

Facets



Summer '16

To Our Readers

This edition of *Facets* highlights the broad range of ideas and approaches shaping D&I efforts, at Skadden and beyond. We speak with two executives (and Skadden alums), who provide their unique outlooks on these issues: former communications partner Toni Cook Bush and former corporate finance associate Alia Eyres. Toni, who now serves as the global head of Government Affairs for News Corp, discusses the role that mentoring has played in her remarkable legal career. Alia, who heads the Hong Kong nonprofit Mother's Choice, talks about her organization's support of pregnant teenagers and how issues of inclusion impact her work. We also look at two of Skadden's newer initiatives for supporting a diverse workforce: SkadVets, our affinity network for military veterans, and the Straight-LGBT Alliance, a forum for our attorneys and staff to support our LGBT colleagues and learn about their experiences.

As always, we welcome your feedback about this issue, as well as your suggestions for future editions. Please contact us at facets@skadden.com.

Warm Regards,



Eric Friedman
Executive Partner

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Skadden's Straight-LGBT Alliance

Providing Support and Strengthening Connections

A group of Skadden lawyers has established the Straight-LGBT Alliance, a forum for working together to enhance LGBT inclusion. The alliance provides straight individuals a chance to support their gay and transgender colleagues and learn more about the experiences affecting their communities. The group also offers everyone involved opportunities to expand and diversify their professional relationships at events with straight-LGBT alliances from various firm clients.

New York partner and Diversity Committee member **Kirk Wallace** says the firm's straight lawyers and staff are integral to strengthening Skadden's culture of inclusion and equal opportunity. "The alliance acts as a huge welcome sign for them to participate in our LGBT Affinity Group programs and gay pride celebrations," Kirk says. "It gives them an opportunity to see the world through the eyes of their LGBT colleagues, and to understand both the challenges those colleagues face and the many positive contributions they make at work. Talent comes in many different forms, and it's important to us and our clients that we help our LGBT lawyers and staff succeed and grow."

For one of its first events, the Straight-LGBT Alliance jointly hosted a reception with the BlackRock OUT Network in early 2015. More than 130 attendees — including guests from Bank of America, Credit Suisse and JPMorgan — got together in Skadden's New York office and were welcomed by Kirk, the firm's New York office leader and New York Diversity Committee chair, **Bruce Goldner**, and leaders of BlackRock's OUT Network. Since then, the alliance has participated in two other inter-bank networking events, and alliance members have attended numerous LGBT Affinity Group events, such as the 30th Annual AIDS Walk and the LGBT & Asian American/South Asian Attorney Networking Reception.

In addition to promoting LGBT inclusion, encouraging the contributions and participation of straight lawyers, and serving as a network-building tool, the Straight-LGBT Alliance can act as a model for other affinity groups at the firm, says New York partner and LGBT Affinity Network sponsor **Audrey Sokoloff**, by encouraging the groups "to invite people from all walks of life into their folds and giving everyone a stake in helping minority groups succeed."

"We're seeing more and more engagement on the part of our straight allies, and our LGBT allies have been very appreciative of the support," Audrey says. "We want everyone at the firm to bring their 'whole selves'

to work and to feel safe to be 'out.' Skadden has always been inclusive; now we've really underscored that ideal for our LGBT lawyers and staff by creating this formal alliance."

Skadden's Straight-LGBT Alliance offers opportunities for straight colleagues to be open allies of our LGBT attorneys and staff and to increase our collective understanding of the challenges faced by LGBT people. **How can straight allies support their LGBT colleagues?**

Keep up

Stay informed of the issues affecting LGBT communities both in and out of the legal profession.

Show up

Attend firm events, such as LGBT Affinity Group programs — and bring colleagues or guests.

Speak up

Discuss LGBT-related subjects with colleagues; help address situations, such as inappropriate comments.

Listen up

Get to know LGBT attorneys or staff and support their efforts to succeed and grow at the firm.



