

# DIVERSITY DIGEST

KIRKLAND & ELLIS   
diversity

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## Kamran Bajwa, Atif Khawaja Honored at Illinois Leadership Conference



Kamran Bajwa Atif Khawaja

The Illinois Diversity Council presented corporate partner Kamran Bajwa and litigation

partner Atif Khawaja with awards during the 2014 Illinois Leadership Conference.

Kamran received the Leadership Excellence in the Law Award, which recognizes attorneys who have distinguished themselves through their leadership, resolve and outstanding achievements for the benefit of their clients, collaborators and communities. Atif received the Multicultural Leadership Award, recognizing individuals of color who have made a difference through their achievements, exemplify the ability to excel in their field and personify the principles of diversity and leadership.



Kirkland's inaugural Women Partners' Retreat featured networking events (top and bottom), a presentation by *Free-Range Kids* author Lenore Skenazy (middle) and sessions focused on the retention and success of the Firm's women attorneys.

## Kirkland Holds Inaugural Women Partners' Retreat

On September 18-19, 2014, Kirkland held the Firm's first-ever Women Partners' Retreat for women partners across the globe. The event, hosted by the Women's Leadership Initiative, took place in the Chicago office and was facilitated by founder and president of Flex-Time Lawyers Deborah Epstein Henry. The retreat included networking with Global Management Executive Committee members, strategic planning sessions on retention and promotion of women attorneys, and a Firmwide lunch event with Lenore Skenazy, author of the book and blog *Free-Range Kids, How to Raise Safe, Self-Reliant Children (Without Going Nuts With Worry)*.

## Kirkland Receives Perfect Score on Corporate Equality Index



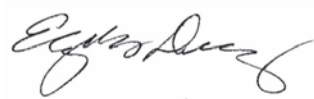
Kirkland received a 100-percent score on the Human Rights Campaign 2015 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. This is the eighth year in a row that the Firm received a 100-percent score and the designation as a Best Place to Work for LGBT Equality.

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

With an increasing array of accomplishments across practice areas and Firmwide initiatives, Kirkland is quite decorated. Notably, our women and diverse attorneys earned several awards in 2014. These attorneys represent our continually emerging leaders:

- *Crain's Chicago Business* named debt finance partner Linda Myers one of the Most Powerful Women in Chicago Business
- *The Network Journal* honored corporate partner Amy Wollensack with a 40 Under Forty Achievement Award
- The Illinois Diversity Council recognized litigation partner Atif Khawaja and corporate partner Kamran Bajwa as a Multicultural Leadership Award winner and Leadership Excellence in the Law Award winner, respectively
- Litigation partners Susan Davies, Emily Nicklin, Anne Sidrys and Leslie Smith and intellectual property partners Leora Ben-Ami and Dale Cendali were named to the Top 250 Women in Litigation list from *Benchmark Litigation*
- *Law360* named intellectual property partner Dale Cendali one of the 20 most Influential Women in IP Law
- Litigation partner Anne Sidrys was profiled as one of *Law360's* top female powerbrokers
- The National Immigrant Justice Center recognized corporate partner William Benitez with a Rising Star Award
- Antitrust partner Sarah Jordan and tax partner Sara Zabloutney were named to *Law360's* Rising Stars list, which honors outstanding attorneys under 40
- The National LGBT Bar Association named corporate partner Tana Ryan to its Best LGBT Lawyers Under 40 list

These awards are testament to Kirkland's empowerment of our women and diverse attorneys to become leaders within and outside the Firm. Having hosted 177 Firmwide diversity events in 2014, we look forward to creating more leadership development opportunities through the Women's Leadership Initiative, Diversity Leadership Series and other programming, and continuing our tradition of excellence in 2015 and beyond.



Elizabeth Deeley



Atif Khawaja

## Client Partnership: Lavender Law

Kirkland hosted its annual client reception during the National LGBT Bar Association's Lavender Law Conference and Career Fair in August 2014. Eleven clients and prospective clients joined 30 Kirkland attorneys at the event, which took place August 22, 2014, at The Roof at the Viceroy Hotel in New York City. Kirkland also supported Lavender Law by participating in workshops and panels (see p. 4). This event aims to continue building camaraderie and encouraging collaboration within the broader LGBT legal community.

