

DIVERSITY DIGEST

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A Look Inside the Ricci vs. DeStefano Case

On October 21st, Kirkland attorneys and clients gathered for a **Diversity Leadership Series (DLS) event** entitled “*Ricci v. DeStefano: A Look Inside.*” The presentation on this groundbreaking Supreme Court case was held at Kirkland Chicago and webcast live to attendees in our Los Angeles, New York, and San Francisco offices.

On appeal to the Supreme Court from the Second Circuit Court of Appeals during now Justice Sonia Sotomayor’s confirmation hearings, *Ricci* is the Supreme Court’s recent decision invalidating the City of New Haven’s decision to throw out the results of a promotional exam for firefighters.

At the event, Professors Christine Cooper from Loyola, Leonard Rubinowitz from Northwestern and Dorothy Roberts, the Kirkland & Ellis Professor of Law (at Northwestern), discussed the factual and procedural history of the *Ricci* case, provided detailed analysis of the Court’s opinions, and facilitated a practical discussion of the application and impact of the decision on the legal landscape. The Kirkland attorneys and representatives from United Airlines, Operations & Capital Partners, Mintel International Group Limited, and the Chicago School of Professional Psychology who attended received Professional Responsibility CLE for the event which showcased the Firm’s ongoing commitment to diversity.

Kirkland’s DLS provides formal training, mentoring, and leadership opportunities for diverse attorneys (and clients) via discussions, informational lunches, and training sessions on topics of interest to attorneys at the Firm.

Kirkland Honored for their Partnership with Equip for Equality



Kirkland received the **Equality for Kids Community Service Award** for our Firm’s financial support of the **Equip for Equality “Equality for Kids Campaign”** and the pro bono service we continually provide to clients of Equip for Equality’s “Special Education Clinic.”

Established in 1985, Equip for Equality advances the human and civil rights of people with disabilities and is the federally mandated Protection & Advocacy System for the State of Illinois. Equip for Equality has broad federal and state statutory powers and serves as an independent watchdog and a legal advocate for people with disabilities. The organization provides self-advocacy assistance, legal services, and training on disability rights. They also engage in public policy advocacy and investigate abuse, neglect, and facility conditions.

For the past 24 years, Kirkland has spent hundreds of hours working with Equip for Equality on a multitude of matters. Kirkland was the first law firm to partner with Equip for Equality’s Special Education Clinic and has represented more than a dozen clients since the Clinic’s inception.

Kirkland Chicago Litigation Partner Tom Kuhns said, “In the past couple of years we’ve been happy to step it up a notch and also happy to contribute to the Equality for Kids campaign.” Kirkland’s support of Equip for Equality’s Equality for Kids Campaign totals \$60,000.

Law 360 Recognizes Kirkland’s Commitment to the Advancement of Women Attorneys

Kirkland & Ellis was the only *American Lawyer* A-List law firm to make the Top 25 on the recent Law 360 ranking of law firms with the highest concentration of female partners. **The Firm ranked #23 on the list** of all law firms with 100 or more lawyers and select boutique firms in the U.S.

The full list of results can be found [here](#). Registration to access this and other content on the site is free. Law 360 is “the newswire for business lawyers.”



CHICAGO



Making a Lasting Impressing on Future Scholars

On December 11th, Kirkland hosted two rounds of the **Don Hubert Scholars Program Mock Trial** at our Chicago office. Kirkland attorneys Helena Drake, Barack Echols, Jamal Edwards, Gina Lin, Chanda Rice, Kate Wheaton, and Sylvia Winston served as student coaches and judges for the day—helping the participants prepare for the mock trial and giving meaningful feedback throughout the process. Attorneys Barry Fields, Joe Laws, Ferlillia Roberson, and Luke Ruse joined the students for lunch and answered questions about what it is like to be a lawyer at a large law firm.



Lindsey Dates, an attorney at Jones Days Chicago and the Program Coordinator for the Don Hubert Scholars Program, thanked Kirkland for our participation saying, “Whether the students ultimately decide to become lawyers or not, I am confident that their academic horizons have broadened as a result of the program. The hope which accompanies the knowledge of what is possible has left long-lasting impressions upon them. We will see these students again—as lawyers, doctors, engineers . . . success stories.”



Don Hubert Scholars prepare for the Mock Trial Program

The Don Hubert Scholars Program is a diversity pipeline program which helps to expose over 150 diverse male high school students to the legal profession through a mock trial competition, interactive and informative guest speaker presentations, and networking receptions.