Toni Cook Bush

The Former Skadden Partner and Current News Corp Exec Discusses Diversity and the Role of Mentoring

When Toni Cook Bush, the global head of Government Affairs for News Corp, graduated from Northwestern University Law School in 1981, she joined a large national law firm in Washington, D.C., where she was the office's only African-American attorney. To navigate the challenge of being the sole black lawyer — as well as one of only a handful of women — Toni reached out to attorneys at other firms for advice and support.

“Those women became my first mentors, and they remain my closest friends,” Toni says. “Back then, a lot of firms had fairly large offices and only one black attorney and very few women. Thankfully, the numbers have improved, as the percentages of minorities and women in law schools have increased. However, there’s still a lot of work to be done.”

Such mentors have played a central role in Toni's career, providing insights and encouragement at each step along the way. As Toni describes it, her 35-year career has been about “the importance of hard work, family, mentorship and strong leadership.”

After six years as a Big Law associate, Toni became senior counsel of the Communications Subcommittee of the U.S. Senate Committee on Commerce, Science and Transportation, where she worked closely with Sen. Daniel Inouye of Hawaii, among others. She was the principal staff person responsible for legislation involving communications issues, including the Cable Television Consumer Protection and Competition Act of 1992 and the Public Telecommunications Act of 1992, which authorized funding for public broadcasting.

Sen. Inouye provided Toni with what she still considers a pivotal lesson about leadership. “We were working on what became the Children's Television Act of 1990, and after years of work, we had an agreement with both Democrats and Republicans,” Toni recalls. When a particular senator expressed his unhappiness with the deal, Sen. Inouye called the disgruntled colleague, who listed all of his concerns. “After listening patiently, Sen. Inouye suggested, ‘Why don't I take my name off of this key amendment and replace it with yours?’ Suddenly, all of the objections melted away. The other senator simply needed recognition for his years of hard work on this important legislation.” Toni gleaned two principles from her mentor's approach, she says: “Many problems can be resolved by listening and acknowledging our colleagues' suggestions and concerns, and a true leader sometimes has to share the spotlight.”

In 1993, Toni left the committee and joined Skadden. But for a two-year stint as an executive vice president with Northpoint Technology, she practiced as a partner in the firm's D.C. office for the next 20 years. She further honed her leadership skills as the head of the Communications Practice Group and chair of the Diversity Committee. “Much of my success at Skadden was due to the many lawyers — partners and associates — who were my colleagues and mentors: the late **John Quale, Tina Tchen, Michael Lawson, Tom Casey, Peter Atkins, Jay Birnbaum** and many more,” Toni says. “Whether it was their lending an ear when I needed to talk through a problem or helping me manage a tough client assignment, I could not have succeeded without their support.”

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“Some of my most helpful mentors have not been my superiors, but my peers and colleagues from different parts of the organization.”



Alia Eyres

Alia Eyres

The CEO of Mother's Choice Answers Questions About Her Work and Hong Kong's Diversity

When **Alia Eyres** was in grade school, her parents helped found Mother's Choice, which over the past three decades has become one of Hong Kong's leading advocates and service providers for pregnant teenagers and their babies, as well as for other children of all ages whose parents cannot adequately care for them. The organization remains a family business of sorts: Alia and her six younger siblings volunteered at the organization throughout their childhoods, and most of them, including Alia, have remained involved with the organization ever since. In 2012, after attending Georgetown University Law Center and practicing corporate law for five years (including two with Skadden in New York), Alia began working at Mother's Choice full time as its CEO. She recently discussed her role at Mother's Choice and her perspective regarding diversity and inclusion in Hong Kong.

Tell us about your connection to Hong Kong.

I was born and raised here — my father is originally from India, my mother from the United States. I attended mostly British schools in Hong Kong, but I decided from a relatively early age that I wanted to go to university in the United States. I moved to Washington, D.C., when I was 19 and went to both college and law school in the D.C. area. I moved back to Hong Kong seven years ago with my husband, who is from Ireland but grew up partly in Africa — we're a very diverse family.

What led to your transition from corporate lawyer to your current position as CEO at Mother's Choice?

