

# DIVERSITY DIGEST

KIRKLAND & ELLIS   
diversity

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All of Kirkland's U.S. and international offices supported GLAAD's Spirit Day on October 20, 2016.

## Kirkland Sponsors 2L Diversity Fellows, Plans 1L Diversity Scholars Program

Kirkland is proud to continue its Diversity Fellowship Program in summer 2017. The program offers stipends to law students who earn offers to join the Firm's summer program and demonstrate how they will promote diversity within the legal profession. Since 2004, Kirkland has sponsored more than 150 Fellows with grants totaling more than \$2.75 million. We are proud to support our biggest class of Fellows in summer 2017.

The Firm will also host its second 1L Diversity Scholars Program on March 2 and 3, 2017. Scholars will participate in a day-long conference at Kirkland's New York office combining unique networking opportunities with Kirkland attorneys, clients and other Scholars, with a substantive look into practicing in a large law firm.

## Kirkland Celebrates GLAAD's Spirit Day

On October 20, 2016, Kirkland observed Spirit Day, GLAAD's annual campaign against LGBT youth bullying. Attorneys and staff wore purple and were encouraged to take the pledge to stand against LGBT youth bullying. The Firm has been an international sponsor of Spirit Day since 2013.

The week before Spirit Day, Kirkland co-hosted an event with GLAAD called "LGBT Youth At Risk: A Panel Discussion of Legal and Social Efforts to Promote Acceptance and Protections for LGBT Youth." The event took place at the Firm's New York office on October 13. Technology & IP transactions partner Edward Sadtler moderated the panel, during which litigation partner David Flugman discussed Kirkland's successful advocacy at the U.S. Court of Appeals for the Third Circuit in upholding a New Jersey law that protects LGBT youth by banning licensed therapists from practicing sexual orientation change efforts on minors. Ross Murray, GLAAD's Director of Programs, Global and U.S. South, also discussed data from GLAAD's Accelerating Acceptance 2016 survey.

## Kirkland Named to *The American Lawyer's* A-List



For the fourth year in a row, Kirkland was named to *The American Lawyer's* A-List. The A-List aims to identify the country's most well-rounded law firms via a measure of their success in four core areas: financial performance, pro bono, diversity and midlevel associate satisfaction. To determine the A-List, scores are pulled from four surveys that rate AmLaw 200 firms' performances in these areas. The total score is calculated by doubling each firm's RPL and pro bono scores and adding those to the firms' associate satisfaction and diversity scores. The 20 top-scoring firms comprise the A-List.

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

Mahatma Gandhi once said, “Our ability to reach unity in diversity will be the beauty and the test of our civilization.”

Around the world, and within this Firm, these wise words ring true now more than ever.

As the co-chairs of Kirkland’s Firmwide Diversity and Inclusion Committee, we wish to reiterate and confirm the Firm’s commitment to unity in diversity.

Kirkland has always believed — and will continue to believe — that the Firm gathers strength from difference.

Kirkland has always valued — and will continue to value — the rich and varied backgrounds and talents of our attorneys and staff.

Kirkland has always encouraged — and will continue to encourage — diversity with respect to each individual’s work style, career path and experiences.

We are committed to these important principles not because they are politically correct, but because they are the right thing to do.

Diversity at Kirkland transcends race, gender, age, ethnicity, sexual orientation, religion, country of origin and political affiliation. We respect and support one another’s differences, and we recognize that these differences allow us to build strong global teams that best serve our broad and varied client base.

We are committed to fostering meaningful dialogue and connections within the Firm. To that end, we encourage you to attend the following upcoming Firmwide Diversity Leadership Series programs that build on key Firm values:

- January 11, 2017: “Leading Through Cultural Change,” a conversation about inclusive leadership with diversity and inclusion expert Vernā Myers.
- February 28: “Talking to Our Children About Diversity,” featuring insights from Dr. Brigitte Vittrup, child development professor at Texas Woman’s University.
- November 14–15: Firmwide REM/LGBT Partners Retreat, including a networking dinner with Global Management Executive Committee members, a full day of programming and a reception for clients who share the Firm’s diversity interests.

We look forward to continually building a unified, world-class Firm and advancing important conversations about diversity and inclusion in 2017 and beyond.