Kirkland Sponsors a Same Sex Marriage Symposium



Kirkland Chicago sponsored a symposium on “**Same Sex Marriage and Religious Accommodation: Determining the Role of the Legislature**” that was organized by the **American Constitution Society for Law and Policy (ACS)** and **Northwestern University’s OUTLaw group**. The November 12th event was attended by Kirkland Chicago Partner Jamal Edwards, Associate Jordan Heinz, and incoming Associates Louis Klapp, Scott Lerner, and Kathy Stofan.

The panel discussion featured a number of scholars and advocates including: Evan Wolfson, Founder and Executive Director of Freedom to Marry; Maggie Gallagher, President of the Institute for Marriage and Public Policy and President of the National Organization for Marriage; Tomas Berg, St. Ives Professor of Law at the University of St. Thomas School of Law and Co-Director of the Murphy Institute for Catholic Thought, Law, and Public Policy; Taylor Flynn, Professor at the Western New England College of Law; Marc Stern, Acting Co-Executive Director of the American Jewish Congress; and, Robin Wilson, Professor of Law and Law Alumni Faculty Fellow at the Washington & Lee University School of Law.

The ACS promotes the vitality of the U.S. Constitution and is revitalizing and transforming legal and policy debates in classrooms, courtrooms, legislatures, and in the media by building a diverse and dynamic network of progressives committed to justice.

“Many will look back at this [Don Hubert Scholars] program as a defining moment and they will have Kirkland & Ellis to thank.”

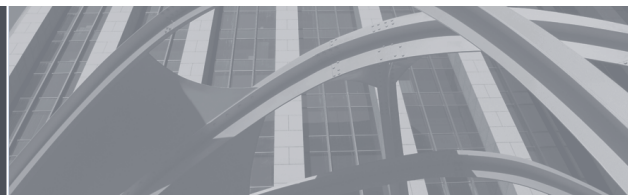
Other Chicago Diversity Events:

- September 24*:** National Latino/a Law Students Association Moot Court Competition
- September 30:** Diversity Leadership Series (DLS) “Making the Grade: How Kirkland Achieved A-List Status”
- October 14:** Women’s Leadership Initiative (WLI) Event “Taking Control of Your Career”
- October 21:** Asian Diversity Networking Forum
- October 21:** LGBT Diversity Networking Forum
- October 24*:** Equity for Illinois Women for Equality Event
- November 17:** WLI Networking Circles Happy Hour
- November 25:** Black Diversity Networking Forum
- November 1-30*:** Northwestern University Black Law Student Association (BLSA) Mock Interviews
- November 11*:** WLI and the University of Chicago Women’s Mentoring Program Kick-Off Event

*Kirkland sponsored



LOS ANGELES



Share Partners Share Tips for Success

On October 14th, the **Kirkland Los Angeles Women's Leadership Initiative (WLI)** hosted its annual **"Women Share Partner Panel" Dinner and Discussion** during which Corporate Partner Samantha Good and IP Partner Diana Torres discussed their paths to success and offered advice to our women attorneys on how to succeed at Kirkland and in the legal profession.

The 16 women attorneys who attended the event discussed various approaches to fulfillment and were challenged to "live their personal and professional lives to the fullest potential" in order to achieve satisfaction. The group continued their discussion while dining at the nearby Rosa Mexicano Restaurant.



Networking with the Women Lawyers Association of Los Angeles

Nicole Berson, former **Women Lawyers Association of Los Angeles (WLALA)** President and Courtney Powers WLALA Second Vice President joined the **Kirkland Los Angeles Women's Leadership Initiative (WLI)** Bi-Monthly Lunch on November 5th to discuss the goals of their organization and the role of women in law firms. The event was organized by Associates Allison Buchner, Elizabeth Kim, Annalisa Peterson, and Alice Yuan.

Nicole and Courtney highlighted the mentorship and networking opportunities the WLALA provides, as well as the many ways in which WLALA works to influence the scope and path of women in the law. A number of current and former district and state court judges and attorneys, in both the private and public sectors, are WLALA members.