In one way or another, I've been involved with Mother's Choice since 1987, when I was 9 years old and watched my parents make what seemed to be the crazy decision to start the organization. They were responding to a series of newspaper articles on the large numbers of young teenagers crossing the border into China for late-term abortions. With help from friends from work, school and church, they launched Mother's Choice to support young girls facing unplanned pregnancy. My parents even found

ways for us children to volunteer. Twenty-eight years later, the need for services continues to grow. We still have an incredibly high pregnancy rate for teenagers in Hong Kong.

About three and a half years ago, we needed a new CEO, and I decided to leave my career as an attorney to work here full time. My primary role is to develop a strategy that will help our team and community accomplish our vision — to see that no girl or baby is left alone in Hong Kong.

What types of support does Mother's Choice provide?

We offer a range of services for pregnant girls, including a support hotline, in-person counseling, a residential hostel, parenting training, pre- and post-adoption support, and pre- and post-abortion support. We care for babies and children under the age of 6 who don't have families to take care of them, either because they have been abandoned or placed for adoption through our Child Care Home, which has been home to thousands of children over the past 25 years. For children under the age of 18 who have been temporarily removed from their birth families, our foster care program provides a comprehensive assessment to understand the child's physical, educational and legal needs, and works closely with the birth or foster family and other agencies to prepare a realistic, permanent plan. Finally, our recently launched Comprehensive Sexuality Education program focuses on preventative approaches to many of these problems, by providing sex education in our local schools and by mobilizing our community to be a voice for children in need.

The organization has substantially expanded since you and your siblings began volunteering there in the late 1980s.

We've grown from a handful of families and friends to a nonprofit that serves tens of thousands in the community annually. Each year, our crisis hotline receives almost 3,000 calls; our sex-ed program reaches almost 30,000 parents, students and teachers; and our Child Care Home and foster family services care for

hundreds of children. Our adoption program works closely with the government, and we now take a much more strategic approach to preventing the problems we seek to address, primarily through education and advocacy. That said, in some ways Mother's Choice hasn't changed much at all. Volunteerism remains a core value — we started out as an all-volunteer organization, and even today more than 80 percent of our workforce is volunteer, with over 700 people volunteering every month, including a number of Skadden attorneys and their families.

You've lived and practiced law in both New York and Hong Kong. In your experience, how do diversity and inclusion issues differ between the two cities?

Like New York, Hong Kong is a modern and culturally diverse city, but we still have issues with inclusion in our community, especially when it comes to children and those living in poverty. Most people don't realize that Hong Kong has the highest income gap between the rich and the poor of any developed economy in the world, or that one in four children here lives in real poverty and goes to bed without having eaten three meals each day. There are tens of thousands of children at risk and in dangerous living situations in our city, but I believe that some of the most vulnerable are the nearly 4,000 children who are living in institutionalized care, most of whom will spend their entire childhoods without a permanent family.

The longer children spend in institutionalized care the more likely they are to suffer from developmental delays and mental health problems, do drugs, drop out of school, go to prison and, if they are girls, get pregnant as a teenager. And that's why I'm also passionate about changing how we think about, include and value children who are in institutionalized care in Hong Kong. My dream is to see every child in Hong Kong grow up with a loving, stable and permanent family.

You can learn more about Mother's Choice at www.motherschoice.org/en.



SkadVets New York members George Fleming, Garen Marshall, John Furfaro and Bill Frank

SkadVets Supporting Fellowship for Military Veterans

Skadden's newest affinity network, SkadVets, provides military veterans with a forum for meeting fellow veterans as well as opportunities to support the firm's efforts to recruit attorneys with military experience and provide *pro bono* service to vets in need. The network, which has formal groups in New York and Washington, D.C. and sponsors events open to attorneys throughout the firm, began with two separate, similar conversations between Skadden associates.

