

SKADDEN'S DIVERSITY PUBLICATION | WINTER '14

Skadden



To Our Readers

Winter '14

As this edition of *FACETS* illustrates, the legal industry's mindset has significantly shifted over the 25 years since I joined Skadden. Firms increasingly have recognized not only the value of cultivating a diverse workforce but also the many forms diversity takes.

In the profile of Ana Duarte McCarthy, the Citigroup chief diversity officer describes the difficulties a global corporation — or law firm — faces in fostering diversity and inclusion in countries in which national values may conflict with corporate ones. In our *FACETS* Interview, former Skadden associate Kimberly Harris, who now heads America Needs You, a nonprofit supporting first-generation college students, discusses the evolving approach to diversity and inclusion. We also look at several of our own programs and initiatives — Skadden remains dedicated to promoting diversity and inclusion not only at our firm but throughout the legal industry.

As always, we welcome your feedback and ideas for future editions. Please email me at eric.friedman@skadden.com or the magazine at facets@skadden.com.

Warm Regards,



Eric Friedman
Executive Partner

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Skadden Hong Kong

Supporting LGBT Diversity and Inclusion Throughout the Legal Community

Photo by Graham Uden



For a global law firm such as Skadden, each office presents unique diversity and inclusion issues and opportunities.

"Hong Kong is definitely a more challenging environment for LGBT individuals than northern California, where I studied law, or London, where I previously worked," says associate **Mike Kung**.

"People tend to separate their personal and professional lives more here, and LGBT individuals are less likely to come out at work. Many local businesses and law firms don't have policies regarding sexual orientation and may not even have considered them."

To address these challenges and promote LGBT diversity and inclusion throughout the legal community, attorneys in Skadden's Hong Kong office participate in a range of events and initiatives.

In September 2013, office head **Alan Schiffman** spoke on a panel on "Inclusion in the Workplace" at the

Inclusion Recruitment Conference. The conference was organized by the Queer Straight Alliance (QSA), a Hong Kong University (HKU) student-run organization that organizes a mentorship program for LGBT students from HKU and other universities, in which Alan, Mike and associate **Jim McCurley** have served as mentors for the past two years.

In December 2013, Skadden Hong Kong sponsored the launch event for Hong Kong Gay and Lesbian Attorneys Network, Hong Kong's first-ever professional association for LGBT attorneys, law students and legal professionals. The organization was set up by three lawyers: Mike Kung, Skadden alum Wally Suphap and Marc Rubenstein, the general counsel of Asia Pacific Land, a Skadden client. The organization's goals include providing a forum for discussing matters affecting the LGBT community in Hong Kong and globally. Alan served as the featured speaker at the launch event, which was attended by over 100 legal professionals.

"I think mentorship, networking and particularly outreach are essential," Mike says. "A lesbian student recently approached me and said she felt comforted that businesses and law firms were recruiting at such programs because she had feared that many employers might discriminate against her."

Over the years, the office also has developed strong ties with Hong Kong's largest and most prominent LGBT organization, the Tongzhi Community Joint Meeting (also known as the "Pink Alliance"). TCJM/Pink Alliance sponsors and organizes LGBT events, like the annual "Out in the Open" beach party and the annual Gay Pride parade, and it advocates for issues such as protections under Hong Kong's antidiscrimination laws. The firm represented the organization *pro bono* in its application for charitable organization status and hosts its quarterly board meetings.

Above (L to R): Associate Mike Kung, attorney recruiting and development manager Mary Schaus, partner Alan Schiffman and associate Jim McCurley.

Ana Duarte Citi's Chief Diversity Officer

On the State of Diversity and Inclusion, Opportunities and Challenges for Global Companies, and How Her Childhood Informs Her Work

When Ana Duarte McCarthy joined Citigroup's diversity and inclusion department in 1995, the concept of diversity in the corporate world didn't extend beyond race and gender. The newly launched department was replacing Citi's existing affirmative action program, and initiatives such as affinity groups, flexible work schedules and the like were years away.

Now a managing director and the chief diversity officer at Citigroup, Ana is responsible for ensuring the hiring and development of diverse talent, fostering an inclusive work environment and promoting management accountability across a corporation with more than 250,000 employees in 16,000 offices in 140 countries.

In November 2013, Ana came to Skadden's New York office to discuss her background, career and perspective as the head of diversity at Citi. Skadden's Latin/Hispanic Attorney Affinity Group hosted the talk in celebration of National Hispanic Heritage Month. Intellectual Property and Technology Partner and N.Y. Diversity Committee member **Jose Esteves** moderated the discussion.