ALLSA Sponsors a Diversity Panel at USC Law School

On November 4th, Kirkland Los Angeles hosted a **Diversity Panel at USC Law School** that was attended by over 50 students representing more than six student groups, including: The Asian Pacific American Law Student Association (APALSA), Black Law Student Association (BLSA), OUTLaw (the law school's LGBT student group) and La Raza (the law school's Latino/a student group). The event was **part of the Firm's ALLSA Initiative**, an award-winning program for outreach to "all" diverse law student groups.

Kirkland Los Angeles Associates Tracy Le, Paul Leaf, Peter Massumi, Giam Nguyen, Alyssa Wade, and Shani Moore Weatherby shared their thoughts on what it was like to be a diverse attorney at Kirkland. The panel discussed the Firm's more focused and personal commitment to mentoring diverse students and candidates during this challenging economic time. The panel also highlighted Kirkland's ongoing diversity initiatives, including the Kirkland & Ellis Diversity Fellowship.

Following the event, several students approached our Kirkland attorneys to thank them for their candor. Many remain in contact to this day and have sought advice on the profession and career advancement.

Associates
Annalisa Peterson,
Erin Kolter, and
Alice Yuan



Kirkland Los Angeles
representatives at the
WLI Giving Back
"Backpack Charity Event"
with Everybody Wins!



Other Los Angeles Diversity Events:

- September 3: Women's Leadership Initiative (WLI) First Thursday Lunch Series "Retention Rates and Advancement of Women in U.S. Law Firms"
- September 10: WLI All-Attorney "Gender Matters" Discussion with Behavioral Expert Chris Desantis
- September 22: WLI Giving Back: "Backpack Charity Event" with Everybody Wins!
- October 1*: California Bar Foundation Scholarship Reception
- October 22-24: The Association of Black Princeton Alumni "Coming Back and Moving Forward" Conference with featured speaker Kirkland Associate Shani Moore Weatherby
- November 9: WLI Giving Back: with The Downtown Women's Center
- November 12: Mexican American Legal Defense & Educational Fund 35th Annual L.A. Awards Gala
- November 17: Diversity Leadership Series (DLS) Lunch
- December 2: WLI Holiday Party

**Kirkland sponsored*



NEW YORK



Kirkland Hosts Breakfast With Posse

On November 5th, Kirkland New York hosted “**Breakfast with Posse,**” the **Posse Foundation’s first annual Institutional Donors Breakfast** held in support of Posse’s corporate donors. Kirkland Litigation Partner Lee Ann Stevenson provided opening remarks and special presentations were given by Posse Founder and President Deborah Bial and Posse Alumnus Derron Harris.



Kirkland is a national sponsor of The Posse Foundation, an organization that identifies, recruits and trains student leaders from urban public high schools to form multicultural teams called “Posses.” During an intensive eight-month pre-collegiate training program, the Posses prepare to pursue academics at top-tier universities and help promote cross-cultural communication on campus. Kirkland Los Angeles, Chicago, and Washington, D.C. sponsor a variety of programming through The Posse Foundation including workshops at which Kirkland attorneys and staff provide resume feedback and interview training.



Kirkland New York Partner Binta Brown, Posse Founder and President Deborah Bial, and Kirkland New York Partner Lee Ann Stevenson at the Breakfast with Posse

Showing Our True Colors at Lavender Law

The **National LGBT Bar Association** (formerly the National Gay and Lesbian Law Association) held its annual **Career Fair and Conference in Brooklyn**, New York September 10th through the 12th.

Kirkland once again was a major corporate sponsor of the event and several of our attorneys met with law students during the career fair. Kirkland Los Angeles also donated \$1,000 to both UCLA and USC to help fund the attendance of students from these universities.

The Lavender Law Conference is dedicated to issues of concern to LGBT lawyers and attracts hundreds of practicing attorneys, scholars, and law students from across the country.

Kirkland Attorneys Explore Pathways to Diversity

On November 11th, the **Minority Corporate Counsel Association (MCCA)** hosted their **10th Annual Pathways to Diversity Conference** in New York. Kirkland was a Program Track sponsor and received recognition throughout the event as a leader in law firm diversity.



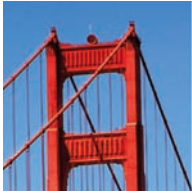
Diversity Committee Co-Chair Walt Lohmann attended the conference along with representatives from Kirkland New York and Chicago. Other conference attendees included legal counsel from Microsoft, Starbucks, Gap Inc, American Airlines, Prudential, Walmart, Qwest, GlaxoSmithKline, Accenture, Deloitte, Target, Shell Oil, Navistar, Verizon, Macy’s, and AT&T.