When they joined the firm in 2014, New York associates **George Fleming's** and **Garen Marshall's** offices were just a few doors apart, and the two soon bonded over their military

experiences — Garen as a Navy explosive ordnance disposal technician, George as a Navy lieutenant and surface warfare officer. They soon decided to co-launch an affinity network for military veterans, signing on of counsel and Army veteran **Bill Frank**, partner **John Furfaro** and New York office head **Bruce Goldner** to sponsor the group. The New York group officially launched with a Veterans Day get-together in 2014.

Around the same time that George and Garen began bonding, two associates in the firm's D.C. office — **Jamieson Greer**, who served on active duty in the U.S. Air Force Judge Advocate General's (JAG) Corps, and **Jim**

Perry, a former Naval officer — were, coincidentally, making a similar connection.

“We also talked about how it would be nice to have a veterans group that could boost fellowship within the firm, recruiting and, ultimately, *pro bono* on behalf of veterans,” Jamieson recalls. With support from office head **Mitch Ettinger** (also a former Air Force JAG) and partner **Lance Brasher** (another former Naval officer), the D.C. Veterans Affinity Group officially launched in early 2015. “Soon after that, we connected with the New York group and decided to combine our efforts and adopt their name,” Jamieson says. Now the two SkadVets groups team up



SkadVets D.C. members Jamieson Greer, Mitch Ettinger and Jim Perry; *pro bono* counsel Brenna DeVaney (top) and associate Christine Okie, at a panel on veteran-related *pro bono* opportunities

on recruiting events and participate in each other's events via video conference.

In total, approximately 20 attorneys and staff members are active SkadVets members. **Max Polster**, a New York security manager who served in the Coast Guard in the 1980s, attended the launch and a number of the group's subsequent events. "There's always a camaraderie, a common link between veterans," Max says. "It's nice to have the opportunity to share that bond, to talk about where you've been and how you served." George, who was deployed to the Persian Gulf during the war in Iraq, agrees, calling the affinity network an ideal way to build a smaller community within a larger one. "People want to know that there are others who share their personal experiences," he says.

Garen, who in his close to five years in the Navy led teams on 120 missions to disarm improvised explosive devices in Iraq, says the affinity network plays an important role in the firm's efforts to recruit from an increasingly in-demand talent pool. For the first time in decades, the corporate world is hiring substantial numbers of combat veterans, whose experiences in the field can foster managerial talent, independence and analytical thinking — invaluable assets for both attorneys and administrative staff. "Veterans who transition smoothly from their military experience have incredible leadership skills,"

Garen says. "They have an ability to work under pressure, which is obviously a great asset. They also bring different life experiences, and that perspective can really add value and diversity to a firm like Skadden." (Garen and George are currently clerking in the U.S. District Courts for the District of New Jersey and the Southern District of New York, respectively.)

SkadVets has held numerous events in support of its mission. Among other activities, the group has held recruiting events for veterans in New York City and at Harvard Law School; hosted a panel discussion on veteran-related *pro bono* opportunities; hosted a screening of the Academy Award-winning documentary "Crisis Hotline: Veterans Press 1" and a discussion with its director, Ellen Gooseberg Kent; presented a Veterans Day discussion with Brig. Gen. Mark Martins, a distinguished Army JAG (in D.C. and via video conference with other Skadden offices); and participated in the Veterans Legal Career Fair and the "Jobs for JAGs" workshop, which helps members of the Judge Advocate General's Corps translate their experience as military attorneys into nonmilitary careers.

Bruce says he was inspired by George and Garen's ambition "to connect veterans within the firm and harness the enthusiasm and energy of this group to engage in public service." At Skadden, "we see ourselves as

leaders in the legal field when it comes to diversity and inclusion," Bruce says. "So to be a go-to place for veterans, and to create a community for veterans here, just makes the firm a more robust community for a group of people who really sacrificed themselves to protect the country."

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News

Eric Friedman Participates in City Bar Panel on Diversity

At the New York City Bar Association's May 2016 Diversity and Inclusion Conference, Executive Partner **Eric Friedman** took part in a panel discussion with another managing partner and three general counsel — including Skadden alumnus Atiba Adams, the general counsel of MARS Global Chocolate — on the successes and challenges of their diversity efforts. In addition to sharing stories regarding their own experiences, the five attorneys discussed their ideas regarding “best practices” for cultivating a diverse workplace.

