



A Note from Skadden, Arps' Diversity Committee Co-Chairs



Jeff Dasteel



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This is the first edition of *Facets*, a communiqué devoted to highlighting the diverse composition, interests and activities of the people at Skadden, Arps. As the co-chairs of the firm's Diversity Committee, we hope this new publication will help demonstrate and celebrate our varied perspectives and experiences.

In this issue, we talk to Skadden intellectual property and technology partner **Dan DeVito**, who is an active member of the board of the American Intellectual Property Law Foundation, an organization dedicated to encouraging minority law students to pursue careers in the field of intellectual property. **Tina Tchen**, a litigator in our Chicago office, discusses some of her many efforts to assist diverse communities. We also feature **Walter Mosley**, a former summer associate at Skadden, who took a break from his bar exam studies this summer to tell us about his experience at the firm and as a former volunteer in South Africa. And we speak to Skadden's diversity manager, **Edwin Bowman**, about

the importance of education, training and other "anchors" in diversity management at the firm.

Skadden is pleased to work with a range of organizations whose missions, programs and symposia explore multicultural, gender and lifestyle issues. In this edition of *Facets*, we examine just a few of the notable events we've hosted and supported recently, including a theatrical presentation on culture and race by playwright and actor **Anna Devereare Smith** and a talk with former Ford Motor Co. vice president **Allan Gilmour**, who discusses his experiences as a gay executive.

We hope you will enjoy reading about the programs, initiatives and ideas highlighted in this and future editions of *Facets*. As always, we welcome your comments.

Jeff Dasteel, Mike Lawson and Kayalyn Marafioti

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(partners unless italicized)

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Partner Tina Tchen Balances Community Involvement and Law-Firm Career



Tina Tchen

When we sat down with Skadden litigation partner **Tina Tchen** to review her public service in the community, the question wasn't what to talk about. It was what to talk about first.

"I've always worked on women's issues," says Tina, a litigator in Skadden's Chicago office. When she first moved to Illinois from Massachusetts in the 1970s, just after receiving her undergraduate degree at Radcliffe College, she was

active in the movement to support ratification of the Equal Rights Amendment. Later, while a student at Northwestern University School of Law and serving as vice president of the Illinois chapter of the National Organization for Women, she led Illinois NOW's efforts to draft and pass the Illinois Criminal Sexual Assault Act, which modernized the state's rape laws. Today, Tina has just ended a six-year stint on the board of the Chicago Foundation for Women. "I'm on the alumni board now," Tina explains, adding that the CFW "raises and gives away about \$1 million a year in grants to organizations that support women and girls." The groups that receive those grants run the gamut from battered women's shelters to job training centers for welfare mothers to sports programs for young girls.

Those efforts alone would be a considerable load for many people to carry, especially added on top of a successful career as a litigator. But it's only the beginning of Tina's work in the community. She is also a member of the board of the Chinese American Service League, which provides services in Chicago's Chinatown, including job placement and language skills. "We support elderly Chinese living in Chinatown," providing health care and other services for the housebound, Tina explains. The organization also operates a senior housing center, a day care center for preschool children, a youth center for teens and a chef training program — as Tina says, "we provide a full array of social services for the very young to the very old."

Tina's commitment to promoting diversity in the legal profession is a major part of her work with the American Bar Association's Section on Litigation. One of her current positions is co-director of divisions for the chair of the litigation section in 2006-07 — meaning that she'll be helping the section chair put together all the programming for that year. "The woman I

will be helping is Kim Askew from Hughes & Luce, the first African-American to chair the section," Tina says. Among Tina's many responsibilities will be to assist in the expansion of the ABA's outreach to minority law students and the variety of networking activities for minority lawyers. She also serves on the ABA President's Commission on Diversity. "The commission's focus is on trying to increase the numbers of minorities who attend law school by focusing on the pipeline," Tina says, explaining that they endeavor to find ways to encourage more high school and college students from under-represented groups to consider entering law school.

Her community efforts don't interfere with Tina's litigation practice. She has been involved in significant securities actions and other business litigation throughout the country, as well as in many federal class action suits defending the Chicago Housing Authority and the Illinois Departments of Children and Family Services, Public Aid and Human Services. Tina does all this in addition to being a single mom, raising 17-year-old Patrick, born during her former marriage, and 8-year-old Emma, whom Tina adopted from China. How does she do it?

