

# DIVERSITY DIGEST

KIRKLAND & ELLIS   
diversity

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## Kirkland Participates in Women in Law Hackathon

Kirkland is one of 54 law firms participating in the inaugural Women in Law Hackathon, a “Shark Tank”-style pitch competition aimed at generating innovative ideas to close the gender gap in law firms. From January to June 2016, teams devised initiatives that will help retain and advance experienced women in law firms. The teams will pitch their ideas to a group of high-profile judges at Stanford Law School on June 24. Litigation partner Beth Deeley will represent Kirkland in the competition.

The Hackathon was created by Caren Ulrich Stacy, chief executive officer of Diversity Lab, in partnership with Stanford Law School and Bloomberg Law. Each team comprises six partners from across the country, two talent/diversity thought leaders and a Stanford law student. The top three teams will grant their prize money, donated by Bloomberg Law, to nonprofit organizations helping to advance women in the legal profession and beyond.



Sandra Leung, executive vice president and general counsel at Bristol-Myers Squibb, presented the keynote speech at Kirkland's inaugural 1L Diversity Scholars Program.

## Kirkland Hosts Inaugural 1L Diversity Scholars Program

On April 7–8, 2016, Kirkland hosted its inaugural 1L Diversity Scholars Program in the Firm's New York office.

The program's goal is to expose diverse law students to Big Law and corporate clients in a unique way that will help them better understand what it means to be a lawyer in a global firm or a large corporation. The program also aims to foster meaningful, lasting connections between students, Kirkland partners and in-house counsel.

Thirty diverse 1L law students from around the country were selected from nearly 400 applicants to participate in the program, which included networking events, workshops and small group discussions.

Several Kirkland clients, including Accenture, Verizon, Bristol-Myers Squibb, Centerbridge and BP, joined the program as panelists and speakers.

The two-day program kicked off with a networking reception at Whiskey Blue in the W Hotel. The following day, students gathered in Kirkland's New York office for a day of programming. After a keynote speech by Sandra Leung, executive vice president and general counsel at Bristol-Myers Squibb, the day continued with two panel discussions, “Diverse Paths in Law” and “Getting Involved and Making a Difference: Diversity & Integration at Kirkland & Ellis,” a presentation about negotiations featuring Paul Chadha, global legal lead, international development, at Accenture, and a presentation about Kirkland's various practice groups. The event concluded with mentoring circles and a happy hour celebration.

## Letter from the Co-Chairs of the Diversity and Inclusion Committee

Kirkland's reputation of excellence is built upon and enhanced by the rich, varied backgrounds of our attorneys. To ensure this tradition of excellence and diversity continues, Kirkland has created and invested in Firmwide programming that boosts the Firm's interactions with diverse law students — notably our ALLSA initiative, Diversity Fellowship Program, and partnerships with the Leadership Council on Legal Diversity.

This past spring, Kirkland launched another exciting pipeline initiative: the 1L Diversity Scholars Program (see p. 1).



The program aims to expose diverse law students to life at one of the world's leading global law firms. Featuring interactive panels, small group discussions and unprecedented networking opportunities with Kirkland attorneys and Firm clients, the program provides a deep and wide overview of Big Law while fostering connections and mentorships that will support students throughout law school and their legal careers.

Kirkland's inaugural 1L Diversity Scholars Program, held in the Firm's New York office on April 7–8, 2016, was an overwhelming success. Nearly 400 diverse law students from around the country applied to the program, and 30 were selected to participate. Students met with diverse Kirkland attorneys (both current and former), members of the Firm's Global Management Executive Committee, and Firm clients who champion diversity in the legal profession, including Accenture, BP, Bristol-Myers Squibb, Centerbridge and Verizon.

We thank all who were involved in the planning and execution of the 1L Diversity Scholars Program. The event was a true testament to Kirkland's commitment to diversity and inclusion, and we look forward to seeing the impact of this important program.

Elizabeth Deeley

Atif Khawaja



Panelists discussed their legal careers during an event presented by Kirkland and Accenture.