Skadden Hosts Discussion of Immigration Reform and the Refugee Crisis

In April, in celebration of the upcoming Asian-Pacific American Heritage Month, Skadden's Asian Attorney Affinity Network hosted “What Does It Mean to Be an American? A Conversation on Immigration Reform and the Global Refugee Crisis.” Nisha Agarwal, the commissioner of the New York City Mayor's Office of Immigrant Affairs, and moderator Steven Choi, the executive director of New York Immigration Coalition — who are both former Skadden fellows — discussed topics such as the benefits for undocumented immigrants of New York City's IDNYC identification card and the potential impact of the 2016

presidential election for immigrants. The event was co-sponsored by the Asian American Bar Association of New York, the Asian American Legal Defense & Education Fund, the Muslim Bar Association of New York and the South Asian Bar Association of New York.

Skadden's Juntos Diversity Network Hosts Mixer With Bank of America

In May, Skadden's New York office's Juntos Diversity Network hosted leaders from Bank of America's Hispanic/Latino Organization for Leadership and Advancement (HOLA) for tapas and wine tasting at the home of partner **Ann Beth Stebbins**, who also made welcoming remarks. Approximately 15 Skadden attorneys and 15 BofA professionals attended the informal mixer.

Firm Hosts Panel Discussion on Impact of Title IX

In honor of Women's History Month, Skadden's New York office hosted a panel discussion regarding the successes, failures and future of Title IX of the U.S. Education Amendments of 1972, which sought to expand educational access for women, including access to athletic opportunities. Forty-four years later, an estimated 80 to 90 percent of educational institutions remain out of compliance. The conversation covered topics such as

lack of opportunity, pay inequity and gender biases in coaching. The panelists included the CEO of Women's Sports Foundation, Deborah Slaner Larkin; the foundation's advocacy and program manager, Sarah Axelson; and senior counsel and the director of Equal Opportunities in Athletics at the National Women's Law Center, Neena Chaudhry.



National Basketball Players Association Executive Director Michele Roberts, at “Conversations on Inclusion”

Skadden Chicago Hosts Fourth Annual Diversity Reception

In July 2015, the firm's Chicago office hosted its fourth annual “Conversations on Inclusion” reception. The event drew approximately 300 members of the Chicago legal community, including clients, alumni, private practitioners, government attorneys, public interest lawyers and law students. The reception featured remarks by former Skadden litigation

Recent Honors & Awards

Chicago corporate partner **Kim deBeers** — named one of the “Most Powerful and Influential Women in Illinois” by the National Diversity Council • Washington, D.C. government enforcement partner **Colleen Mahoney** — selected for the “Most Influential Women in Securities Law” by *Law360* • Washington, D.C. M&A partner **Kady Ashley** — one of 25 women lawyers and policymakers honored as “powerful voices in their respective fields” at Harvard Law School's third annual International Women's Day Celebration • Boston M&A counsel **Angela Gomes** — named one of “Ten Outstanding Young Leaders” by the Greater Boston Chamber of Commerce • Los Angeles real estate counsel **George Fatheree** — named one of “50 Under 40” by *Real Estate Forum* • Los Angeles real estate partner **Meryl Chae** — selected for California's “Women of Influence” by *Real Estate Forum* • Palo Alto litigation partner **Amy Park** — presented with “Leadership Excellence in the Law Award” by the National Diversity Council • Los Angeles litigation partner **Lisa Gilford** and Palo Alto tax partner **Emily Lam** — named one of California's “Top Women Lawyers” by the *Daily Journal* • New York international litigation and arbitration partner **Julie Bédard** and M&A partner **Paola Lozano** and corporate finance partner **Andrea Nicolas** — named two of Latin America's “Top Female Lawyers” by *Latinvex* • Palo Alto intellectual property and technology counsel **Carrie LeRoy** — included in “Women of Influence” by *Silicon Valley Business Journal* • New York real estate partner **Audrey Sokoloff** — included in “Women of Influence: Metro NY” by *Real Estate Forum*.