Founded in 1997, the MCCA advocates for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them. The annual conference is designed to provide attendees with substantive CLE programming focused on furthering diversity in the profession as well as providing opportunities for personal career growth and networking among attendees.

Other New York Diversity Events:

- October 1*:** The New York Asian Women’s Center 27th Anniversary Fall Benefit & Phoenix Awards
- October 28*:** Lambda Legal Forum Conveniens
- October 30*:** Direct Women Sandra Day O’Connor Board Excellence Award Luncheon
- November 10*:** The Williams Institute Fall Reception
- November 11*:** Women’s Leadership Initiative (WLI) Mentoring Circles Lunch
- November 12*:** NYU Law Women of Color Collective Young Alumnae Panel

**Kirkland sponsored*



SAN FRANCISCO/ PALO ALTO



Attorneys Attend the Asian Pacific Bar Association Diversity Awards Banquet



On October 16th, The **Asian Pacific Bar Association of Silicon Valley (APBASV)** held their **Annual Scholarship of Commitment to Diversity Awards Banquet** at the Four Seasons Silicon Valley. Five Kirkland attorneys attended the event, including IP Partners Esha Bandyopadhyay and Avi Lele. The event's guest speaker was Ted Lieu, California Assemblyman and Chair of the API Legislative Caucus.

Proceeds from the Diversity Awards Banquet will fund APBASV scholarships and fellowships to non-profits. The Asian American Bar Association (AABA) of the Greater Bay Area (of which the APBASV is a part) was founded in 1976 to provide Asian American attorneys in the San Francisco Bay Area with a vehicle for the unified expression of opinions and positions on matters of concern to all Asian Pacific Americans (APA). The AABA also encourages and promotes the professional growth of its members, serves the APA and minority communities, and fosters the exchange of ideas and information among its members and the public.

Women Attorneys Get Advice on Career Advancement

Kirkland San Francisco's Women's Leadership Initiative (WLI) held a **"Succeeding at Kirkland Panel"** on December 3rd at which women partners provided strategies and tips to excelling in the legal industry and in the Kirkland culture.

Corporate Partner Karin Orsic and Litigation Partners Beth Deeley and Kim Schmitt discussed a range of topics including: relationship development; confidence and professionalism; and using resources wisely to get things done. The event was attended by many first year attorneys as well as women associates and partners from Kirkland San Francisco and Palo Alto.

This WLI event is one of many held throughout the year in our local offices. The WLI takes the lead in developing formal training, mentoring, and networking opportunities for women attorneys to ensure their personal and professional success at the Firm.

Diversity Profile



Granta Nakayama is a Partner in Kirkland Washington, D.C.'s Environmental and Energy Practice. He also served at the U.S. Environmental Protection Agency as the Assistant Administrator for the Office of Enforcement and Compliance Assurance from 2005 through 2009.

Other San Francisco and Palo Alto Diversity Events:

- November 13:** Women's Leadership Initiative (WLI) Fall Happy Hour and Clothing Drive
- November 13*:** Berkeley Law Foundation 2009 Auction Extravaganza

*Kirkland sponsored

What does diversity mean to you?

Diversity means having people from a wide spectrum of backgrounds participating in making Kirkland a successful and fulfilling place to work. It is both a moral and business issue. I believe we can and should "do well and do good" at the same time.

What do you think of Kirkland's overall commitment to diversity?

Kirkland's commitment to diversity has been truly gratifying. In the 16 years I've been with the Firm, we've made great strides in ensuring that our diversity efforts are an important part of Kirkland's identity. The Firm has made diversity an important goal and backed that commitment with sustained efforts throughout its offices and in the communities we serve.

What has been your best experience at Kirkland?

My best experience at Kirkland related to my first contact with a Kirkland attorney (and my first law school instructor), Win Whittaker. At that time, Kirkland had never hired a George Mason University law school graduate. Through Win's outreach and encouragement I became the Firm's first hire from my university.

What are some of the important lessons you've learned at the Firm?

- 1.) No matter how much work needs to be done, Kirkland attorneys always get it done.
- 2.) It's important to treat those who work for you as well as you treat your boss.
- 3.) Great facts help win cases—and great facts do not grow on trees. It takes a lot of work to identify, develop, and utilize great facts to win a case.

What feedback do you receive from candidates on Kirkland's diversity efforts?