### Client Partnership: Accenture

On March 2, 2016, Kirkland and Accenture presented a panel discussion, "Careers in Law: In-house vs. Large Law Firm." The event was held at Kirkland's Chicago office.

The panel discussion featured insights from diverse attorneys about what life is like in-house and at big law firms. Panelists included Courtney Holohan, chief IP counsel at Accenture; Dana Davenport, lead counsel for strategic sourcing, global alliances, at Accenture; Kirkland debt finance partner Louis Hernandez; and Kirkland litigation partner Russell King. Kirkland CareerLink coach Kevin Agnew moderated the discussion.

A networking reception followed the panel discussion.

# WOMEN'S LEADERSHIP INITIATIVE (WLI)



Women from Kirkland's Houston office and their works of art.

## Houston Women Attend Painting Class

The Houston WLI hosted a painting class at Pinor's Palette on December 8, 2015. After cocktails and snacks in the art studio, the group participated in a two-hour painting class. Attendees included corporate associates Veronica Nunn, Brandie Mask and Lauren Dies, associate director of administration Nina Dannenberg, conference center supervisor Angela Hogans, facilities and guest services assistant Andrea Roznovsky, and attorney recruiting and development assistant Laura Edwards.

## London Women Attorneys, Clients Attend Private Wine Tasting

The London WLI hosted a client wine tasting event on February 10, 2016, at Berry Brothers & Rudd, a wine and spirits merchant established in 1698. Twenty-eight attorneys and clients attended the private tasting, which was hosted by litigation partner Rajinder Bassi, European regulatory partner Lisa Cawley, tax partner Jane Scobie, and antitrust partners Paula Riedel and Sarah Jordan.

## WLE Webinar Series Focuses on Gender Equality

Kirkland attorneys attended a series of webinars hosted by Women's Leadership Edge, an initiative of the Center for WorkLife Law at the University of California, Hastings College of the Law.

"Bias Interrupters: Strategies for Male Allies," took place on December 3, 2015, and was led by Joan Williams, distinguished law professor and founder of the Center for WorkLife Law. The webinar was for men who are managers and organizational leaders who want to learn how to recognize gender bias, help the women they work with succeed and implement effective organizational change.

Professor Williams also led "Bias Interrupters in Performance Evaluations," on March 17, 2016, which examined how gender and race bias impact the performance review process, and provided tips for managers about how to correct patterns of systemic bias in reviews.

"Gender & Negotiation," which took place May 25, focused on the obstacles that women face at the negotiating table, how they can overcome challenges and how to change workplace systems that have a disproportionate impact on women negotiators.



## WLI Asia Hosts First Client Event

On November 5, 2015, Kirkland held "Stepping Stones," a celebration to launch the WLI to the Firm's Asia-based clients. The event, held at House of Madison in Hong Kong, was hosted by Kirkland and capital markets partner Li-Chien Wong in partnership with The Women's Foundation and boutique jeweler One Six. A silent auction was held, with proceeds benefitting Life Skills, a program that equips Hong Kong teens with skills in financial literacy, positive and healthy relationships, and career and life planning.



Global Management Executive Committee member and debt finance partner Linda Myers (left) kicked off the panel discussion.

**Firmwide Videoconference Focuses on Flexible Work Schedules**

On March 3, 2016, the WLI held a Firmwide videoconference about flexible work schedules. Global Management Executive Committee member and debt finance partner Linda Myers introduced Deborah Epstein Henry, president of Flex-Time Lawyers and best-selling author, who moderated a panel discussion that explored Kirkland’s flexible work schedule program. Panelists were attorneys who have successfully navigated flexible work schedules at the Firm, including former intellectual property litigation partner Allison Worthy Buchner, debt finance associate Kathryn Keves Leonard, debt finance partner Deneese Walia Levin and litigation partner Renee Smith. Topics included timing and transition to and from a flexible schedule, location and schedule for working, mutual flexibility and communication expectations, responsiveness and accessibility, being visible and an indispensable team player, creating efficiencies, and effectively prioritizing and delegating.



Kirkland attorneys coached 90 second- to fourth-grade students in soccer as part of Urban Initiatives’ Work to Play program.