"Part of it is, I don't sleep a lot," Tina admits. But she laughs and says, "The firm has always been very supportive of the work that I do and my family commitments."

"There is a way of both having a very fulfilling practice and being able to do other work that rounds out my life."

She adds, "There is a way of both having a very fulfilling practice — Skadden's practice is the best in the world, and I've argued at the U.S. Supreme Court and handled cutting-edge litigation as my practice — and being able to do other work that rounds out my life. I have business clients, and I'm doing top business work, and yet at the same time, I'm doing some very meaningful and important work on the local and national scenes for my community. It's very fulfilling." Tina says, "I'm very appreciative of the firm for giving me the opportunity."

Partner Dan Devito and the AIPLEF Encourage a New Generation of IP Lawyers

New York intellectual property and technology partner **Dan DeVito** didn't set out to become a lawyer. Instead, he pursued his passion for science, and after earning a degree in electrical engineering, he worked for a few years on military projects such as the F18 fighter jet. After a few years, Dan realized that if he wanted to further his career, he'd have to come up with a creative alternative to advancing through the ranks of management. His boss, after all, spent more time dealing with schedules and budgets than with hands-on science and engineering. If Dan pursued an MBA, he might end up making the same compromise.

It was when Dan got the opportunity to spend a couple of days with a patent lawyer that he experienced what he calls an epiphany — he could be a lawyer and an engineer. Moreover, he could have a career in litigation that allowed him to be immersed in science, as well. “It’s made for me,” he says of his career in patent litigation. “It fits like a glove.”

Hoping to guide other young lawyers into the career he loves, Dan was nominated to the board and elected a trustee of the American Intellectual Property Law Education Foundation (AIPLEF), whose mission is “to provide opportunities for under-represented minorities in intellectual property law.” Dan’s interest in the organization isn’t just about helping students; he believes that the field of intellectual property stands to benefit from gaining a more diverse set of lawyers.

However, Dan points out that valuing different backgrounds and viewpoints isn’t enough: “I strongly believe that diversity is a good thing. The question is how to get there.” A natural first step is increasing the heterogeneity of the base from which law firms draw their talent. “If the field you’re hiring from is more diverse,” Dan says, “within several years, your workplace should be more diverse.”

The AIPLEF works to increase diversity in three major ways: granting scholarships, providing internships and establishing mentor-mentee relationships. Currently, in

addition to carrying out his fiduciary responsibilities as a trustee, Dan is most directly involved in finding money for scholarships. He serves on the board of the New York Intellectual Property Association, a group that includes lawyers, independent inventors, intellectual property owners and a wide range of other professionals. Recently, he was instrumental in convincing the group and Skadden (among other firms) to donate money to the AIPLEF scholarship fund.

Dan hopes to establish an AIPLEF internship at Skadden, and he wants to encourage more lawyers to be mentors — including both experienced attorneys and those just starting out. “Younger lawyers may be more in touch with the questions and issues law students will have,” he says, “and students may be able to relate to them more readily. Mentors will be able to talk about the realities of building a career in intellectual property law, as well as discuss substantive issues and analysis if needed.” Though Dan is not a mentor himself yet — fundraising is still his primary work with the AIPLEF — he adds, “Eventually, I hope to dedicate more of my time to it.”



Daniel DeVito

“You have to start with the basic credo that diversity will enrich the profession — any industry, any profession.”

Dan believes his area of law stands to benefit greatly from having a more diverse set of practitioners. “Intellectual property reaches across borders,” he says, pointing out that many of the precepts of intellectual property law are fairly common throughout most jurisdictions. “It’s one of the more universally recognized bodies of law.” With that international reach comes the need to understand and interpret wide-ranging beliefs and attitudes. However, Dan

thinks the diversity-oriented efforts of the AIPLEF could and should be more widely adopted by other fields of law. He says, “You have to start with the basic credo that diversity will enrich the profession — any industry, any profession.”

To learn more about the AIPLEF, visit the Web site at <http://www.aiplef.org>.

Bridging the Gap for Aspiring and Visiting Lawyers

A number of career education programs support and encourage students' interest in career paths in law, among them the **Sponsors for Educational Opportunities Corporate Law Program (SEO)** and **Exploring**.