Elizabeth Deeley

Atif Khawaja

## Attorney Spotlight



Tanya Greene

Los Angeles litigation partner Tanya Greene focuses on complex commercial litigation including securities fraud, class action and business litigation matters. She has gained

considerable trial experience, having actively participated in multiple trials that led to favorable outcomes for her clients. Recently, Tanya served as a key member of a team that obtained three back-to-back victories in the New York appellate courts for a business developer client whose multimillion-dollar project had been the target of a series of lawsuits.

This past summer, the National Diversity Council named Tanya to its list of the 2016 Top 50 Women Lawyers. The list recognizes female executives, influencers and achievers who impact the legal field by driving change, contributing to business growth and inspiring others to succeed. Tanya has also been recognized as one of Southern California’s “Rising Stars” by *Super Lawyers* for the past two years.

In addition to building a successful litigation practice, Tanya is an ALLSA liaison to the University of California, Los Angeles, School of Law’s African-American student group, and she joined the Firmwide Diversity and Inclusion Committee this fall. Tanya also devotes her time to pro bono matters through her work with Mental Health Advocacy Services and as a Legal Aid Foundation of Los Angeles advisory board member.

Tanya combines a career she enjoys with motherhood, having had all three of her children as an associate at Kirkland.

“I’m proud to be part of a team that maintains and builds upon Kirkland’s diverse culture,” Tanya said. “I look forward to working with the Firmwide Diversity and Inclusion Committee to drive the Firm’s diversity goals forward through new initiatives, programs and events.”

# WOMEN'S LEADERSHIP INITIATIVE (WLI)

## London WLI Hosts Executive Presence Workshop

The London WLI hosted a workshop about executive presence with the Royal Academy of Dramatic Art in Business on September 13, 2016. The class invited women attorneys to participate in leadership exercises focused on communication skills and confidence. Lisa Akesson, an accredited voice coach and performance expert, led the workshop.

## Munich Office Hosts Ladies Wiesn Oktoberfest Event



Kirkland attorneys from the Firm's Munich, London and Chicago offices celebrated Oktoberfest at the annual Ladies Wiesn.

Kirkland's Munich office held its annual Ladies Wiesn Oktoberfest event for women professionals and attorneys on September 22, 2016, at the Weinzelt tent. Kirkland attorneys from Munich, London and Chicago and their guests used the occasion for networking and celebrating Oktoberfest. Corporate partner Nicole Schlatter hosted the event; other attorney attendees included Global Management Executive Committee member and debt finance partner Linda Myers, litigation partner Rajinder Bassi, debt finance partner Christine Kaniak, capital markets partner Anna Schwander, corporate associates Sina Becker and Isabel Ruttloff, and tax associate Sonja Schmitz.



Left: Kirkland attorneys mingle at the Career Accelerator Summit. Center: Debt finance partner Anh Lee at the awards luncheon. Right: Debt finance partner Michelle Kilkenney (center) accepted the 50 Best Law Firms for Women award on behalf of Kirkland.

## Kirkland Named Best Law Firm for Women Fifth Year in a Row

*Working Mother* magazine and Flex-Time Lawyers named Kirkland to their 2016 list of the 50 Best Law Firms for Women. The list honors U.S. law firms for their excellence in creating flexibility and professional development programs designed to retain women and to advance them into the leadership pipeline. This is the sixth year, and the fifth consecutive year, that Kirkland has been named to the list. Debt finance partner Michelle Kilkenney accepted the award on behalf of Kirkland at the awards luncheon on September 21, 2016. A Career Accelerator Summit preceded the luncheon.

## Kirkland Partners Named to *Benchmark Litigation's* Top 250 Women in Litigation List

Seven Kirkland partners were named to the fifth annual "Top 250 Women in Litigation" list from *Benchmark Litigation*: litigation partners Susan Davies, Emily Nicklin, Anna Rotman, Anne Sidrys and Leslie Smith, and IP litigation partners Leora Ben-Ami and Dale Cendali. The women were selected from their respective states' roster of local litigation stars in the 2016 edition of peer-reviewed *Benchmark Litigation*.



Women attorneys from Kirkland's Hong Kong office worked together to solve puzzles to escape a room during a team-building activity.

### Hong Kong Hosts Summer WLI Events

Kirkland's Hong Kong office hosted several WLI events over the summer.

On June 8, 2016, the WLI presented a lunch seminar that focused on developing personal brands. Restructuring partner Neil McDonald and investment funds partner Carol Liu offered tips on pitches, networking, and developing personal style and branding.

The WLI also hosted a team-building event on July 21. During the event, attorneys were locked inside a room, and the only way to escape was to work together as a team to solve several puzzles.