**Kirkland Attorneys Volunteer at Urban Initiatives Soccer Event**

On December 4, 2015, a team of volunteers from Kirkland’s Chicago office spent the afternoon coaching 90 second- to fourth-grade students from Urban Initiatives’ Work to Play program, which teaches children about health, character and teamwork through soccer. The volunteers led small teams of students from local elementary schools through friendly soccer games against one another.

“This is Kirkland & Ellis’ third year of volunteering with us, and our partnership continues to grow and strengthen each year,” Urban Initiatives’ co-founder and executive director Jim Dower said.

Participants included technology/IP transactions partner Neil Hirshman, who serves on Urban Initiatives’ board of directors, and associates Todd Herst, Sam Hong and Kathryn Moore, employee benefits associate Jennifer Catanese, corporate associates Shirley Chen and Kristen Molloy, and litigation associate Jonathan Tshiamala.

**Houston WLI Hosts Women and Entrepreneurship Event**

On December 10, 2015, the Houston WLI hosted a roundtable discussion focused on women and entrepreneurship, featuring Kenzie Cash, the Houston community relations manager for jewelry company Kendra Scott Design. Cash kicked off the discussion with a presentation about jewelry designer and entrepreneur Kendra Scott, whose drive led her to overcome obstacles and become an influential and successful woman business owner. The conversation then focused on the obstacles women face in the workplace and how women can support one another and problem-solve to overcome hurdles. Attendees included corporate associates Kathleen Turner, Dee Dee McKee, Leslie Vaughn and Masha Blankenship, business development specialist Dana Wolf, and attorney recruiting and development assistant Laura Edwards. After the roundtable discussion, the room was opened to all Houston office employees for a Kendra Scott Holiday Trunk Show.



Litigation partner Lauren Casazza (left) participated in a panel discussion at the 10th Annual Harvard Women's Law Association Conference.

### Kirkland Hosts Women's Law Conference at Harvard Law

Kirkland co-hosted the 10th Annual Harvard Women's Law Association Conference on February 17–18, 2016. The event featured panels on women in politics, media and technology. Speakers, from myriad industries, included Kirkland litigation partners Susan Davies and Lauren Casazza. Students also had the opportunity to network with Kirkland attorneys.

### D.C. WLI Holds Hot Chocolate Break

The Washington, D.C., WLI invited women attorneys to catch up with colleagues and meet new associates at a hot chocolate break on January 27, 2016. Litigation partner Erin Johnston hosted the casual get together.



Kirkland hosted "Empowering through Leadership," which featured a panel discussion that included Global Management Executive Committee member and debt finance partner Linda Myers (fourth from right).

### Kirkland Hosts Women's Leadership Discussion

Kirkland hosted "Empowering through Leadership," a joint program of the Richard Linn American Inn of Court, the Women's Bar Association of Illinois and the National Association of Women Business Owners' Chicago Area Chapter. The networking event and panel discussion took place January 20, 2016, and featured top women in powerful leadership positions. Panelists included Kate Bensen, president and CEO of The Chicago Network; Theresa Mintle, president and CEO of the Chicagoland Chamber of Commerce; and Global Management Executive Committee member and debt finance partner Linda Myers. Tom Carroll, chief HR officer and executive vice president of RR Donnelley, moderated the discussion.



Women attorneys from Kirkland's Hong Kong office celebrated the arrival of spring with a challenging hike up the island's highest mountain, Victoria Peak.

### Hong Kong Women Hike Victoria Peak

Hong Kong women attorneys celebrated the arrival of spring with a hiking event on March 19, 2016. Eighteen participants hiked up the winding trail from Hong Kong University's campus to Victoria Peak, the island's highest mountain. The group had lunch at the peak while enjoying views of the city.

# DIVERSITY LEADERSHIP SERIES (DLS)/LGBT

## Kirkland Attorneys Selected for LCLD Programs

Kirkland selected corporate partner Bill Benitez to be a 2016 Leadership Council on Legal Diversity (LCLD) Fellow. The fellows program is designed to increase diversity at the leadership levels of the nation's law firms and corporate legal departments. Previous participants include litigation partners Beth Deeley, Barack Echols and Atif Khawaja and IP litigation partners Jeannie Heffernan and Diana Torres.