Skadden has been a partner with SEO for more than 10 years. The program offers minority students entering law school and other professional studies an opportunity to gain practical work experience through summer internships at participating firms. We hosted two SEO interns this summer: **Tope Yusuf** and **Jennifer Chen**, who will enter Columbia University School of Law and New York University School of Law, respectively, this fall. Tope and Jennifer worked in a legal assistant capacity, assisting

on projects such as transaction closings, and went through a six-day intensive course designed to introduce them to subjects they will be studying as 1Ls.

“...they're taking care of us, making sure we're getting the experience we should.”

“It's been amazing,” Tope said, describing her work at the firm.

“Skadden has a few SEO alums, and they're taking care of us, making sure we're getting the experience we should.”

Jennifer said that she learned critical facts about the reality of the legal profession. “I can't remember what it's like not to know something as basic as the difference

between transactional law and litigation,” she said. “The different law firms aren't just names to me anymore.”

In July, New York corporate finance partner **Phyllis Korff** co-led a panel discussion on “The Life (and Death) of an IPO” for summer interns across the city in SEO's Corporate Law Program.

We also partner with **Exploring**, a career education program for high school students who have expressed interest in various professions. Skadden is a participant and supporter of the legal profession track. Our attorneys and administrators meet with students and offer guidance on topics such as types of legal careers, applying to law school, how lawyers think and law firm organizational structures. For the past two years, Skadden has included a practical project for the students focused on understanding the First Amendment. Skadden's diversity manager, **Edwin Bowman**, also serves on the Exploring board.

Various programs also facilitate practicing attorneys' efforts to broaden their professional experience, particularly outside the borders of their home country. One of them is The Cyrus R. Vance Center for International Justice Initiatives' **South African Visiting Lawyer Program (SAVLP)**, in which Skadden has participated for the past few years. SAVLP seeks to promote equal opportunity and diversity in the legal profession by providing one-year working fellowships in leading law firms and in-house legal departments to black South African attorneys. We will host our third South African visiting attorney in the New York office this fall.

Quotables: Skadden in the News

Skadden Makes the 'A-List'

Skadden was once again named as one of the 20 firms on *The American Lawyer's* “A-List” of firms recognized for their achievements in four areas: successful law practice, *pro bono* performance, associate development and workplace diversity.

Diversity Within Firms and Schools

Skadden's diversity manager, **Edwin Bowman**, has been quoted in two articles in the *New York Law Journal*. In the first article, Edwin spoke about a report indicating that racial, ethnic and gender diversity is on the rise in New York law firms (“Report Reveals Increased Diversity Among Associates,” June 3). Eighty-two of the 86 law firms invited to participate became signatories to the study, which Edwin said was in itself evidence of a commitment to change. “I've

never seen a survey with that high a response rate,” Edwin said. “People are interested and taking it seriously, and they want to be a part of anything that seems productive and constructive.”

In an earlier article, Edwin and others spoke about a survey given to incoming students at six different New York law schools to determine the effects of racial and class diversity in the student body (“The Value of Student Diversity,” September 3, 2004). Edwin said that, regardless of the survey's results, “It's a snapshot that could be very helpful in getting us to assess the things we need to be aware of. Just awareness, all by itself, gives you a way of being proactive in terms of how you treat people, how you deal with things that bother them.”

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Quotables: Skadden in the News

Best Ways to Promote Diversity

Our diversity manager also was quoted in an article in *Law Firm Inc.* about the best ways of promoting diversity within law firms (“Everyone’s Responsibility,” December 2004). Edwin, along with the diversity managers at Shearman & Sterling LLP and Thelen Reid & Priest LLP, talked about the importance of partner support, different ideas about what “diversity” means and various lessons they have learned. Edwin said that mere numbers were not the best way of judging the impact of diversity initiatives. “For me, one of the things is people’s enthusiasm for what you’re doing and just their curiosity,” Edwin said. “Just to have an open dialogue about diversity suggests that you’ve made some kind of inroads.”

Harriet Posner Among the ‘Women Making a Difference’

Los Angeles litigation partner **Harriet Posner** was featured as a 2005 honoree for the *Los Angeles Business Journal’s* “Women Making a Difference” awards, celebrating inspirational women business leaders. The 14th annual awards luncheon was held at the Biltmore Hotel on August 24, and each honoree was profiled in the August 29 edition of the publication. Harriet’s profile described the contributions she has made to various associations across both legal and educational nonprofits in Los Angeles. The

publication wrote, “The goals of these associations range from encouraging the creation of films with a social message, taking action against sexual harassment in the workplace, obtaining fair legal representation for the poor, investing in outstanding education for children of all backgrounds and advancing the rights of women.”