On September 7, The WLI hosted "How Do You Do It?," a dialogue with Global Management Executive Committee member and debt finance partner Linda Myers. Linda shared her experience on building her personal brand, work-life balance, and overcoming challenges as a woman attorney and a parent.

### L.A. WLI Welcomes Summer Associates at Cooking Event



Los Angeles women attorneys enjoyed pizza and networking at the annual WLI cooking event.

The Los Angeles WLI welcomed women summer associates at its annual cooking event on June 7, 2016. This year, guests enjoyed pizza tastings. Attendees included corporate partner Tana Ryan and associate Shanita Nicholas, litigation partners Melissa Ingalls, Robyn Bladow and Sierra Elizabeth and associate Lianna Bash, IP litigation partner Nimalka Wickramasekera and associates Jodie Cheng and Karen Younkins, debt finance associate Nichole Lopez-Tackett, and summer associates Katie McNutt, Stephanie Shimada, Lena Cohen, Shantel Asada, Melody Fahimirad, Adabelle Ekechukwu and Liz Roberts.

### Kirkland Hosts WILEF London Event

Kirkland's London office hosted a Women In Law Empowerment Forum (WILEF) event on June 22, 2016. "Jump Start Your Career: I Wish I Knew Then What I Know Now" featured a panel discussion that included antitrust partner Paula Riedel. WILEF London co-chair and litigation partner Rajinder Bassi hosted the event.



Left: Debt finance partner Mary Kogut (center) poses with other panelists at the Kayo Women's Energy Investment Conference. Right: Litigation partner Anna Rotman presents the closing keynote speech.

### Houston Women Partners Speak at Women's Energy Investment Conference

The second annual Kayo Women's Energy Investment Conference took place in Houston on June 6 and 7, 2016. The event brought together 200 leading executive and C-level women investing in energy, power and renewables. Litigation partner Anna Rotman presented as the closing keynote speaker on "Leveraging Gender Stereotypes in Negotiations," and debt finance partner Mary Kogut took part in the panel "Upstream: Restructuring and Opportunities for Private Capital."

## New York WLI Hosts Third Annual Women's Retreat



Deborah Francis-White moderated a panel discussion at the New York WLI's women's retreat.

The New York WLI hosted its third women's retreat on June 17, 2016, at the Larchmont Yacht Club. More than 50 women partners, associates and summer associates attended. They were joined by featured guest Deborah Francis-White, a founding member of The Spontaneity Shop, co-author of "The Improv Handbook," stand-up comedian, screenwriter, corporate speaker and executive coach. Deborah's talk focused on the concept of "super tribe," which encourages cooperation, collaboration and inclusion to gain status.

## New York, Washington, D.C., WLI Host Wine & Sign Events

The New York and Washington, D.C., WLI groups hosted Wine & Sign events this summer, on July 27 and August 2, 2016, respectively. Kirkland women attorneys were invited to attend wine tastings and sign congratulatory cards for women summer associate candidates who received offers to join Kirkland.



Senior women partners and senior women clients attended an exclusive Women's Leadership Forum event focused on gender equity in October 2016.

## Kirkland Hosts Women's Leadership Forum Event

On October 24, 2016, Kirkland's New York office hosted a Women's Leadership Forum event, "Bridging the Gender Gap: Leading and Measuring Organizational Change." The exclusive conference for senior women partners and senior women clients focused on gender equity and performance excellence. The event touched on how to effectively address organizational culture, accountability, gender-based performance gaps, and the development and advancement of women. Harvard Business School Professor Frances X. Frei led the event, which also featured wildlife photographer, author and filmmaker Sue Flood as a guest speaker.

## London WLI Hosts Event with Ann Daniels

On June 14, 2016, the London WLI hosted an event featuring one of Britain's leading woman explorers, Ann Daniels. Ann was the first woman to ski to the North and South Poles as part of all-women teams. Her talk focused on the importance of hard work, teamwork and keeping a positive attitude to achieve success.

## LGBT

### London Attorneys Attend Out of America Events

Kirkland attorneys attended two recent social events organized by Out of America, the LGBT network of lawyers at U.S. law firms in London. The events took place July 27 and October 26, 2016.

### London Office Celebrates Pride Month with Film Screening

On June 29, 2016, Kirkland's London office celebrated LGBT Pride Month with a screening of the film "Pride." The film, nominated for a Golden Globe Award and British Academy of Film and Television Arts Awards, honors the true story of an unlikely alliance between London gay rights activists and striking Welsh miners in the 1980s. Capital markets partner Cedric Van den Borren hosted the event, which was open to attorneys and staff.