"'Diversity' is such an interesting word, because it's used so broadly

across cultures and societies," Ana told the crowd of Skadden attorneys, alumni and invited guests. "We generally have thought about the concept as, 'all of the attributes that individuals have, whether or not they are visible and commonly recognized.' It's been an interesting journey to see how the term has been more and more broadly defined over time.

"In those early years, we saw a paradigm shift, as people and companies looked at broader cultural and social diversity, in areas like military veterans, people with disabilities and the LGBT community," Ana said. "But it's also been essential to keep in mind that the U.S. perspective regarding diversity doesn't always export. This conversation is very different than the one we might have at other offices around the world."

LGBT issues provide some of the starker country-by-country contrasts, Ana said. For example, although Citi's global code of conduct supports nondiscrimination, the company operates in more than 20 countries where it is illegal to be gay. "That's the social structure in those countries, which creates a real dissonance with our values. There are no easy solutions," Ana said. "But in my work, I have the opportunity to try to create a level playing field, focusing on policies,

practices, education and the awareness that people should embrace the equity that we should all have."

These efforts focus on three general areas: the workforce, the workplace, and Citi's clients and community, Ana said.

"In 1995, the U.S. workforce was about 22 to 23 percent racially/ethnically diverse. It's 42 percent diverse now. The change in demographics throughout the industry at all levels of the workforce has created a business imperative — a company that doesn't attract and retain diverse talent cuts itself off from a huge portion of the talent pool," Ana said. "So, to maintain that diverse team, we have to ask ourselves, 'What kind of workplace do we want to establish? Do people feel connected to each other? Is there a sense of respect?' The way we as a company answer these questions defines and determines our diversity strategy."

Citi also considers diversity and inclusion an opportunity to build its brand and deepen its relationships with its clients and local communities, as well as a chance to support equality and nondiscrimination, Ana said. The company, she proudly noted, signed on to an *amicus* brief in support of Edith Windsor, whose landmark U.S. Supreme Court victory secured federal benefits for gay couples. "We felt we had a compelling business reason to support the action. We presented a business case to our management — among other things, there's a cost for us to 'gross up' benefits," Ana said, referring to the policy of offsetting taxes on benefits levied only on same-sex couples. "It was a perfect alignment, an example of how we can

What kind of workplace do we want to establish? Do people feel connected to each other? Is there a sense of respect?

McCarthy

Photo by David Cross Photography



Partner Jose Esteves speaks with Ana Duarte McCarthy, the chief diversity officer at Citi.

bring the power of the franchise to support equity. And it was a fabulous moment, one we're very proud of."

Ana said that her key accomplishments include leading the global team that designed and launched Citi's flexible work strategies for employees, promoting leadership development initiatives for high-potential women and fostering Citi's employee network program (the equivalent of Skadden's affinity groups), which now totals nearly 100 networks.

She also discussed the ways that her background has shaped her view of diversity. "I was the only Dominican in my community. When my grandmother came to visit us in Oregon, there was a headline in the newspaper, 'Dominican Comes to Pendleton,'" Ana said. "I do think it informs a lot of what I do now, because we did face discrimination, overtly at times. This was during the 1960s, and there was a definite vibe, you were either white or black, and if you were brown, 'What are you?' People treated us

with disrespect very overtly." She also began working at Citi shortly after learning she was pregnant, at a time when corporations were only beginning to address the challenges faced by working parents.

Such experiences taught Ana to embrace her identity and consider it to be a strength, rather than hiding from or trying to "mask" it, she told the audience. "A lot of the work I do today is to help people not feel any type of shame, but rather pride in who they are," she said.

Looking ahead, Ana believes that the key diversity and inclusion issues for large corporations will include an increasing need to recruit and retain diverse talent, satisfy investors concerned with social responsibility and meet regulatory requirements, such as the yet-to-be-established diversity standards set forth by Section 342 of the Dodd-Frank Act. (The standards were announced in October and are now under a period of comment.)

As the discussion commemorated National Hispanic Heritage Month, Ana specifically addressed the impact of ongoing trends in Hispanic demographics. "Hispanics in this country are very segmented, and there are many variances between the various communities," Ana said. "While there are a lot of shared cultural values, and of course a shared language, there are a lot of nuances. But we've all been looked at as a single voting bloc, a single consumer constituency."