## Attorney Spotlight



Nimalka Wickramasekera

As an intellectual property partner at Kirkland, Nimalka Wickramasekera focuses on patent and commercial litigation. A significant portion of her practice is devoted to representing health care, medical device and biotechnology companies in high-technology disputes. Over the course of eight years, she has represented clients in breach of contract, copyright, trademark and trade secret disputes.

Nimalka, 37, served as second-chair trial counsel in a patent dispute that resulted in a \$101 million verdict named one of the top verdicts in California in 2011. She will serve as the second-chair trial counsel for the trial's third phase later this year. Nimalka also served as second-chair trial counsel in a recent breach of contract action, which settled favorably following one week of jury trial.

"I joined Kirkland knowing that I wanted to become a trial lawyer," Nimalka said. "I appreciate the value the Firm places on training and development. Kirkland gave me the opportunity to take on important roles early in my career, and I'm thankful to be involved in such meaningful work with outstanding clients."

In addition to maintaining a thriving practice, Nimalka is active in several diversity initiatives. She is a member of the Firmwide Diversity Committee and DLS Planning Committee, and she is also a coordinator for the Middle Eastern/Asian-American Affinity Group.

"I've developed several strong personal relationships through the Firm's diversity initiatives and have learned so much about my colleagues along the way," she said.

## DLS Launches "Path to Success" Speaker Series



David Fox



Amy Wollensack

On July 22, 2014, the New York office hosted "Path to Success: A Dialogue with Firm Committee Member David Fox." Corporate partner Amy Wollensack spoke with David about how he has navigated his legal career, including the role diversity has played. The event was the first in a semiannual "Path to Success" videoconference speaker series launched by Kirkland's Diversity Leadership Series. The series aims to give attorneys the opportunity to learn more about senior leaders (both diverse and non-diverse) and their practices. Speakers will be invited to share stories about their career paths while advancing the diversity dialogue and fostering new professional connections at the Firm.

## Firmwide Videoconference Features Werten Bellamy

The Diversity Committee held a Firmwide videoconference and lunch on October 22, 2014, featuring Werten Bellamy, president of Stakeholders, Inc., a consulting firm focused on identifying and promoting practical career strategies of top performers in law firms and corporations. The presentation, "Building Strong Relationship Capital and Networks," was broadcast from the Chicago office and hosted by litigation partner Barack Echols. Werten offered advice for attorneys at various stages of their careers, and examined the critical role of nurturing trust-based relationships in driving momentum and short- and long-term professional success.

## Kirkland Sponsors Diversity Scholarship Foundation Unity Award Dinner



(Left to right) Justice Jesse Reyes, Justice Thomas Kilbride and litigation partner Barack Echols.

Kirkland was one of the major sponsors of the Diversity Scholarship Foundation's Unity Award Dinner and 12th annual Swearing-In Ceremony of Bar Presidents, which was held in Chicago on December 2, 2014.

The Diversity Scholarship Foundation aims to assist underprivileged and underrepresented women and minority law students

through scholarships. At this year's dinner, the Foundation provided 10 scholarships to law students attending Northwestern University School of Law, Loyola University Chicago School of Law, Chicago-Kent College of Law, The John Marshall Law School and Northern Illinois University College of Law who have expressed an interest in public service. Cook County Chief Judge Timothy Evans also administered the oath of unity and commitment to diversity to the presidents representing associations across the state of Illinois.

Litigation partner Barack Echols, a key member of the Foundation's planning committee for the event, led the Firm's involvement in the event and introduced Chief Judge Diane Wood of the U.S. Court of Appeals for the Seventh Circuit and Chief Justice Rita Garman of the Illinois Supreme Court, both of whom were honored with Unity Awards.