From left to right: Corporate associate Dan Hoppe, tax associate Laurence Wilcock, and investment funds partner Aaron Schlaphoff and associate Chris Hamilton.

## Attorneys Gather For Lavender Law Conference, Kirkland Holds Related Events

Kirkland attorneys from the Firm's Chicago, Houston, London, Los Angeles, New York, San Francisco and Washington, D.C., offices gathered in Washington, D.C., from August 4–6, 2016, for the National LGBT Bar Association's Lavender Law Conference & Career Fair and related Kirkland events.

The Kirkland programming kicked off with the fourth annual LGBT Affinity Group workshop on August 5 at the Firm's Washington, D.C., office. That evening, Kirkland held a cocktail reception for clients, prospective clients and alumni. The programming concluded with the annual LGBT Affinity Group dinner on August 6.

## Kirkland Named Top Illinois Law Firm for LGBT Inclusiveness and Equality



Equality Illinois recognized Kirkland as one of the top Illinois law firms for LGBT inclusiveness and equality in its 2016 Law Firm Survey. This is the seventh year in a row that Equality Illinois has honored the Firm for providing a safe and fair

work environment for LGBT employees and for engaging with the LGBT community.

## Kirkland Sponsors LGBT & HIV Project Annual Cocktail Reception

Kirkland sponsored the American Civil Liberties Union's (ACLU) and New York Civil Liberties Union's (NYCLU) LGBT & HIV Project Annual Cocktail Reception on June 14, 2016. The event featured special remarks by Joaquin Carcaño, the lead plaintiff in *Carcaño v. McCrory*, a lawsuit challenging North Carolina's law banning transgender people from accessing restrooms consistent with their gender identity; NYCLU client and transgender rights advocate Mary Moss; James Esseks, ACLU Director of the LGBT & HIV Project; and NYCLU Executive Director Donna Lieberman. Several Kirkland attorneys and summer associates attended.

## Jason Parish Named to Best LGBT Lawyers Under 40 List



Jason Parish

The National LGBT Bar Association named litigation partner Jason Parish to its annual Best LGBT Lawyers Under 40 list. The list recognizes LGBT attorneys who have distinguished themselves in their field and have demonstrated a profound commitment to LGBT equality. Jason was honored during the Lavender Law Conference & Career Fair in Washington, D.C., in August 2016.

## Kirkland Hosts Equality Illinois' Taste of Pride

Kirkland's Chicago office hosted and sponsored the Equality Illinois Tribute Reception: A Taste of Pride on June 2, 2016. The reception kicked off with welcome remarks from litigation partner Rusty King and followed with food tastings from popular local restaurants. Illinois Senate President John Cullerton also spoke at the event, and Equality Illinois introduced its new CEO, Brian C. Johnson.

## Kirkland Receives Perfect Score on Corporate Equality Index for 10th Consecutive Year



Kirkland received a 100-percent score on the Human Rights Campaign 2017

Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. This is the 10th year in a row that the Firm received a perfect score and the designation as a Best Place to Work for LGBT Equality.

## Kevin Morris Speaks at Chicago Committee Event



Kevin Morris

Corporate partner Kevin Morris was a panelist at a Chicago Committee event on July 21, 2016. The panel, part of the Chicago Committee's C.O.R.E. series, focused on the ins and outs of

equity partnership. Kevin is a Chicago Committee board member; the nonprofit aims to foster racial and ethnic diversity in the legal profession.

## Partners Host KCS Events

Several partners recently hosted Kirkland Connection Series events. The "happy hour"-type series invites diverse associates to connect with partners in their practice.

- October 19, 2016: IP litigation partner Amanda Hollis and litigation partner Andrew Kassof
- October 17: Litigation partner Barack Echols
- October 13: Corporate partner Rick Campbell and Global Management Executive Committee member and restructuring partner Jamie Sprayregen
- June 8: Litigation partners Andy Clubok and Matt Solum
- June 1: Corporate partner Chris Torrente and Global Management Executive Committee member and corporate partner David Fox



The DLS recently presented two "Path to Success" events featuring senior leaders at the Firm.

## DLS Presents "Path to Success" Events

On June 7, 2016, the Chicago office hosted a dialogue between Global Management Executive Committee member and litigation partner Leslie Smith and Global Management Executive Committee member and debt finance partner Linda Myers. Linda posed questions to Leslie about how she has navigated her legal career, and both women shared insights based on their collective 50+ years at Kirkland.