For the seventh time in eight years, Skadden received a perfect score on HRC Corporate Equality Index, which evaluates businesses on the basis of policies, practices and benefits impacting LGBT employees.

partner Michele Roberts, who now serves as executive director of the National Basketball Players Association (NBPA). When Michele accepted the position in 2014, she became the first woman to lead a North American men's pro sports union.

Skadden London Co-Hosts 'Out of America' LGBT Celebration

In January 2016, Skadden London's LGBT Affinity Group hosted a celebration with "Out of America," an umbrella organization for LGBT Affinity Groups from U.S. law firms in London. The event, held at The Loft at Soho Square, included drinks, canapés and a cabaret performance by Sarah-Louise Young as La Poule Plombée.

Skadden Holds 2015 Women's Senior Executive Conference

Skadden held our 2015 Women's Senior Executive Conference on Nov. 11-13 in Naples, Florida. One hundred and twenty senior-level women executives and Skadden women partners shared ideas and discussed common business issues. The keynote speakers were retired U.S. Army Brig. Gen. Rebecca Halstead; Grameen America President and CEO and former Avon CEO Andrea Jung; author and BBC World News America lead anchor Katty Kay; and Frontier Communications executive chairman and former CEO Maggie Wilderotter.

Firm Again Named Among 'Best Places to Work for LGBT Equality'

In November 2015, the Human Rights Campaign Foundation again named Skadden one of the "Best Places to Work for LGBT Equality." For the fourth year in a row, the firm received a perfect score of 100 percent on HRC's Corporate Equality Index, in which businesses are evaluated on the basis of employment policies, practices and benefits that impact LGBT employees. The HRC Foundation is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual and transgender Americans.

Anti-Violence Project Honors Skadden

The New York City Anti-Violence Project honored Skadden at its 19th Annual Courage Awards, which recognizes "those whose courageous work has made the world safer for lesbian, gay, bisexual, transgender, queer (LGBTQ) and HIV-affected communities." New York partner **Kirk Wallace** accepted the award at the September 2015 ceremony.

Skadden Again Recognized for Advancing the Role of Women

For the fifth consecutive year, Skadden has received the Women in Law Empowerment Forum's Gold Standard Certification. WILEF's Gold Standard Firms are those committed to advancing the role of women in their U.S. leadership positions. WILEF invited all law firms with 300 or more U.S. attorneys to apply for the certification, and Skadden was one of 44 in 2015 to be honored.

Skadden Hong Kong Hosts Session on LGBTI Equality

In February 2016, Skadden's Hong Kong office hosted a lunchtime information presentation and discussion for the local legal community on the Equal Opportunities Commission's recently released findings in its "Study on Legislation Against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status." The session, organized by the Hong Kong Gay and Lesbian Attorneys Network (of which Skadden is a founding supporter), focused on the study's main findings and recommendations, future legislative and policy implications, and how the legal profession can support LGBTI equality in Hong Kong. Partner **Alan Schiffman** also spoke. The study recommended that the Hong Kong government consider conducting a public consultation on introducing anti-discrimination legislation, noting that 56 percent of the overall population and 92 percent of persons age 18-24 support such legislation.

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Associates Stella Unruh (climbing) and Avelina Burbridge, at the SWELL rock-climbing event

Skadden New York's women's affinity group, SWELL (Skadden Women Excelling at Law and Leadership), offers women attorneys a forum for networking with other women attorneys within and across practices. SWELL's recent activities include:

- **Discussion with Stanford Professor Emerita Barbara Babcock**, author of "Woman Lawyer: The Trials of Clara Foltz."
- **Four welcoming events** for new associates to meet other Skadden women attorneys: a golf lesson and reception, a cheese tasting class, a rock-climbing class and a cocktail-making class.
- **A training session** for women attorneys to provide *pro bono* immigration representation to victims of trafficking and to volunteer at the Queens Human Trafficking Intervention Court Pro Bono Project.
- In celebration of Women's History Month, **a conversation with Sara Moss**, executive vice president and general counsel of The Estée Lauder Companies.
- **A poker-themed summer gathering** for women attorneys and summer associates, including instruction from a professional poker player, a tournament and an awards reception.
- **A presentation by career coach** (and former Skadden litigation associate) Margaret Enloe on good communication skills and effective self-marketing.