## DLS Hosts Dinner and Comedy Show

The Diversity Leadership Series hosted a dinner and Second City comedy show, "103rd Revue," on October 30, 2014, in Chicago. The evening kicked off with dinner and cocktails at Adobo Grill. Intellectual property partner Ferlillia Roberson helped facilitate the event, and 30 attorneys attended.

## Diversity Dinners Celebrate New Diverse Partners

The New York and Chicago offices held diversity dinners to celebrate their new diverse partners. On October 30, 2014, New York celebrated executive compensation attorney Suzi Sabogal at Al Bustan; attorneys from all affinity groups as well as new associates were invited. Litigation partner and Diversity Committee co-chair Atif Khawaja hosted the event. On November 19, 2014, Chicago celebrated corporate attorney Kevin Morris and intellectual property litigation attorneys Ferlillia Roberson and Hari Santhanam at Tanta. The Diversity Leadership Series and the Diversity Networking Forum hosted the event.

### Kirkland Attorneys Attend Lavender Law



Real estate associate Dustin Paige (left) and litigation associate Tim Pickert.

Thirty Kirkland attorneys from the Firm's Chicago, London, Los Angeles, New York, San Francisco and Washington, D.C., offices gathered in New York from August 21-23, 2014, for the National LGBT Bar Association's Lavender Law Conference and Career Fair and related Kirkland events.

The Kirkland programming kicked off with a Diversity Leadership Series Firmwide videoconference, titled "Hobby Lobby and Religious Exemptions to Antidiscrimination Laws." Litigation partner Adam Humann moderated the panel discussion.

LGBT Subcommittee co-chairs Edward Sadtler and Tana Ryan led the Firm's second LGBT Affinity Group Workshop. The program focused on sharing the Firm's relevant initiatives and successes, and soliciting candid feedback on recruitment, retention and cross-office integration.

Other Kirkland events that coincided with the conference included Kirkland's annual Firmwide LGBT dinner, hosted at tax partner Pat Gallagher's apartment, and a cocktail reception for clients and potential clients who attended the conference.

In addition, intellectual property partner Joe Loy, litigation partner Jason Parish and intellectual property associate Joshua Simmons each participated in Lavender Law workshops and panels.

### Third Circuit Sides with Kirkland in Reparative Therapy Case

On September 11, 2014, a unanimous panel of the U.S. Court of Appeals for the Third Circuit upheld a New Jersey law that prohibits licensed mental health professionals from attempting to change the sexual orientation of their minor patients through "reparative" or "gay conversion" therapy.

After Governor Chris Christie signed the law into effect in August 2013, two individual licensed therapists, the National Association for Research and Therapy of Homosexuality, and the American Association of Christian Counselors sued Gov. Christie, as well as the director of the New Jersey Department of Law and Public Safety, the executive director of the New Jersey Board of Marriage and Family Therapy Examiners, and the president and executive director of the New Jersey Board of Psychological Examiners, claiming the law violated their First Amendment rights to freedom of speech and religious expression.

### Kirkland Scores Major Victory in Same-sex Marriage Case

On September 4, 2014, the U.S. Court of Appeals for the Seventh Circuit affirmed Kirkland's win at the U.S. District Court for the Southern District of Indiana, which held that the Indiana ban on same-sex marriage violated the equal protection clause of the U.S. Constitution. The district court previously found in June 2014 that the ban interfered with a person's fundamental right to marry under the due process clause and violated the equal protection clause. The ruling creates valuable precedent for other classifications based on sexual orientation.

Kirkland worked on this case with Lambda Legal, which represented five couples. The team was led by intellectual property partner Jordan Heinz and included intellectual property partner Brent Ray and litigation associates Dmitriy Tishyevich and Scott Lerner.

*The National Law Journal* recognized Kirkland and Jordan for the Firm's marriage equality work in its 2014 Pro Bono Hot List, which highlighted 10 firms that made exemplary contributions in providing access to justice during the past year.

