



## Connecting **Katten**

**Welcome.** In this issue of *Connecting Katten*, we discuss and explore Katten's initiatives to further its commitment to diversity, which has taken many forms since our last issue. As many of you may know, the push to bring diversity to large law firms was greatly advanced by Roderick Palmore's Call to Action in 2004, which charged general counsels to demand diversity in the law firms with which they worked. Earlier this year, Mr. Palmore brought together general counsels and heads of large law firms to remind them of the work that remains to be done. Katten is proud to have supported the Call to Action from the beginning and to highlight the work begun by Mr. Palmore. We continue to expand the programs and services currently in place across the firm, and have taken steps to increase diversity in other areas, including the creation of the GLBT Coalition.

One development that is particularly exciting is that Katten is the new host of the Chicago Committee on Minorities in Large Law Firms (the Chicago Committee) through 2010. We are thrilled to be providing resources for such a valuable organization and for the increased opportunities that our partnership has afforded Katten. One such opportunity was the June program "White Men and Diversity: A Candid Dialogue" that we co-sponsored with the Chicago Committee, which you can read about in this issue.

Vincent A.F. Sergi  
National Managing Partner

Leslie D. Minier  
Chief Diversity Officer  
Co-Chair, Diversity Committee

Theresa L. Davis  
Co-Chair, Diversity Committee

## Upcoming Events

August 8	25th Annual Minority Law Student Job Fair – Chicago
August 9	ABA Panel "From Visible Invisibility to Visibly Successful – Success Strategies for Law Firms and Women of Color in Law Firms" – New York
August 14	Legal Diversity Career Fair/Networking Reception – New York
August 20	National Hispanic Corporate Achievers Leadership Institute – New York
August 27-29	National Association of Women Judges – Midwestern Leadership Conference – Chicago
September	Chicago Committee on Minorities in Large Law Firms Management Program for Partners – Chicago
September 4-6	20th Anniversary Celebration Lavender Law Conference and Job Fair – San Francisco
September 9	Welcome Event for Minority Attorneys – WNBA Matchup: Chicago Sky vs. Washington Mystics – Chicago
September 18	Women Lawyers Association of Los Angeles 2008 Awards & Installation Dinner – Los Angeles
October	DC Minority Attorney Networking Series Event – Washington DC
October	New York Minority Attorney Networking Series Event – New York
October 1-3	Corporate Counsel Women of Color's 4th Annual Career Strategies Conference: Wealth, Health & Power – Beverly Hills
October 16-17	California Minority Counsel Program: 19th Annual Business Conference – San Francisco
October 18	25th Anniversary Dinner for the Asian Pacific American Legal Center of Southern California – Los Angeles
November 19	MCCA's 9th Annual Creating Pathways to Diversity® Conference – New York
November 19	Chicago Committee on Minorities in Large Law Firms Interview Skills and Résumé Building Program for Law Students – Chicago
November 19-23	2008 National Asian Pacific American Bar Association Convention – Seattle

July 2008

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## ConnectingKatten

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David H. Kistenbroker

Leslie D. Minier,

Co-Chair, Chief Diversity Officer

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Susan A. Grode

Gail Migdal Title

#### New York

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Anthony L. Paccione

Joshua S. Rubenstein

#### Washington, DC

Virginia A. Davis

Roger P. Furey

Eric A. Kuwana

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Chief Diversity Officer

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#### Los Angeles

Steve Cochran

Helen B. Kim

Stacey D. Knight

#### New York

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Palash I. Pandya

Yvonne M. Perez-Zarraga

#### Washington, DC

Stefan D. Baugh

Lisa-Marie C. Monsanto

Catherine S. Wood

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#### New York

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Yvonne M. Perez-Zarraga

#### Washington, DC

Jennifer R. Davila

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#### Chicago

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#### Los Angeles

Abby L.T. Feinman

Kristin L. Holland, Co-Chair

Stacey D. Knight

#### New York

Ronni G. Davidowitz

Heidi J. Sorvino

#### Washington, DC

Sylvia D. Davis

Nicole Lynn Kobrine

Rori H. Malech

### GLBT Coalition

Daniel B. Lange, Co-Chair

Jashua D. Wayser, Co-Chair

Diane E. Bell

Michael R. Durnwald

*In April, Katten partners Howard Lanznar and Leslie Minier attended the Call to Action summit. The following article describes the summit.*

## Call to Action: Part Two

*General Mills' Roderick Palmore, author of the 2004 Call to Action, brings GCs and law firms together at summit*

*Katheryn Hayes Tucker, Fulton County Daily Report, May 22, 2008*

Four years ago, Roderick A. Palmore urged GCs to take a stand for diversity, and 110 of them responded by signing a Call to Action, a document that committed them to making progress in their own legal departments and demanding the same of their outside law firms.

Last month, Palmore, general counsel of General Mills Inc., reminded the GCs—and their law firms—that their signatures and good intentions weren't enough. This time, he called them to the Arizona desert for a private and frank assessment of just how much action has come from the Call to Action. All 110 signatories to the Call to Action were invited, along with the managing partners of 150 big law firms. A total of 150 attended—50 GCs and 100 firm managing partners.

No reporters were allowed for the two-day meeting at the J.W. Marriott Camelback Inn, Resort and Spa in Scottsdale, Ariz., on the last weekend of April. No announcements were made afterward. The group has engaged a public relations firm to create a report, but it has thus far released no information.