Dana Freyer Cited for Efforts to Restore Afghanistan’s Greenery

New York international arbitration partner **Dana Freyer** was quoted in articles in *The American Lawyer*, *The Wall Street Journal* and *The New York Times* in connection with the efforts of the Global Partnership for Afghanistan, an organization she co-founded to help rebuild the country’s agriculture. The *Wall Street Journal* article recognized the many governmental and civilian efforts to rebuild Afghanistan in the wake of the Taliban (“U.S. ‘Involvement’ Is About More Than POW Camps,” May 27). The column wrote, “If Afghanistan rises from the ashes of its awful late 20th century history, it will succeed because of U.S. involvement of a sort and quality not often seen on the front page.” One of the organizations praised for innovative and selfless assistance was Dana’s group, the Global Partnership for Afghanistan. “We want to create sustainable businesses, with training,” Dana said, “not just hand stuff out to them.” Dana and GPFA will be profiled in the next issue of *Facets*.

Beyond Our Walls: Leaders in Law, Business, Education and Arts Speak on Diversity

A major component of Skadden’s diversity strategy is communication with our attorneys, peers in the legal and business communities and law students through our seminar series hosted at the firm. We also engage in community outreach through our ongoing participation in, and support of, external activities and programs held by various organizations.

Our seminars provide forums in which our attorneys and guests explore aspects of diversity through the eyes of distinguished speakers from various backgrounds. In the past year, the series has included presentations by:

- > **Barbara Arnwine**, the Executive Director of the Lawyers’ Committee for Civil Rights Under Law, who was the featured series speaker in our New York and Washington, D.C. offices. Ms. Arnwine discussed the impending reauthorization of the Voting

Rights Act, in particular the regional public hearings of LCCRUL’s National Commission (for which Skadden attorneys did research). Skadden’s executive partner, **Bob Sheehan**, is a member of the LCCRUL board. New York litigation partner **Vaughn Williams** headed up a group of Skadden attorneys, including associates **Ben Handler** and **Elissa Doyle**, and summer associates **Bryan Brooks**, **Casey Dwyer**, **William Katt**, **Edward Tulin**, and **Leon Willis**, who worked on a report concerning voting rights issues in various states that were the subject of the Northeast regional hearing.

- > **Professor Derrick A. Bell, Jr.** who spoke about the implications of the *Brown v. Board of Education* decision in a program entitled, “Race: The Unsolvable Dilemma for American Democracy.” Professor Bell is a visiting professor at New York University School of Law.

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Beyond Our Walls

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- > **Judge Robert Carter**, a U.S. District Judge in the Southern District of New York and one of the primary architects and strategists of *Brown v. Board of Education*, who reflected on civil rights and racial justice in the 50 years since the historic case.
- > **Allan Gilmour**, retired vice chairman of Ford Motor Co., who spoke at a program held in conjunction with Lesbian, Gay, Bisexual and Transgender Pride Month. The theme of Mr. Gilmour's talk, "Sometimes Invisible: LGBT in the Professional Workplace," included references to his own experience as a gay executive.
- > **James R. Jenkins**, senior vice president and general counsel of Deere & Co., who shared his perspectives on diversity in the legal profession and the professional characteristics of successful attorneys.
- > **Anna Deveare Smith**, playwright, actor and New York University professor, who provided a theatrical and interpretive presentation on issues of race, community and character in America.

Other seminars have included presentations by **The Minority Corporate Counsel Association** on its "Pathways to Diversity" research series and a video conference on the University of Michigan Law School's affirmative action case in the U.S. Supreme Court. Skadden attorneys wrote amicae briefs in support of Michigan Law School on behalf of the Clinical Legal Education Association, Representative Richard A. Gephardt (D-Mo.) and other members of the U.S. Congress and several Michigan Law School minority student organizations.