"This is a diverse community, and it's definitely the fastest-growing," Ana said. "The growth of the Hispanic community is going to change the dialogue around diversity — when 'minorities' become the majority, we can't keep using terms like 'minority' or 'majority.'"



The *FACETS* Interview Kimberly Harris

Kimberly Harris is the CEO of America Needs You, which helps first-generation college students 'select, secure and succeed' in their careers.

In 2009, Skadden associate **Kimberly Harris** (NY/M&A/'06) took on what turned out to be a career-changing *pro bono* matter. Kim agreed to help launch New York Needs You, a nonprofit that fights for economic mobility for ambitious, low-income college students. Among other contributions, Kim drafted formation documents, governance policies and vendor contracts. Once the program was up and running, its founder, Robert Reffkin, asked Kim to serve as a founding director. Kim interviewed the organization's first executive director, drafted the first application for its fellowship program, helped develop the curriculum and played a leading role in fundraising. "I worked on essentially everything you need to do for a startup," Kim says.

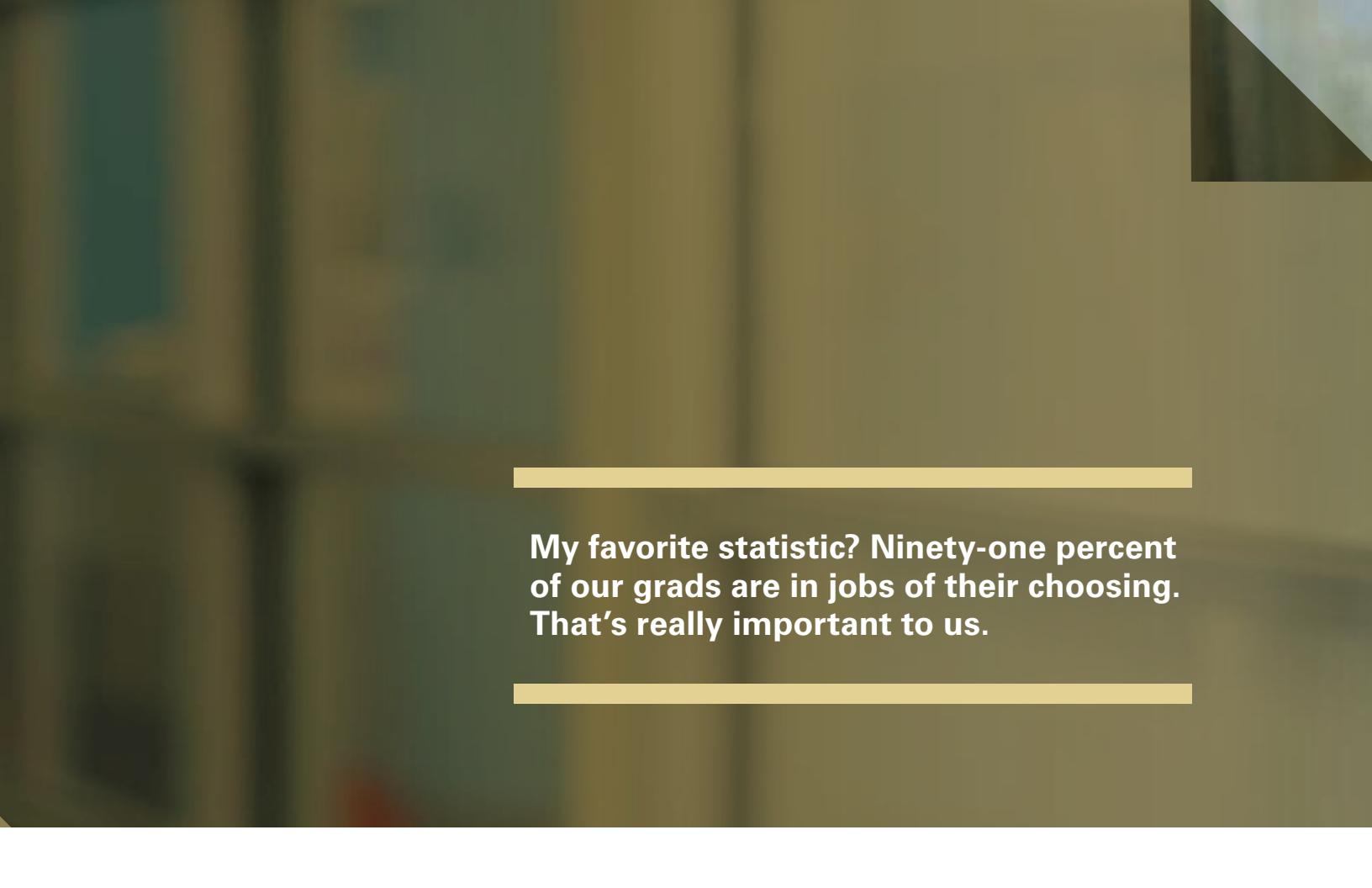
Then, in 2013, Robert asked Kim to come on board as CEO and lead the organization's national expansion. America Needs You, as it is now known, provides mentors and intensive professional development training to 250 college students in New York and New Jersey and soon will expand its program to additional regions on the East Coast. Kim manages 17 staff members and hundreds of volunteers, including Skadden