On October 27, 2016, the New York office hosted a dialogue between IP litigation partners Dale Cendali and Josh Simmons. Josh spoke with Dale about how she has navigated her legal career, including the role diversity has played.

"Path to Success" is a semiannual videoconference speaker series launched by Kirkland's Diversity Leadership Series in 2014. The series aims to give attorneys the opportunity to learn more about senior leaders (both diverse and non-diverse) and their practices. Speakers are invited to share stories about their career paths while advancing the diversity dialogue and fostering new professional connections at the Firm.

## Kirkland Sponsors LCLD Alumni Conference, Hosts Programming

Kirkland sponsored the fifth annual Leadership Council on Legal Diversity Fellows Alumni Conference and hosted a full-day program on June 24, 2016, at the Chicago office. The event included several guest speakers who discussed the need to increase diversity at the leadership levels within law firms and legal departments. Litigation partner Barack Echols (2013 Fellow) and IP litigation partners Jeannie Heffernan (2014 Fellow) and Diana Torres (2012 Fellow) attended the conference.

## ALLSA

### Kirkland Hosts Networking Events for Rising 2Ls

This past summer, Kirkland's U.S. offices welcomed diverse and women law students in the class of 2018 for a series of networking events to meet Kirkland attorneys and learn more about the Firm before on-campus interviews. More than 500 students representing 50 law schools attended the events.

### Kirkland Partners, Summer Associates Attend SEO Recruiting Event

This past summer, Kirkland attorneys attended a recruiting event for Sponsors for Educational Opportunity (SEO) at New York University Law School. Kirkland is a longtime sponsor of SEO, a key pipeline organization for diverse law students from top feeder schools. The event provided the opportunity for the rising class of diverse legal talent to meet with Kirkland attorneys and other SEO sponsors.

Kirkland attendees included litigation partner Atif Khawaja, who spoke on the panel "What Does a Litigator Really Do?," litigation partners Adam Humann and David Flugman, corporate partner Shawn O'Horgan and several summer associates.

# AFFINITY GROUPS



Kirkland is a sponsor of the Dr. Martin Luther King, Jr., Living Memorial Project in Chicago. The ribbon cutting for the art installation took place on August 5, 2016.

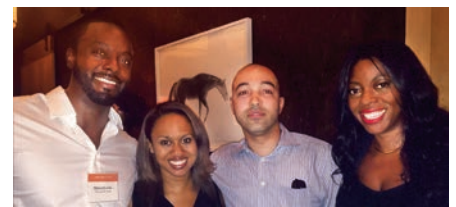
## Kirkland Sponsors Dr. Martin Luther King, Jr., Living Memorial Project

Kirkland is a sponsor for the Dr. Martin Luther King, Jr., Living Memorial Project in Chicago, which commemorates the 50th anniversary of Dr. King's historic 1966 march through Chicago's Marquette Park to protest housing segregation. The multifaceted Living Memorial Project includes a permanent art installation and festival. Long-term components of the project include a Youth Policy and Leadership Fellowship Program and a newly constructed art studio.

Corporate partner Kamran Bajwa is a member of the Living Memorial Project's planning committee. The Inner-City Muslim Action Network (IMAN), a Kirkland pro bono client, has played a leadership role in moving the Living Memorial Project forward over the past several years.

## Kirkland Sponsors KALAGNY 30th Anniversary Gala

On June 8, 2016, Kirkland sponsored the Korean American Lawyers Association of Greater New York (KALAGNY) 30th Anniversary Gala. The theme, "Halfway to Hwangab: Celebrating the Past 30 Years and the Next 30 Years to Come," honored past and present leaders who contributed to the success of the organization. Kirkland's New York Asian American Affinity Group was among those invited to the event. Attendees included debt finance partner Yongjin Im, capital markets partner Michael Kim and associate Ming Lim, corporate associates Kim Sangbeck, Thomas Lee and Lisa Phua, IP litigation associate Sam Kwon, and summer associates Keli Huang and William Son.



Kirkland attorneys, summer associates and alumni attended 14 Affinity Group events this summer.

## Affinity Groups Host Summer Events

Affinity Groups in the Firm's Chicago, Los Angeles, New York and Washington, D.C., offices hosted 14 events over the summer. The events included gatherings with summer associates, diversity BBQs and dinners, and an alumni cocktail hour.

### 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.