### Attorneys Attend Annual LGBT Cocktail Reception



Top: (Left to right) Environmental of counsel Walt Lohmann, intellectual property associate Kourtney Baltzer and litigation associate Allison Huebert. Bottom: Corporate partners Michael Movsovich (left) and Tana Ryan.

Kirkland held its annual LGBT Cocktail Reception at Naha in Chicago during the Firm's annual All Partner Meeting on October 9, 2014. All partners and Chicago associates were invited to catch up over drinks and hors d'oeuvres. The event, hosted by intellectual property partner Jordan Heinz, helps to further the LGBT Subcommittee's mentorship objectives. Fourteen attorneys attended.

Kirkland became involved in the case on behalf of Garden State Equality, the largest civil rights organization in New Jersey and the primary sponsor of the legislation. Within weeks, Kirkland moved to intervene and filed a comprehensive summary judgment motion that resulted in an order from the district court in November 2013 granting the motion to intervene and granting summary judgment in favor of the defendants.

The Third Circuit affirmed that ruling, finding that the law was a legitimate regulation of professional speech by the state and that it did not violate the practitioners' free exercise rights. In doing so, the Third Circuit recognized the "urgency and solidarity" of the medical community concerning the dangers of reparative therapy, particularly as applied to minors who may be coerced into undertaking such practices against their will.

The team included litigation partners David Flugman and Frank Holozubiec and associates Shireen Barday and Andrew Orr.

### Kirkland Celebrates GLAAD Spirit Day



(Left to right) Intellectual property partners Elizabeth Cutri and Jordan Heinz, associate Megan New and partner Garret Leach.

On October 16, 2014, Kirkland celebrated Spirit Day, GLAAD's annual campaign against the bullying of LGBT youth. GLAAD is one of the largest LGBT rights organizations in the United States.

As a proud international sponsor of Spirit Day, Kirkland encouraged employees in the Firm's U.S. and U.K. offices to join members of the LGBT Affinity Group, Diversity Committee, and millions of supporters across the public and private sectors in wearing purple to demonstrate support for the cause. As a special treat, the Firm served purple cupcakes in the afternoon. The Los Angeles Diversity Committee also hosted a Spirit Day Happy Hour.

### London Office Hosts LGBT Christmas Event

The London office hosted an LGBT Christmas event on December 9, 2014. Debt finance partner Ashley Young, tax partner Jane Scobie and corporate partner Cedric Van den Borren hosted the event, which took place at the Factory House in London's historic Leadenhall Market. Nine attorneys attended.

### Dee Dee McKee Participates on Panel at National Black Pre-Law Conference & Law Fair



Corporate associate Dee Dee McKee.

Corporate associate Dee Dee McKee participated on a panel during the 10th Annual National Black Pre-Law Conference & Law Fair on October 25, 2014, in Houston. The panel focused on how prospective law students can best prepare for law school and make the most of the entire law school experience.

### Kirkland Attorneys Attend 1L Diversity and Career Events at NYU School of Law and Columbia Law School

Kirkland attorneys attended two law school diversity and career events in November.

Intellectual property partner Sarah Tsou attended the New York University School of Law Inaugural Diversity Forum and Career Fair on November 20, 2014. Seventy-five students attended the event, which kicked off with a career fair showcasing legal employers that sponsor a 1L diversity fellowship, internship or summer associate program. Following the career fair, legal employers, members of bar associations and diversity pipeline organizations were invited to join the NYU student body at large, along with recent alumni, for networking followed by a panel addressing career issues of interest to diverse alumni and students. The event concluded with a reception.

Corporate partner Amy Wollensack and litigation associate Zahreen Ghaznavi attended the Columbia Law School 1L Law Firm Diversity Expo on November 20, 2014. More than 100 1L students met with law firm representatives and learned about the programs, scholarships, fellowships and other initiatives each firm has developed to enhance and sustain a diverse and dynamic working environment.