IHH graduate Malik Garvin skating for Team Skadden at the Lawyers' Cup

Firm Supports Ice Hockey in Harlem

At the annual Lawyers' Cup charity event for Ice Hockey in Harlem (IHH) in March, Team Skadden once again took home the Fundraiser's Cup, having raised more than \$20,000 to benefit IHH's support of the educational and athletic growth of children in Harlem through youth hockey. In total, the event raised over \$75,000. Cheered on by player-coach-partner Greg Milmo, Team Skadden was undefeated in the

qualifying games before losing in the semifinals by a single goal.

For the first time in the history of the Lawyers' Cup, an IHH graduate participated — as Team Skadden welcomed longtime friend Malik Garvin to the ice. Now a 23-year-old financial advisor at Strategies for Wealth, Malik began participating in IHH at the age of 3, when he would

tag along with his 11-year-old brother to Lasker Rink. He has played hockey ever since, including as a student at Western New England University and with Skadden's club team at Chelsea Piers.

"I learned important life lessons about friendship, competitiveness, camaraderie, working on a team toward a common goal — things you can get from other places, but that I first discovered playing hockey," Malik says. "This was my first love in life, and it's still my biggest."

In addition to Greg and Malik, Team Skadden included partners **Eric Cochran**, **Scott Hopkins** and **Eben Colby**; associates **Kyle Hatton**, **Adam Ludemann** and **Colin Brown**; Skadden alumni **Chris LaVigne**, **Don Lewis** and **Matthew Morgado**; and Skadden family members Josh Nelson (son of counsel **Tim F. Nelson**) and Robin D'Oench (son of late partner **Toby D'Oench**).

Toni Cook Bush

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Skadden M&A partner and longtime D.C. office head **Mike Rogan** worked with Toni on numerous deals during her two decades with the firm, including the \$2.3 billion sale of BET to Viacom in 2000. Mike says that Toni was sincerely dedicated to passing on her knowledge and insight. "In addition to being extraordinarily sharp, knowledgeable and enjoyable to work with, Toni was a tireless advocate and a critical sounding board and counselor not only for me, but for lawyers throughout the firm," Mike recalls.

As co-head of the Diversity Committee, Toni helped expand a mentoring program for associates, which remains in place today. "One key aspect of the program is the assignment of both partners and associates to be mentors," Toni says. "Some of my most helpful mentors have not been my superiors, but my peers and colleagues from different parts of the organi-

zation, who counseled me on internal politics and reviewed drafts of documents."

In 2013, Toni joined the newly formed News Corp (the print-media spin-off of its namesake predecessor) as the global head of Government Affairs, overseeing legislative and regulatory issues in the United States, the United Kingdom, the European Union and Australia. "We are a content creator, and our core legal issues include protecting intellectual property, maintaining freedom of the press and protecting journalists." Toni's current projects include participating in the European Commission's investigation into Google's potentially anti-competitive practices in the EU, such as copying (or "scraping") its rivals' Web content.

"This career change required that I refresh and expand my network of advisers," Toni says. "I also stay in touch with my core Skadden team,

including **Cliff Sloan**, who advises me on first amendment issues, and **Joshua Gruenspecht**, for privacy and cyber issues."

Throughout her career, Toni has been a big believer in giving back through service on nonprofit boards. She has served for more than a decade on and now chairs the board of The History Makers, which has created a video collection of over 2,500 African-American testimonies. In 2014, the organization announced that its archive is now available via the Library of Congress. "It is an important mission because they tell the less widely known American story — the critical role African Americans have played in the building of this great nation," Toni says. "I'm thankful for the opportunity to help them pass on their stories and experiences and, in their own way, serve as mentors for future generations."