Corporate finance associate **Tiffany Meriweather** and summer associate **Chris Pyke**.

Kim recently sat down with *FACETS* to discuss America Needs You's mission, the challenges first-generation college students face and her transition from corporate attorney to nonprofit CEO.

Tell us about America Needs You. Why the emphasis on first-generation undergrads?

We focus on first-generation students for a very simple reason: Only 11 percent of these students actually graduate from college. The first generation drop-out rate is five times the rate of their peers. Those who do graduate have a lower matriculation rate to graduate school as well as lower income rates. Eighty-five percent of first-generation students come from low-income families — there's tremendous overlap of these two populations. In looking through this data, it was easy to see a clear link between professional success and whether one comes from a family in which the parents attended school. It's an extremely meaningful correlation, but very few nonprofits have taken up the issue.



Our mission is to fight for economic mobility for these students. We have complementary initiatives, but the flagship is the fellowship program. We work with 250 college students, matching them up with young professional mentor coaches and providing 28 intensive career development workshops over the course of the two-year program. We also have additional volunteers who present on different industries — finance, law, technology, media, anything you can imagine. We expect the students to dedicate 1,000 hours to the program over the course of the two years, their sophomore and junior years of college.

How did you make the transition from corporate attorney to nonprofit CEO?

New York Needs You's founder and its general counsel came up with the crazy idea for me to manage the organization. I thought, "But all I know how to do is run a deal." Once I learned more about the operational side of running a nonprofit, I jumped at the opportunity.

I had such an incredible experience at Skadden in M&A. I really loved deals, and I'm a numbers person. I knew that I wanted to transition into a managerial position, but there were so many aspects of my job at Skadden that I really loved — deal management, managing all the various stakeholders, bringing everyone together to meet a common goal. I also really enjoyed working with junior associates and helping them develop. I knew that I wanted to do something strategic, managerial and high-growth. Then this position just presented itself to me, and it seemed like an ideal fit — an expanding organization with a mission I believed in and the chance to manage an incredible team of people.

We have a lot of stakeholders — our staff, volunteers, fellows, governing board, Young Leadership Board, advisory board, donors, foundation partners, corporate partners, nonprofit partners, you name it. I think about them all every day. That's what I'm excited about. I get to work with all these people and figure out how to make their relationships with each other meaningful.

Now that the first class of fellows has graduated, how would you describe the results?

They speak for themselves. Our first class launched in 2010 — 100 percent of those students either have graduated or are on track to graduate shortly, and 98 percent of the graduates are either employed or in graduate school. My favorite statistic? Ninety-one percent of our grads are in jobs of their choosing. That's really important to us. We work exclusively with students from low-income populations. We don't want students to feel that they need to pursue a career simply because of the financial prospects. We want them to be in careers that are fulfilling and meaningful so that they can realize their full potential and live their best lives.

For more information or to find a way to get involved, visit [www.newyorkneedsyou.org](http://newyorkneedsyou.org) or email Kim at Kimberly.Harris@AmericaNeedsYou.org.

Asian Affinity Group Spotlight



Front (L to R): Sooryun Youn, Alec Chang, Grace Fu, Tony Sammi, Herina Lee; Back (L to R): Christian Choi, Gunjan Sharma, Dwight Yoo, Rakhi Patel and Naved Sheikh

Photo by Dave Cross Photography

Skadden's affinity groups play a key role in recruiting, workplace inclusion, business development, career development, peer networking and community involvement. The New York office is home to five attorney affinity groups — African American/Black; Asian; Hispanic/Latino; Lesbian, Gay, Bisexual and Transgender (LGBT); and Parents. Each issue, FACETS takes a closer look at one group.