### Kirkland Attorney Attends AnBryce Scholars Reception at NYU School of Law

Litigation partner Atif Khawaja attended the New York University School of Law 1L AnBryce Summer Associate Program Reception on November 12, 2014. The program provides tuition scholarships to students with exceptional academic and leadership credentials who are among the first in their immediate family to attend graduate school. AnBryce Scholars also have opportunities for summer employment at law firms, including Kirkland. The event gave law firm representatives the opportunity to meet and get to know the 11 scholars beyond their paper credentials, and the scholars had a chance to meet attorneys from participating firms.

### Kirkland Hosts USC Law Diversity Panel

Intellectual property associate Eric Cheng hosted a mixer for University of Southern California's Asian Pacific American Law Students Association on November 12, 2014, at the The Lab Gastropub near USC Law School. The discussion focused on the importance of diverse attorneys in law firms and tips on getting the most out of law school. Corporate partner Alice Yuan and associates Dilveer Vahali and Jennifer Yapp, debt finance partner Nisha Kanchanapoomi, and intellectual property associates Jodie Cheng, Patrick Park and Christine Luu also participated. More than 20 law students attended. Eric is planning a follow-up event for early 2015.

### University of Chicago Students Enjoy Back-to-School Bowling Event

Kirkland hosted a back-to-school bowling happy hour with the University of Chicago Black Law Student Association (BLSA) on September 25, 2014, at 10Pin Bowling Lounge in Chicago. Kevin Morris, corporate partner and U of C BLSA liaison, hosted the event; 18 Kirkland attorneys and 25 students attended.

### Washington Office Hosts Affinity Group Celebration

Environmental partner Toby Chun and litigation partner Eunnice Eun hosted an affinity group luncheon on December 12, 2014, to congratulate litigation partners Ebony Johnson and Michael Podberesky, two diverse attorneys who became partners in October 2014, and also to welcome the new diverse associates in the Washington, D.C., office. The celebration included 30 attendees and took place at Pinea Restaurant at the W Hotel in Washington, D.C.

### San Francisco Office Celebrates Diwali



(Left to right) Debt finance partner Priya Pai, intellectual property associate Mangesh Kulkarni, debt finance associate Aditi Iyer, intellectual property associate Amit Makker, attorney recruiting coordinator Annie Au, and intellectual property associates Smita Rajmohan and Nikhil Krishnan.

The San Francisco Diversity Committee hosted a Diwali celebration in the San Francisco office on November 13, 2014. Diwali, an ancient Hindu holiday often called the "festival of lights," is celebrated each autumn in India, throughout South Asia and by people of South Asian descent around the world. Approximately 75 attorneys and staff attended and enjoyed Indian hors d'oeuvres and desserts, and members of the Diversity Committee discussed the cultural significance of Diwali and its traditions. Debt finance partner Priya Pai and associate Aditi Iyer, intellectual property associate Mangesh Kulkarni, corporate associate Navneeta Rekhi and environmental partner Paul Tanaka planned and hosted the event.

## WOMEN'S LEADERSHIP INITIATIVE (WLI)

### Los Angeles Office Hosts Shopping Event



(Left to right) Guest Maya Harel of Seyfarth Shaw, Kirkland litigation associate Heather Canner, and Kirkland intellectual property associates Jodie Cheng and Christine Luu.

On November 6, 2014, a group of 20 Kirkland Los Angeles women attorneys and their client and referral contacts met at the shopping venue Kitson for a holiday networking and shopping event hosted by intellectual property partner Sharre Lotfollahi. The event featured a live DJ and hors d'oeuvres.

### Kirkland Honored as a Best Law Firm for Women



(Left to right) Flex-Time Lawyers' Deborah Epstein Henry, debt finance partner Linda Myers and Working Mother Media's Carol Evans.

*Working Mother* and Flex-Time Lawyers held their Best Law Career Accelerator Summit and awards luncheon in Chicago on September 16, 2014, to honor Kirkland and the other firms named to their annual list of the 50 Best Law Firms for Women. Global Management Executive Committee member and debt finance partner Linda Myers accepted Kirkland's award, which recognizes the firm for excellence in creating flexibility and professional development programs designed to retain women and advance them into the leadership pipeline. Linda

also was a panelist for the summit, led by Carol Evans, president of Working Mother Media, and Deborah Epstein Henry, founder and president of Flex-Time Lawyers.

