ELLIS LLP

Diversity News for the Chicago Office Summer/Fall 2006



CONGRATULATIONS TO THE 2006 DIVERSITY FELLOWSHIP RECIPIENTS

Rebecca Olson (Tulane '07)
K&E San Francisco

Darah Smith (Chicago '07)
K&E Chicago

Jessica Kiser (Columbia '07)
K&E New York

Tarica Chambliss (Howard '07)
K&E Washington

Kelly Guzmán (Michigan '07)
K&E Chicago

Manoj Viswanathan (NYU '07)
K&E New York & San Francisco

Ketan Shah (Northwestern '07)
K&E Chicago

Afam Onyema (Stanford '07)
K&E Los Angeles

Furqan Nanji (UCLA '07)
K&E San Francisco

Jesse Fu (USC '07)
K&E San Francisco

DIVERSITY CELEBRATED DURING THE 2006 SUMMER SEASON:

- A group of Kirkland associates organized an informal happy hour to welcome all the diverse summer associates in the Chicago office on May 23, 2006. The event was held at Aria.
- The annual LGBT Neighborhood Dinner was held on June 20, 2006 at Tomboy in Andersonville, as part of the summer associate Neighborhood Dinner Series.
- The 7th Annual Summer Associate Diversity Dinner was held on June 21, 2006, at Everest. Members of the Diversity Committee showed their appreciation of the contributions of Kirkland's diverse attorneys and summer associates.
- The Annual Chicago Summer Associate Women's Dinner was held at the home of partner Emily Nicklin on July 17, 2006. Each year this event provides a unique opportunity for the women summer associates to meet women partners from every practice group and enjoy an evening of food and conversation.

FIRMWIDE DIVERSITY TRAINING COMES TO THE CHICAGO OFFICE THIS FALL

The Diversity Committee instituted a Firmwide Diversity Training Program. The primary focus of the program is to promote diversity and inclusion by enhancing our ability to work effectively across diverse social, economic, cultural, and personal backgrounds. The program was launched in our New York office in November 2005 and has since been presented in our Washington and Los Angeles offices. The program will come to Chicago in late fall.



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DIVERSITY FELLOWSHIP UPDATE

Kirkland & Ellis LLP will support 14 Diversity Fellowships for 2007 awarding \$15,000 each during the recipients' third year of law school, as well as employment as a summer associate for the summer of 2007. The fellowships will be available at each of the following schools:

Boalt
Chicago
Columbia
Georgetown
Harvard
Howard
Michigan
Northwestern
Notre Dame
NYU
Stanford
UCLA
USC
Yale

To apply, please visit
<http://fellowship.kirkland.com>

DIVERSITY LUNCH SERIES HIGHLIGHTS CLIENT EXPECTATIONS WITH REGARDS TO DIVERSITY

On July 20, 2006, fifty Kirkland attorneys attended the monthly Diversity Lunch at The Mid-America Club. The lunch featured Paul Chadha, In-House Counsel at Accenture, who presented firsthand knowledge of what clients want and expect with respect to diversity in law firms. Chadha noted challenges and trends found throughout the international legal community regarding diversity. Walter Lohmann, co-chair of the Firmwide Diversity Committee, kicked-off the presentation by sharing Kirkland's history of diversity initiatives and the Firm's on-going commitment to diversity. Chicago partner Keith Crow spoke about his experience with client Sara Lee and diversity expectations for outside counsel.

CHICAGO PARTNER SPEAKS ABOUT NEGOTIATING ACROSS DIFFERENCES AT THE ANNUAL ABA CONFERENCE

Chicago partner Emily Nicklin was a featured panelist at the American Bar Association's Annual Meeting in Honolulu, Hawaii on Aug. 3-5, 2006. The panel was entitled "Negotiating Difference: Appreciating Gender and Culture in Negotiation." The program focused on how communication styles, cultural mores and social perceptions affect negotiation success, particularly in a multicultural environment.

KIRKLAND PARTICIPATES IN *WORKING MOTHER* WOMEN OF COLOR MULTICULTURAL TOWN HALL

Kirkland joined IBM, BP, Allstate, Deloitte, Kraft and others in sponsoring the *Working Mother* Women of Color Chicago Town Hall and Dinner on May 23 & 24, 2006. The theme of the Town Hall was "Authenticity: The Power of Being You" and explored questions about multiculturalism in the workforce. Kirkland attorneys joined about 200 other participants in engaging seminars, polling, and breakout sessions.