Our community involvement also extends to supporting the events and activities by law student associations, bar associations and other public interest organizations whose mission is to enhance diversity in the legal profession and the larger business arena. The firm and many of our attorneys are members of those organizations and

make it a point to attend gatherings that provide an opportunity to network and share ideas. The numerous organizations and events we represent or support, in one form or another, include:

- > American Bar Association President's Commission on Diversity
- > Asian American Legal Defense and Education Fund
- > Asian Pacific American Law Students Association
- > Association of the Bar of the City of New York
- > Black Law Students Association
- > California Minority Counsel Program
- > Catalyst
- > A. Leon Higginbotham Corporate Leadership Award Dinner
- > Hispanic National Bar Association
- > John M. Langston Bar Association of Los Angeles
- > Latin American Law Students Association
- > Lesbian Gay Bisexual Transgender Law Students Association
- > Los Angeles Lesbian and Gay Bar Association
- > Metropolitan Black Bar Association
- > Minority Corporate Counsel Association
- > NAACP Legal Defense and Education Fund
- > National Council for Research on Women Annual Conference
- > National South Asian Bar Association
- > New York Women's Foundation
- > Puerto Rican Bar Association
- > Puerto Rican Legal Defense and Education Fund
- > Practicing Attorneys for Law Students Program
- > "Race in Large Law Firms" Conference (Chicago)
- > Sponsors for Educational Opportunities Corporate Law Program

Tell Us What You Think

We welcome your feedback and questions about the programs and initiatives highlighted in this issue or story suggestions for future editions of *Facets*. Email us at facets@skadden.com.

Former Summer Associate Travels from South Africa to Skadden

No first-year law student wants to miss orientation at Harvard Law School, but **Walter Mosley** had to.

Missing that critical introduction to law-school life meant his first two weeks of classes involved even more than his fair share of 1L confusion. To top it all off, he also was battling a serious case of jet lag.

Walter, as it turns out, was not present at the start of his first semester at Harvard in 2002 because he was in South Africa, where he was winding up his work as a Microsoft Fellow. In the countryside, he helped deploy a communications software package called Centra as a way for citizens of rural communities in southern African nations to better participate in government. “The technology was connected via the telephone line, and rare electricity access points located usually at the post office or church,” Walter explains. “With the communication technology, villagers could talk or give testimony at various plenary meetings or debates on various issues, especially those relating to HIV and AIDS — youth education, the impact on families and drug costs.” Centra included a wide array of technologies, all of which worked to open up the lines of communication between government representatives and the community.

“South Africa is the most developed country in Africa,” he says, “and a lot of parts are very First World with tremendous access to technology. You can be at a swimming pool with wireless access. But if you drive 30 miles out of the city, you’re in a village. There’s one land line, and you pay some guy 50 cents to be able to use his phone.” Walter looked for technology access points for the citizens of South Africa, Namibia, Botswana and Zimbabwe, and he presented details of his work at the World Summit on Sustainable Development in Johannesburg in 2002.

Walter left South Africa with a renewed appreciation for the democratic process and a drive to succeed, as well as with strong ties to people he considers his adopted “extended family.” Once back in the States, Walter quickly found his way at Harvard, eventually becoming line editor at the *Harvard Journal of Law and Technology*, solicitation editor at the *Harvard Black Letter Law Journal*, a research assistant to the Harvard Civil Rights Project and the holder of multiple offices within the Black Law Students Association. He knew he had numerous options for his future.

Just before law firm interviews were to begin for the summer of 2004, Walter went to a panel discussion at Harvard featuring Skadden employee benefits and executive compensation partner **Mike Lawson**, himself a Harvard Law School alumnus, who is resident in the firm’s Los Angeles office. Impressed, Walter struck up a conversation with Mike later but admitted he wasn’t looking at Skadden. He had heard that the attorneys there weren’t a tremendously diverse group. “Mike said, ‘Well, it’s my job to dispel that rumor. What can I do to change your mind?’” Walter says.

The first thing Mike changed was his return flight to Los Angeles so that he’d have time to meet with Walter and other students. “He painted a different picture for me,” Walter says. “At that point, I reshuffled my bids.” Before Walter met with Skadden’s global hiring partner, **Howard Ellin**, Howard had talked to Mike and knew enough about Walter to make their initial interview “much more insightful and interesting,” Walter says. “Usually it takes you 20 minutes just to break the ice.”

His final verdict: “Hands down, it was easy to pick Skadden. No other firm showed me that full package,” he says, speaking of the personal attention, training and overall excellence the firm offered. “Practicing law is tough enough, I imagine, and trying to do it without real support and training doesn’t make a lot of sense.”

Walter’s summer experiences at the firm’s New York office lived up to his expectations. Although he enjoyed classic Manhattan activities such as Shakespeare in the Park, what interested him most was the quality of work he got to handle from the very beginning. By the end of his first week, Walter was already involved in the initial

public offering of movie studio DreamWorks Animation, Inc. — a deal that let him collaborate with attorneys in Skadden’s Los Angeles office as well. “I noticed the same kind of supportive, interactive environment across the firm,” he says.