Litigation partner Catherine Fitzpatrick and debt finance partners Anh Lee and Amy Peters attended the summit. Linda, Amy and Anh also attended the luncheon, along with debt finance partner Michelle Kilkenney, director of Firmwide diversity Rina Alvarez, senior director of business development Maria Black, business development associate director Audra Simel, Firmwide director of public relations and communications Kate Slaasted, and business development director Lesley Reenan. Illinois Attorney General Lisa Madigan was the keynote speaker.

# WOMEN'S LEADERSHIP INITIATIVE (WLI)

## WLI Hosts Event with Joan Williams

On July 28, 2014, the Women's Leadership Initiative presented a Firmwide videoconference, broadcast from the Washington, D.C., office, with Joan Williams, law professor and founding director of the Center for WorkLife Law at the University of California-Hastings. Joan discussed the book she co-authored with her daughter, *What Works for Women at Work*, which outlines common gender issues and how to navigate them. She shared her ideas on how law firms and managers can improve the workplace for all attorneys.

## WLI Presents Business Development Panel

The WLI presented a business development panel titled "WLI Business Development: Success Stories," on November 14, 2014. The event, videoconferenced Firmwide, was held in the Chicago office and moderated by debt finance partner Michelle Kilkenney. The panel featured real estate partner Rachel Brown, corporate partner Corey Fox, litigation partner Elizabeth Hess and restructuring partner Jeff Pawlitz, who offered insights for associates on creating a personal business development plan and following through on it in daily practice. Real estate partner Corey Smith and associate Kim McGrath and litigation associate Amanda Jacobowski helped to coordinate the event.

## Attorneys Volunteer at Urban Initiatives Soccer Event

Kirkland attorneys volunteered as assistant coaches at Game Day, a soccer event for Urban Initiatives, a nonprofit organization that empowers Chicago's underserved children to adopt healthy lifestyles, improve their academic performance and build strong character through sports. The event took place on December 5, 2014, at the Windy City Fieldhouse and combined friendly soccer matches, health and wellness discussions, and community building. Participating attorneys included corporate partner Jessica Sicsu and associate Adam Thomas Clifford, intellectual property partners Neil Hirshman and Daniel Lewis and associates Ryan Farrell, Sam Hong and Samuel Plott, employee benefits associate Jennifer Elliott and litigation associate Amanda Jacobowski.

## Shanghai, Hong Kong Offices Host WLI Dinners

Kirkland's Shanghai and Hong Kong offices hosted their annual Women's Leadership Initiative dinners on November 5 and 6, 2014, respectively. Corporate partners Li-Chien Wong and Cheryl Yuan hosted the Shanghai dinner at Museo; 14 women attorneys attended. The Hong Kong dinner, hosted by Li-Chien and corporate partner Soo Yien Khor, took place at Fusion 5th Floor Friendly's Kitchen; 24 women attorneys attended.

### Firmwide Diversity Committee Co-chairs

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## WLI Hosts "The Confidence Code" Event



Author Claire Shipman.

On January 15, 2015, the Women's Leadership Initiative presented a Firmwide videoconference featuring Claire Shipman, broadcast journalist and *New York Times* best-selling co-author of *The Confidence Code*. The event was broadcast from the Firm's New York office.

Global Management Executive Committee member and debt finance partner Linda Myers kicked off the event by introducing Shipman and Flex-Time Lawyers founder Deborah Epstein Henry, who then interviewed Shipman.

The conversation examined the differences in confidence between men and women, and how confidence affects their behavior and advancement in the workplace. Shipman also offered tips on how to boost confidence and how management can support women's performance, leadership and power in the workplace.

### Our Mission

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 who bring us the benefits of a broad range of socioeconomic, racial, ethnic and personal backgrounds. Our commitment to diversity is reflected not only in the Firm's policies, programs and committees, but also through our efforts to build and maintain a culture that values and gathers strength from difference.