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UPCOMING EVENTS

August:

The Cook County Bar
Association Minority Job Fair
Chicago, IL - August 11, 2006

Diversity Lunch Series
“Annual Attorney Review”
August 21, 2006

Women’s Leadership Initiative
Monthly Lunch Discussion
“Gear Up for Recruiting Season”
August 25, 2006

The Midwest National BLSA Job
Fair
Cleveland, OH - August 26, 2006

The Hispanic National Bar
Association 2006 Annual
Convention, San Francisco
August 30-September 2, 2006

KIRKLAND HOSTS TWO UNDERGRADUATE INTERNS THROUGH THE LAW MINORITY ACCESS PROGRAM

The Law Minority Access Program (“LawMAP”) aims to enhance diversity in the legal profession by encouraging talented, undergraduate, minority students at the University of Illinois to consider careers in law. In 2006, 12 students were chosen through a competitive selection process to participate in the LawMAP program.

The LawMAP students began their summer by spending four weeks in the classroom, taking intense courses in Legal Research & Writing (including Lexis and Westlaw training), Criminal Law and Contracts at the University of Illinois College of Law. For the final four weeks of the program, students completed internships at large Chicago law firms.

Kirkland was proud to sponsor and host two interns again this summer. Darren Buchanan and Michelle Palomino are both students at the University of Illinois, Urbana-Champaign campus. Our LawMAP interns worked alongside Kirkland attorneys and summer associates, participated in training and social events, and toured local courts. In addition, Kirkland sponsored the interns at a Kaplan LSAT review course.

Commenting on her LawMAP experience, Palomino stated that “After taking the law classes and working at Kirkland, I feel more confident about myself and my ability to work hard and succeed in the law.” Kirkland is proud to support this innovative program.

WLI SPONSORS COMMUNICATION SKILLS WORKSHOP

The Women’s Leadership Initiative offered a communication skills seminar and individual coaching sessions on May 31, 2006. The program was presented by Lane Bowes of LawSpeak. Bowes previously worked with the Women’s Leadership Initiative in our New York office.



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UPCOMING EVENTS

September:

Firmwide LGBT Dinner
Washington, D.C.
September 6, 2006

Lavendar Law Conference and
Career Fair
Washington, D.C.
September 7-9, 2006

Harvard BLSA Job Fair
Cambridge, MA
September 8, 2006

IMPACT Career Fair for Law
Students and Attorneys with
Disabilities
Crystal City, VA
September 15, 2006

Women's Leadership Initiative
Monthly Lunch Discussion
"Tips for Managing Attorney Teams"
September 20, 2006

Cabrini Green Legal Aid Clinic
Annual Benefit, Chicago, IL
September 21, 2006

Chicago Foundation for Women
21st Annual Luncheon &
Symposium
September 21, 2006

Diversity Lunch Series
"Diversity Efforts & Recruiting
Update"
September 25, 2006

KIRKLAND HOSTS WOMEN'S PROFESSIONAL NETWORKING DINNER

POWER: Opening Doors for Women is a celebratory evening of networking opportunities for Chicago-area professional women. The evening began with a kick-off reception, followed by 15 simultaneous, topic-specific dinners in private homes/venues around the city hosted by some of the city's most influential women leaders. Chicago partner Courtney Holohan hosted the marketing/advertising dinner at The Mid-America Club on May 25, 2006.

WOMEN ATTORNEYS SHARE WORK EXPERIENCES WITH SUMMER ASSOCIATES AT WLI LUNCH

The Women's Leadership Initiative hosted a panel discussion titled "Women & Work at Kirkland" on June 16, 2006. Women partners from various departments described their practice and shared experiences with women attorneys and summer associates. Panelists included Jan Baer, Restructuring; Linda DeBruin, Intellectual Property; Carol Anne Huff, Corporate; Natalie Keller, Tax; and Renee Smith, Litigation.