Banking associate **Herina Lee** saw Skadden's Asian Attorney Affinity Group as a way to ease her transition into the firm as a lateral transfer. "I was relocating from Sydney, and I wasn't sure what to expect from a New York firm. As a midlevel associate, I had missed out on the training sessions and social events that help first years get to know the firm and their colleagues," Herina recalls. "But I was looking forward to meeting people and getting plugged into the Skadden community as quickly as possible, so I joined the affinity group on my very first day."

Antitrust partner **Alec Chang** considered the affinity group an avenue for meeting and supporting other Asian

American lawyers. "I got involved to help provide a place where Asian Americans could meet and talk with other people who were trying to do the same thing that they're trying to do — navigate the big law firm world," Alec says. "It was a chance to give back, while connecting with a lot of really interesting people."

M&A associate **Grace Fu**, a member of the group's steering committee and a coordinator of its general counsel talk series, joined in order to meet other Skadden lawyers and participate in the firm's diversity efforts. "Initially, I thought I was just going to take part in a few events each year, but it felt like more of a community than I had originally expected, so I wanted to take a more active role," Grace says.

As Alec notes, the wide variety of reasons for joining the group reflects its broad mission.

"One struggle for Asian affinity groups is that the term Asian is a pretty big umbrella — there are countless nationalities, ethnic groups and cultures that come under that definition," Alec says. "While many of the issues and concerns are shared by essentially all lawyers of Asian descent, others are unique to a particular group. Skadden's affinity group has been exceptional at bridging this potential divide."

Founded in 2008, Skadden's Asian Attorney Affinity Group's primary goals include providing the firm with a better understanding of how Asian attorneys can uniquely contribute to the firm's success, boosting the firm's recruitment and retention of Asian attorneys, strengthening existing and creating new relationships with Asian and Asian American alums and clients, enhancing the experiences of Asian attorneys and supporting the firm's commitment to *pro bono* work. These efforts have helped the firm earn national recognition: In November 2013, the National Asian Pacific American Bar Association (NAPABA) presented Skadden with the NAPABA Law Firm Diversity Award, in recognition of Skadden's dedication to "actively, affirmatively, consistently, and enthusiastically recruiting, retaining and promoting" Asian lawyers to leadership positions.

Skadden's Asian affinity group has more than 50 members in New York, as well as local groups in Los Angeles, Washington, D.C., Chicago and Palo Alto. In addition to monthly meetings, the New York group hosts approximately a dozen events a year, which provide opportunities to collaborate with affinity groups at clients, connect with alums, develop new skills, socialize and discuss issues Asian professionals face. Recent events include a joint client-alum workshop (including high-performing midlevel and junior professionals from Pfizer, Google, Thomson Reuters, Morgan Stanley, J.P. Morgan

and others) with John Kobara, who heads one of the nation's largest charitable foundations, and discussions with Zoetis General Counsel Heidi Chen and Nobel Peace Prize recipient Muhammad Yunus. [See sidebar.]

The affinity group's 2014 event plan emphasizes strengthening client relationships while advancing group members' professional development, such as a second workshop with clients and alums during Asian Pacific Heritage Month; additional speakers for the General Counsel Talks series, including GCs from Skadden clients; and continued participation in the Asian Affinity Roundtable, whose member companies come from the finance, media, pharmaceutical and consumer products industries, NAPABA and the Asian American Bar Association of New York.

"Clients and alums loved the workshop with John Kobara. They asked, 'Why don't you do more events like this?'" says steering committee chairperson and M&A associate **Rakhi Patel**. "So we are."

The monthly meetings will continue to provide group members with an opportunity to talk with other Skadden colleagues regarding issues they face as attorneys of Asian descent. Alec cites the "model minority" stereotype and the "bamboo ceiling" as examples of issues that most Asian American attorneys contend with at some point in their careers, and ones the affinity group has discussed at length. "Asians are often considered good, hard workers who don't make waves," Alec says. "That initially might sound positive, but a client wouldn't want a lawyer who's afraid of being assertive. Similarly, people might consider Asians as potential chief financial officers and chief technical officers — positions for people skilled with numbers and technology — rather than chief operating officers or chief executive officers."

"Our firm is very good at making none of this matter, though I'm still very thankful to have this network of people to connect with," Alec says.



Nobel laureate Muhammad Yunus talks with partner Tony Sammi.