Kirkland also selected litigation associate Tracie Bryant and restructuring associate Aparna Yenamandra to be 2016 LCLD Pathfinders. Launched in 2015, the Pathfinders program trains diverse, high-potential, early-career attorneys in career development strategies.



Bill Benitez



Tracie Bryant



Aparna Yenamandra

## LGBT

## Kirkland Holds All Staff Receptions in Chicago, New York

Kirkland's Chicago and New York offices held their eighth annual All Staff Receptions in the spring, hosted by the LGBT Affinity Groups. The events welcome all Kirkland attorneys, staff and LGBT allies. The receptions took place at Untitled in Chicago and Hudson Malone in New York on March 7, 2016, and February 11, 2016, respectively.

## London Office Honors LGBT History Month with Film Screening

On February 25, 2016, in honor of LGBT History Month, the London LGBT Affinity Group hosted a screening of the documentary film "Codebreaker," the story of pioneering British computer scientist Alan Turing. More than 25 partners, associates, managers and staff attended the screening, which followed drinks and hors d'oeuvres.

Turing was a codebreaker during World War II, and his work intercepting German coded messages helped to save millions of lives. In 1952, the British government prosecuted him for being gay, and he underwent chemical castration. Two years later, Turing committed suicide at age 41.

## Kirkland Sponsors Spring LGBT Events

Kirkland sponsored several events for LGBT organizations this spring, including:

- the 2016 Equality Illinois Jubilee Gala, held February 6, 2016, in Chicago;
- the 36th BALIF Gala, held February 19 in San Francisco;
- the Williams Institute Annual Update Reception and Gala, held April 17 in Los Angeles;
- Lambda Legal's 30th annual Liberty Awards National Dinner, held May 2 in New York;
- the National Center for Lesbian Rights Anniversary Celebration, held May 7 in San Francisco; and
- the Williams Institute D.C. Spring Reception, held May 20, in Washington, D.C.



(Left to right) Kirkland corporate associate Shanita Nicholas, IP litigation associates Lindsey Shi and Karen Younkins, and corporate associate Balaji Giridharan.

## Kirkland Sponsors 27th Annual GLAAD Media Awards

Kirkland sponsored the 27th Annual GLAAD Media Awards, held April 2, 2016, at the Beverly Hilton in Los Angeles. The awards recognize and honor media for their fair, accurate and inclusive representations of LGBT individuals. Kirkland technology/IP transactions partners John Lynn and Shannon Yavorsky, corporate associates Shanita Nicholas and Balaji Giridharan, and IP litigation associates Lindsey Shi and Karen Younkins attended the event.

## U.S. Offices Celebrate Year of the Monkey

Several U.S. offices celebrated the Year of the Monkey with Lunar New Year-themed dinners and parties. The New York Asian-American Affinity Group hosted its annual Lunar New Year dinner on February 2, 2016, at Café China. On February 9, the Chicago Asian-American Affinity Group hosted a dinner at MingHin on Grant Park. The San Francisco office hosted an in-office reception on February 10 that approximately 90 attorneys and staff attended. Attorneys celebrated in the Washington, D.C., office with Chinese food and sushi on March 1.

## Chicago Affinity Groups Host Happy Hour

Chicago's LGBT, Hispanic/Latino(a), African-American and Asian-American Affinity Groups hosted a happy hour at Henry's on December 3, 2015. Approximately 20 attorneys and staff attended.

## Attorneys Discuss Goals at REM Town Hall Meeting

Washington, D.C., attorneys gathered on December 15, 2015, for a racial/ethnic minority (REM) Town Hall Meeting hosted by environmental transactional partner Toby Chun. The event focused on 2016 strategic objectives for the African-American, Asian-American and Hispanic/Latino(a) Affinity Groups in the D.C. office, as well as goals for the ALLSA program.