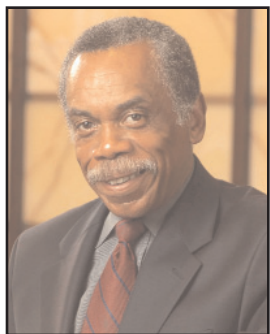
With Harvard behind him, Walter spent this summer studying for the bar exam in California and preparing for his clerkship with Judge Damon Keith of the U.S. Court of Appeals, Sixth Circuit. Walter’s not yet certain which path he’ll pursue after his clerkship ends in 2006, but he already knows at least one place he’ll return to: South Africa, where he still works with a non-profit organization, and where his adoptive extended family is always ready to welcome him back.



Walter Mosley

“I noticed the same kind of supportive, interactive environment across the firm.”

Skadden's Diversity Manager on 'Anchors' of Diversity Program



Edwin Bowman

Skadden's longstanding commitment to ensuring the firm's hiring, promotion and retention of talented and skilled attorneys of diverse backgrounds was formalized when we established a Diversity Committee nearly 20 years ago. Skadden's diversity manager, Edwin Bowman, who joined the firm in 2001, discusses some of the driving forces behind our endeavors in this area:

Question: What are the primary areas of focus for Skadden's diversity efforts?

EB: There are four key areas that anchor diversity management at Skadden: firm culture and leadership; metrics and measurement; communications; and education and training.

Question: What is Skadden's approach to education and training as it relates to the firm's diversity program?

EB: Training is an ongoing process at Skadden, and we regularly conduct awareness and skills building sessions for all firm attorneys. Beyond informing our attorneys of the firm's policies and practices, which is obviously very important, our training programs also include interactive components designed to further individual respect for the different cultures represented at the firm and reinforce the importance of open communication and productive interaction. We don't conduct training for training's sake, but rather to maximize the vast opportunities for professional development that are available in a global firm such as Skadden, as well as to ensure that we are delivering the highest level of service to our clients.

Question: How do culture and leadership at the firm tie into Skadden's diversity goals?

EB: Behavior that enhances diversity must be exhibited throughout the firm, beginning at the highest levels. That is very much the case here when you consider the commitment on the part of the senior management of the firm, including our Policy Committee. The commitment of time and resources to enhance diversity then cascades throughout the firm.

Question: It can be misleading — yet tempting — to rely on numbers and percentages as indicators of progress in recruiting, retaining and promoting a diverse workforce, yet no one disagrees that there needs to be some metric for evaluating the effectiveness of diversity programs and initiatives.

EB: Numbers and percentages do play a role in measuring the outcome of our efforts in recruitment, retention and promotion. However, it's important to look at, and measure, progress vis-à-vis the pool of available talented legal professionals and how similarly situated firms, with the same business needs and hiring criteria, are faring with regard to their efforts. The question becomes not just a numbers game but one of "are we getting our fair share?". Applying a business model to the management of diversity requires a knowledge of factors we must compete with in order to get the best of the talent pool and to be able to measure our efforts versus results.

Question: What are some of the emerging issues in the area of diversity management?

EB: We see more formal and informal dialogue taking place between in-house counsel and their law firms on ways to improve diversity, in terms of race and gender, in the profession. For example, our global hiring partner, **Howard Ellin**, recently spoke on a panel alongside senior legal counsel from a leading *Fortune* 100 company and major professional services firms on the importance of fostering women leaders in the legal profession. With the increased dialogue comes added focus on accountability for the development and effectiveness of diversity-related initiatives. Lastly, I also believe that defining "global diversity" and how the issues are managed outside the U.S. will require more attention.

Question: How did the publication get its name, *Facets*?

EB: We wanted to tap into the creative talent of our attorneys and staff so we solicited suggestions from all across the firm and received enormous feedback. We received more than 200 responses from our offices in cities around the world. The Diversity Committee voted from a list of finalists, and *Facets* was the winner. One of our mottos is "managing diversity is everyone's responsibility," and the outreach to all attorneys and staff was also another opportunity to directly engage them in the firm's diversity initiatives. Our personnel are stakeholders, not merely spectators, in our success in maintaining and expanding a diverse workplace.