Diverse Events for a Diverse Affinity Group

In 2013, the Asian Affinity Group hosted a wide range of events for group members, clients, or attorneys and staff, including:

- **Professional Development Workshop:** Career-development workshop led by California Community Foundation COO John Kobara, for Skadden attorneys, alums and clients.
- **Documentary on Patsy Mink:** Screening of movie about the first Asian American woman elected to Congress, who co-authored the landmark Title IX equal rights legislation, followed by a Q&A with her daughter.
- **Conversation With Nobel Peace Prize Laureate Muhammad Yunus:** Discussion with the 2006 Nobel winner, centering on his work establishing Grameen Bank in Bangladesh and the ways microfinance provides tools for financial independence.
- **Discussion With Zoetis General Counsel Heidi Chen:** Conversation with the GC of one of the largest animal health companies regarding her work and career.
- **Lunar New Year Celebration:** Annual firmwide tea and sake tasting event with presentations by local experts.
- **Discussion With Award-Winning Journalist Helen Zia:** In celebration of Asian-Pacific American Heritage Month, a discussion with the renowned Chinese-American activist, scholar and journalist.
- **Social and Community Events:** The American Legal Defense and Education Fund's annual gala, the Asia Society's annual conference, bowling night and a karaoke outing, among others.
- **Recruiting and New Associate Welcome Events:** Panels, informal roundtable discussions, and firm-sponsored lunches and dinners.

Work/Life

Triathlete and D.C. Associate Mike Bonafide

Growing up in central New Hampshire, **Mike Bonafide** spent a lot of time on his bike and even more time outside. “I grew up on a dirt road, so being outdoors has always been a big part of my life,” Mike says.

In high school, Mike was a competitive cyclist, spending many afternoons training and weekends at competitions. During college and law school, he put his bike away in order to focus on other interests. He graduated from law school in 2005 and then worked at another firm before joining Skadden’s Financial Institutions Regulation and Enforcement Group in Washington, D.C. in 2010.

Shortly before joining Skadden, Mike’s brother Chris invited him to participate in a charity ride to support the Livestrong Foundation, which sparked Mike’s interest in cycling. “It was just so nice to be outside again,” Mike recalls. “I decided to investigate ways to continue to race.”

Mike soon settled on Olympic-distance triathlons — a 1.5-kilometer swim, followed by a 40-kilometer bike race and 10-kilometer run. “Those distances seemed relatively manageable, unlike the out-of-control Ironman distances (a 3.9-kilometer swim, 80.3-kilometer bike ride and 42.2-kilometer marathon),” Mike says. “The cutoff time for Ironman is typically 17 hours. That’s a long time to be doing *anything*, let alone competing in a triathlon.”

Mike gave himself one year to get ready, though his training got off to an inauspicious start. On a snowy morning in January 2010, he decided to bike on his trainer in the basement rather than battle the elements outdoors. On the way down, he slipped on the stairs, breaking his ankle. A surgeon implanted a plate and screws, and Mike couldn’t get back on his bike until May.

“Everyone wanted a better story, but it was really just the stairs,” Mike says.



Photo by MarathonFoto

Mike’s first triathlon was in September 2010, just five months after he resumed training. “Physically, it was the hardest thing I’ve ever done, but that was my initial goal. Going into this, I couldn’t think of the most difficult physical thing I’d ever done — maybe a bike race in high school — but I certainly can now,” Mike says. “I finished in a little over three and a half hours, I felt absolutely terrible and I couldn’t wait to sign up for another one.”

Over the last three years, Mike, 34, has competed in five more triathlons, as well as numerous charity bike rides and races. He’s taken over 40 minutes off of his overall time since competing in that first event, most recently finishing at 2:58. He trains in the morning, after his wife, a teacher, heads out to school. “We get up at 5:00, so I have a built-in chunk of free time before work,” Mike says. “Sometimes I take the dog. He’s in excellent shape.” When the weather permits, he looks for opportunities to practice open-water swimming in the Potomac. “People always assume that swimming in the Potomac must be pretty gross,” Mike says. “Indeed it is. It tastes like it looks — rusty.”

Mike calls his colleagues “incredibly supportive” of his training. “They ask about my next event, what’s coming up, how a race went,” Mike says. “That makes it easier — they know what you’re up to, and they feel more invested in it.”

As financial institutions partner **Bill Sweet** puts it, “So long as he doesn’t make us join him, we’re glad to have the chance to support him. Though, frankly, I think I could beat 2:58.”