## ALLSA

## Kirkland and UT OUTLaw Host Relationship Discussion

On April 7, 2016, Kirkland and University of Texas OUTLaw co-hosted "Mastering Relationships in the Life of Big Law" at House Wine in Austin, Texas. Law students were invited to bring their significant others to the event, which featured a discussion about tips, tricks and tactics to master personal relationships while working at big law firms. Kirkland attorneys in various relationship stages offered advice and personal testimonies. Attendees included debt finance partner Mary Kogut and corporate associates Leslie Vaughn, Lauren Dies, David Moore and Kyle Watson.

## Kirkland Hosts GW Law Networking Reception

Kirkland hosted a networking reception for members of the George Washington University Law School Law Association for Women (LAW). Organized by litigation associate Holly Trogdon, the event took place March 8, 2016, at Kirkland's Washington, D.C., office. Students met with Kirkland women associates and partners from various practice groups and received feedback and suggestions on their resumes, including how to effectively market their experience for various career opportunities. Attorneys also shared advice about the on-campus recruitment process. Forty-seven GW students attended. Attorney attendees included Holly Trogdon, litigation partners Tia Trout-Perez and Katherine Katz and associates Tracie Bryant, Zharna Shah, Sarah Smith, Elizabeth Dalmut and Britney Lewis, and IP litigation associates Abigail Lauer, Stefani Vande Lune and Nichole DeJulio.



Kirkland hosted 16 students for its annual tournament for the New York City Urban Debate League.

## Kirkland Attorneys Volunteer at Urban Debate League Tournament

On March 14, 2016, Kirkland hosted its annual tournament for the New York City Urban Debate League, a speech and debate program for New York City's inner-city middle and high school students. Nine Kirkland attorneys volunteered as tournament judges, including litigation partners Robert Gretch and Atif Khawaja and associate Adam Stern, tax associate Hayden Bui, corporate associates Jasna Hasanbasic, Bill Hubbard, Shinong Wang and Miae Woo, and incoming associate Juan Pablo Lopez. Victor Liu and Anthony Pascua, two New York University Law students who are members of the Asian-Pacific American Law Students Association, also served as judges.



Kirkland attorneys joined Berkeley and Tulane law students for fun evenings of improvisational theater.

## Berkeley, Tulane Law Student Groups Join Kirkland Attorneys for Improv Workshops

Kirkland hosted two improv workshop events for law student groups. The classes, presented by Improv HQ, focused on how the principles of improvisational theater can apply to the business world by helping to retain critical training information; improve communication skills and confidence; create a positive, collaborative and supportive culture; and improve the ability to think on one's feet.

Kirkland's San Francisco office hosted an improv workshop for University of California, Berkeley, School of Law student groups La Raza and Law Students of African Descent on March 15, 2016. Kirkland's Houston WLI hosted an improv workshop for Tulane Law Women, followed by a reception at Ale on Oak, on March 28.

## Women Attorneys Share Insights at Roundtable Event

On March 9, 2016, Kirkland hosted "Women Working in Big Law," an interactive roundtable luncheon for the Women's Law Caucus of the University of Texas, held at UT's campus. There were 25 attendees, including debt finance partner Mary Kogut and corporate associate Leslie Vaughn, who joined in the candid conversation about what life is like at big law firms.

## Kirkland-Sponsored Team Wins Williams Institute Moot Court Competition

A Kirkland-sponsored team from Harvard Law School won the 12th Annual Williams Institute Moot Court Competition on April 8, 2016. The opposing team from University of Pennsylvania Law School was also sponsored by Kirkland.

The Williams Institute Moot Court Competition is the only national competition dedicated exclusively to the areas of sexual orientation and gender identity law. This year, teams argued a case about the president's authority to issue an executive order requiring federal contractors to engage in affirmative outreach steps to increase employment of LGBT people.

Kirkland sponsors teams from UC Berkeley, UCLA, Northwestern, Columbia, NYU, Georgetown, George Washington University, Harvard, Michigan, Penn and the University of Southern California to participate in the annual competition. Through this program, the Firm mentors these students by inviting them to Kirkland's offices for a moot with attorneys in advance of the tournament. Kirkland also provides students a stipend for travel to and from the tournament in Los Angeles.

### Diversity and Inclusion Committee Co-Chairs

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### 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.