PARENTING LINK SUPPORTS PROJECT NIGHT NIGHT AT LOCAL SHELTERS

Kirkland's Parenting Link program finds ways to give back to the Chicago community. This summer Kirkland attorneys partnered with Project Night Night. Project Night Night is dedicated to improving the lives of homeless children by donating individual tote bags filled with a blanket, age-appropriate book, and a stuffed animal to children in homeless shelters. Chicago partner and Parenting Link Committee co-chair, Anne Sidrys, organized the Project Night Night donation by collecting books, stuffed animals and blankets from dozens of Kirkland attorneys and summer associates. Over 70 Project Night Night tote bags were delivered to various shelters in Chicago.

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UPCOMING EVENTS

October:

Diversity Lunch Series
“Chicago Pro Bono and Non-
Profit Opportunities”
October 19, 2006

Women’s Leadership Initiative
Monthly Lunch Discussion
“Networking Lunch”
October 27, 2006

November:

Firmwide Diversity Training
Program, Chicago Office
Sessions

Diversity Lunch Series
“Professional Development”
November 17, 2006

Women’s Leadership Initiative
Monthly Lunch Discussion
“Tips for Navigating Kirkland”
November 20, 2006

SUMMER ASSOCIATES PARTICIPATE IN CHICAGO CARES

On July 10, 2006, nearly forty Kirkland summer associates joined Chicago Cares to complete a meaningful community service project at Henson Elementary School. Henson Elementary is a Chicago Public School serving approximately 320 students in kindergarten through 8th grade. All of the students are African-American and 99% qualify for free or reduced lunches.

Kirkland volunteers gave a total of 97.5 volunteer hours and accomplished the following tasks:

- Painted the upper portion of seven classrooms on the 2nd floor
- Painted two sets of line games on the playlot
- Repainted the faded U.S. map on the playlot
- Repainted the faded track lines on the playlot
- Landscaped the front area of the school by spreading mulch and planting flowers

Founded in 1991, Chicago Cares seeks to provide opportunities for individuals and businesses to improve the Chicago community through creative, structured group volunteer programs designed to address Chicago’s most pressing needs.

SUMMER 2006 DIVERSITY SPONSORSHIPS:

•American Bar Foundation’s (“ABF”) Summer Research Diversity Fellowship. Four interns worked individually with an ABF Research Fellow and visited numerous legal entities throughout Chicago.

•AIDS Legal Council of Chicago Annual Garden Party on June 7, 2006. The AIDS Legal Council exists to preserve, promote and protect the legal rights of men, women and children in the Chicago metropolitan area living with HIV/AIDS.



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THE DIVERSITY COMMITTEE WANTS TO HEAR FROM YOU

Have you attended a function that might be of interest to the Diversity Digest? Are you a member of a bar association or organization that strives to foster diversity in the legal workplace? We would love to feature your story in the next Diversity Digest. Please send a description of the event or organization along with any pertinent details to the Attorney Development Department in Chicago at attydev@kirkland.com.

SUMMER 2006 DIVERSITY SPONSORSHIPS (Cont.):

- Deborah's Place Annual Gala on June 8, 2006. Deborah's Place is Chicago's largest provider of supportive housing for homeless and displaced women.
- Women's Bar Association of Illinois 92nd Annual Installation Dinner on June 8, 2006. Keynote speakers included Michelle Obama, Vice President for Community and External Affairs at the University of Chicago Hospitals, and Valerie Jarret, Vice President of The Habitat Company.
- Friends of Prentice Annual Gala on June 10, 2006. Friends of Prentice is a volunteer organization dedicated to improving the quality of health care for women and infants.
- Mexican American Legal Defense and Education Fund ("MALDEF") Annual Awards Dinner on June 13, 2006. MALDEF is a national nonprofit working to safeguard the rights of all Latinos in the U.S.
- Minority Corporate Counsel Association ("MCCA") Diversity Dialogue on Diversity Best Practices on June 15, 2006. The MCCA works to advocate for the expanded hiring, retention and promotion of minority attorneys in corporate law departments and law firms that serve them.
- Latinos Progresando Annual Benefit Dinner on June 16, 2006. Latinos Progresando provides legal services and human rights advocacy for Chicago's Latino immigrant community.
- Human Rights Campaign ("HRC") Dinner Gala on June 17, 2006. The HRC is America's largest LGBT organization and works to provide a national voice on LGBT issues.
- Equality Illinois Lawyers for Diversity Mid-Summer BBQ on June 27, 2006. Equality Illinois exists to secure, protect and defend the basic civil rights of the LGBT community in Illinois.