Mike’s strongest stage remains the cycling. In a typical race, he’ll swim in the back of the pack, bike out to the front, then watch as everyone runs past him, he says.

“My target is to get below 2:30,” Mike says. “I’m happy with my bike time, but my run and swim have so much room for improvement, I can only get better.”

NEWS

Skadden

First Openly Gay Episcopal Bishop Helps Skadden Celebrate Pride Month

In celebration of Pride Month 2013, Skadden's Washington, D.C. office hosted a lunch-time discussion for staff and attorneys with Bishop Gene Robinson, the first openly gay priest to be elected bishop in the Episcopal Church.

With two major same-sex marriage cases then pending before the U.S. Supreme Court, the discussion focused largely on marriage rights. (Bishop Robinson correctly predicted that the Court would reject California's ban on same sex marriage and the Defense of Marriage Act's restriction of federal marital rights to non-same-sex couples.) Among other topics, the bishop, who is retired, discussed the role communities play in fostering the rights of individuals, his role in his Church and the impact of religion on sexuality.

Partner **Brian Breheny**, who helped organize the event after meeting the bishop at a fundraising dinner, said he was particularly pleased by the discussion's crossover appeal — although the office's LGBT affinity group has about a dozen members, more than 50 staff members and attorneys attended. "There were people who attended because they consider Bishop Robinson to be a true pioneer for gay rights and wanted to meet and support him, and there were others who had real interest in religion and sexuality," Brian said. "It was one of our most well-attended events, and there was a very interesting discussion."

Brian noted that the bishop refused a speaker's fee and declined an offer to sell his recent book, "God Believes in Love: Straight Talk About Gay Marriage," though he did agree, to Brian's delight, to have dinner with him and other members of the Skadden D.C. LGBT community.

Skadden Honored for Our Dedication to Diversity

In December 2013, *The American Lawyer* named Skadden one of the "Top Firms for Diversity," based on the publication's 2013 "Diversity Scorecard," an annual ranking of large U.S. law firms according to their percentages of minority partners and attorneys. In November, Skadden was one of three firms to receive the National Asian Pacific American Bar Association's inaugural "Law Firm Diversity Award" during the organization's annual convention. The awards "celebrate law firm successes in recognizing the potential, supporting the promise and raising the influence of Asian Pacific American lawyers."

D.C. Reception Honors Black Caucus Foundation Legislative Conference

Partners **Michele Roberts** and **Ken Gross** hosted a reception on the rooftop patio of Skadden's Washington, D.C. office on Sept. 19 to honor the Congressional Black Caucus Foundation's 43rd Annual Legislative Conference. The reception was co-sponsored by the Executive Leadership Council, the Boulé, the Links and the Congressional Black Caucus Foundation. More than 200 clients, alumni and Skadden attorneys attended.

Skadden Ranked Among Top Firms for LGBT Commitment by Equality Illinois

Equality Illinois recognized Skadden as one of the top Illinois law firms for "Raising the Bar" and leading the way in providing a safe and fair work environment for lesbian, gay, bisexual and transgender employees and engaging with the LGBT community. Chicago Mayor Rahm Emanuel spoke at the August 2013 reception. The top firms were chosen based on the organization's 2013 law firm survey. Founded in 1991, Equality Illinois is the state's oldest and largest organization advocating for the rights of LGBT Illinois residents.

Skadden Hosts ABA Antitrust Section Women's Summer Networking Reception

In June 2013, Skadden hosted the third annual ABA Antitrust Section Women's Summer Networking Reception in Washington, D.C., featuring special guest FTC Chairwoman Edith Ramirez. More than 100 women attorneys from the government sector and private practice came together to network, share ideas and build relationships.

Photo by Capella



Skadden News

Skadden, Eileen Nugent and Julie Bédard Take Home 'Americas Women in Business Law Awards'

The firm and two partners were honored at the second annual Euromoney Legal Media Group "Americas Women in Business Law Awards" in June 2013. Skadden was named "Best International Firm for Diversity," which celebrates "the best initiatives for gender diversity, innovation, minority women, mentoring, work-life balance, *pro bono* work and talent management." Individual awards, which recognized the best female lawyers in specific practice areas, were awarded to partners **Eileen Nugent** ("Best in M&A") and **Julie Bédard** ("Best in Commercial Arbitration").