Candidates ask about our specific diversity programming and initiatives and/or how they might be able to contribute to those efforts. Most candidates now assume that Kirkland has a robust diversity program—which is a great accomplishment.

What do you believe is the future of diversity at Kirkland?

The world is becoming a smaller place. The U.S. is steadily becoming more diverse and Kirkland now has offices in several countries spanning three continents. In the future I can imagine that new diversity concerns will arise, and I am convinced that we will rise to the challenge and successfully address these novel issues.

WASHINGTON, D.C.

Kirkland Represents at The HRC Annual National Dinner



On October 10th, Kirkland D.C. attorneys and their guests attended **The Human Rights Campaign (HRC) 13th Annual National Dinner** at which President Barack Obama gave the keynote address. The event brought together more than 3,000 HRC members, friends, family, and allies for an evening of celebration and inspiration. Judy and Dennis Shepard, the parents of Matthew Shepard, received HRC's first-ever Edward M. Kennedy National Leadership Award, which was presented by Rep. Patrick Kennedy (D-R.I.), the late senator's son. The Kennedy National Leadership Award will be given annually to honor unique and valued leaders in the fight for lesbian, gay, bisexual, and transgender (LGBT) equality.



Kirkland D.C. attorneys and guests at The HRC Annual National Dinner

The event was attended by Kirkland Partners Walter Lohmann and Marimichael Skubel, and Associates Charles Fernandez, Jason Parish, Julie Peng, and Michael Woods. The HRC is the nation's largest advocacy group for LGBT Americans. In 2009, Kirkland was given the organization's first-ever "Award for Workplace Equality Innovation" for our "ALLSA" Initiative, a program that formalizes the Firm's outreach to LGBT, racial/ethnic minority, and women law students by matching Kirkland attorney liaisons with diverse student organizations across the country. Kirkland has also received a perfect 100 percent score on the HRC's Corporate Equality Index (CEI) and Best Places to Work Survey for the past three years. The CEI is a tool used by the HRC to rate companies on their treatment of LGBT employees, consumers, and clients.

Supporting the South Asian Bar Association of D.C.

The **South Asian Bar Association of Washington, D.C. (SABA-DC)** and the **South Asian Law Student Association (SALSA) of Georgetown University Law Center** hosted their **2009 Civil and Human Rights Symposium, "South Asian Sisters Across the Pond: Cross-Border Social and Legal Issues Affecting South Asian Women"** on October 6th.

At the event, an interactive panel discussion was moderated by Kirkland D.C. Associate and SABA-DC Programming Director Ritu Kelotra. Experts in the fields of surrogacy, adoption, and violence against South Asian women discussed contemporary issues effecting South Asian women in the East and West. Founded in 2001, The SABA-DC is a voluntary bar association dedicated to the needs, concerns, and interests of the South Asian American legal community in the Washington, D.C. area.

Other Washington, D.C. Diversity Events:

September 23*:	Asian Pacific American Bar Association Annual Installation Dinner
October 21*:	Asian Pacific American Resources Center 11th Anniversary Celebration
October 24*:	Howard University School of Law 140th Anniversary Gala
November 12:	Hispanic Bar Association of Washington, D.C. 32nd Annual Equal Justice Awards Dinner
December 15:	Women's Leadership Initiative (WLI) Holiday Luncheon and Welcome for New Women Attorneys

*Kirkland sponsored

Letter from the Co-Chair



Eunu Chun is the Co-Chair of our Firmwide Diversity Committee and a Partner in Kirkland New York's Corporate Practice.

As we close the books on another great year of diversity programming, the Firm can take great pride in all that we accomplished in 2009. We continue to execute on our goal to build a diverse pipeline and inspire future generations of legal professionals through our work with the Posse Foundation (see page 4) and the Don Hubert Scholars Program (see page 2). The Law 360 ranking (see page 1) is recognition of the great strides we've made in the retention and advancement of our women attorneys. Innovative programming like the Women's Leadership Initiative (WLI) career panels held in our San Francisco (see page 5) and Los Angeles (see page 3) offices help create a culture of knowledge sharing and relationship building that are critical to the development and satisfaction of our women attorneys.

We've also set the bar high for 2010. But we are all excited for the challenges that lie ahead. Happy New Year!

Eunu

We invite you to visit www.kirkland.com/diversity to learn more about our Firm's commitment to diversity.