Skadden Hosts Timely Conversations Following Supreme Court Decisions

In July 2013, Skadden hosted two discussions with leading legal strategists and advocates regarding the U.S. Supreme Court's recently issued landmark decisions concerning marriage equality, voting rights and affirmative action.

To coincide with Pride Month, the firm's New York LGBT Affinity Group and Goldman Sachs' LGBT Affinity Network co-hosted "Marriage Equality and the Supreme Court" on July 10. The program included panelists Mary Bonauto, civil rights project director of Gay & Lesbian Advocates & Defenders (GLAD), and James Esseks, director of the ACLU's LGBT & AIDS Project. Partner and Global Diversity Coordinating Committee co-chair **Kirk Wallace** moderated the discussion. Bonauto and Esseks presented an in-depth summary of the *U.S. v. Windsor* and *Hollingsworth v. Perry* opinions to nearly 150 attorneys, summer associates, alumni, clients and friends. The firm's Chicago, Houston, Los Angeles, Palo Alto and Wilmington offices participated via video conference.

On July 22, the New York office held a lunchtime conversation with Sherrilyn Ifill, president and director-counsel of the NAACP Legal Defense and Educational Fund. Executive Partner **Eric Friedman** gave introductory remarks to the gathering of more than 100 attorneys and guests, and of counsel **Vaughn Williams** moderated the program's Q&A session. Ifill discussed the Supreme Court cases *Shelby County v. Holder*, concerning the Voting Rights Act, and *Fisher v. University of Texas at Austin*, which dealt with affirmative action.

Los Angeles Office Hosts Joint Task Force Event on Women's Initiatives

In June 2013, the firm's Los Angeles office hosted "The Indispensable Woman Lawyer — Getting Results From Law Firm Advancement and Promotion Initiatives," a program by the Los Angeles County Bar Association and Women Lawyers Association of Los Angeles Joint Task Force on Retention and Promotion of Women in the Legal Profession. The program focused on steps law firms can take to optimize and measure results from their women's initiatives. Speakers included National Association of Women Lawyers board member Sarretta McDonough, partner compensation expert Meryl Vaughn of Major, Lindsey & Africa, and She Negotiates consultant Victoria Pynchon. Counsel **Stacy Horth-Neubert**, a member of the joint task force's Steering Committee, helped organize the event.

Firm Receives Empire State Pride Agenda Equality@Work Award

On June 20, the Empire State Pride Agenda presented the firm with the Equality@Work Award in honor of our leadership in implementing workplace policies that promote LGBT inclusion. While accepting the award, partner and Global Diversity Coordinating Committee co-chair **Kirk Wallace** encouraged attendees to engage straight allies in the ongoing conversation for LGBT equality and inclusion, noting the benefits that allies can provide in an employer's efforts to create a truly inclusive, diverse and productive workplace. The Equality@Work Awards are part of the "Pride in My Workplace" program, which encourages workplaces throughout New York state to be free of discrimination and affirm the presence and contributions of their LGBT employees.

Paris Office Hosts Executive Event Focusing on 'Exceptional Women'

The Paris office hosted an executive dinner on the theme of "Exceptional Women" for the fourth annual Skadden Women Attorneys Network (SWAN) event in Paris. The June 2013 dinner was organized by counsel **Claire Le Gall-Robinson** and featured Patricia Barbizet, the executive director of Artemis, vice chairman of the board of Kering (formerly PPR) and chairman of the supervisory board of Christie's. The 60 attendees included several in-house legal counsel, investment bankers and other senior professionals. Skadden's participants included of counsel **Stéphanie Stein** and associates **Shari Piré**, **Daniela Hildwein**, **Sidne Koenigsberg**, **Nadine Kari**, **Céline Gainet** and **Margot Sève**.

Skadden at CCNY

Vaughn Williams Joins Colin Powell School Board, and Skadden/CCNY Scholars Impress a Supreme Court Justice

In November 2013, New York litigation of counsel **Vaughn Williams** accepted an offer by former Secretary of State Colin Powell to join the advisory board of the Colin L. Powell School for Civic and Global Leadership at City College of New York.

That same month, the firm received favorable comments from U.S. Supreme Court Justice Sonia Sotomayor during a talk she gave at CCNY. Five of the eight students who asked the judge prescreened questions were Skadden/CCNY Scholars and were introduced as such when they approached the microphone. After the fifth question from a Skadden Scholar, Justice Sotomayor interrupted to note the large number of questioners with a Skadden association and said, "You're doing the kind of lawyering I like. Great to have so many of you here."