Last week, Palmore discussed the summit at length, as well as the events leading up to it in the legal profession and in his own career, in an interview with the *Daily Report*.

"There was a great deal of enthusiasm from the law firms. That was one of the most encouraging things about it," Palmore said. "It wasn't just arm twisting. I think there's some genuine energy around this. I think people are excited—although that may be too strong a word—about the possibility of having concrete steps for making progress."

The summit attendees established four working groups of GCs and managing partners to move forward on diversity issues, Palmore said. One will focus on recruitment, retention and advancement of minorities and women. The second will work on goals by which to measure success in diversity, with help from the Minority Corporate Counsel Association

and the Vault survey data. A third will develop strategies for law firm and corporate partnerships. And the fourth is charged with creating a call to action document for law firms.

"The call to action is just the document. It may be an important document, but it's just a document. What has to flow from it is actual activity," Palmore said.

The idea of the summit grew from a meeting of a call to action planning committee, with 40 GCs at the New York Marriott Marquis a year ago. "The planning committee felt there was a need for people to come together to say where we are, and what we can do to take the next step. This is important. People are looking for answers on how to move forward," Palmore said. "The idea of the summit was to put together two very influential large groups to talk about how we can work together."

The summit drew two prominent keynote speakers: retired U.S. Supreme Court Justice Sandra Day O'Connor, the first woman to serve on the U.S. Supreme Court; and Warren M. Christopher, secretary of state under President Clinton.

Palmore said the take-home message from Christopher, who spoke at a Thursday evening opening dinner, was "difference makes a difference—the more perspectives you bring to bear on a problem, the better the outcome." It was an important message coming from "a white male of a certain age who has been at the pinnacle of power," Palmore said.

O'Connor spoke during a Friday luncheon and told a personal story that Palmore called "the seamier side of discrimination." She graduated from Stanford University with a degree in economics in 1950, then went on to Stanford Law School. Despite finishing second in her law school class of 102 and serving on the Stanford Law Review, she could not get a job as an attorney. Firms told her they did not hire women lawyers. One offered a job as a legal secretary.

She practiced solo, then found opportunity in public service. She became an assistant attorney general for her home state, Arizona, from 1965 to 1969. She went on to become a member of the Arizona State Senate and a judge of the Maricopa County Superior Court and later the Arizona Court of Appeals.

O'Connor's story is important because it shows the dramatic progress of women in the profession, Palmore said. "Back in the day, people thought a man was a better lawyer," he said. "Now, we all know that is ludicrous. Half the students in law schools are women." He said he would like to see similar prejudices against minority attorneys become regarded as "equally ludicrous."

"You still don't see sufficient [number of] women in leadership positions in law firms," Palmore said. "We have room to grow with respect to women. We have even more room to grow with respect to lawyers of color from either gender."

Hence, the summit, which Palmore said was a mix of formal and informal discussions, with panel and speaker presentations balanced with group conversation. Topics covered the state of diversity in the legal profession and ways to measure it, with a goal of developing a common template for assessing performance. The conversation also covered issues, challenges and solutions surrounding diversity progress.

"I didn't want it to be all people talking at each other," Palmore said. "I wanted a healthy mix of people being candid and talking with each other."

For the same reason, Palmore and the call to action diversity committee chose not to allow reporters in the meetings. "The whole idea was we wanted to have a candid conversation. We wanted to be just us."

That candor led some law firms to talk about the difficulty of recruiting and retaining minority and women attorneys, Palmore said.

Palmore, who was general counsel of Sara Lee Corp. when he authored the call to action, expressed some frustrations himself—mainly with the slow pace of progress. "A few years ago, at Sara Lee, I started asking for certain information from law firms on

their diversity performance. Some things were pretty basic and some a step beyond basic, but still not that esoteric: overall retention rate for women and minorities compared to retention for the firm generally; the rate at which minorities and women get promoted to partner," he said. He was surprised to see that many firms weren't tracking diversity numbers and didn't have "even the most elementary" information.

"In every instance, these were firms that consistently said, 'This is important to us. We want to do better. We don't know what to do.' And I don't doubt their sincerity," he said. "There's a disconnect between the fact that they hadn't gathered their own data, and they're saying we're doing all we can."

Another frustration is being asked why diversity is important. "This is about business," Palmore said. "It's about finding the best talent. I have a fiduciary obligation to get the best results I can get. I can't afford to have anything but the best talent in the General Mills legal department."

He added, "It's frustrating to say, here's the business case, and the next year be asked the same things. Even if people can get intellectually to the business case, emotionally they doubt the business case. So they say, explain it to me again. For those who don't get it, what eventually will happen is your competition is going to eat your lunch."

That is the message behind the call to action. The GCs who signed pledged to make decisions about hiring outside counsel based in part on diversity performance.

Some of the issues with recruiting and retaining minorities and women are related to problems law firms have in general in those areas, he said. "The lament I've heard most frequently from associates and young partners of color is that they do not get enough meaningful experience and exposure. That's more consistent than anything else. If firms want to figure out why folks leave, that is reason No. 1, 2 and 3."

Palmore knows what life is like for a young lawyer of color at a big firm. He worked in Pittsburgh at Berkman Ruslander Pohl Lieber & Engel, now Klett Lieber Rooney & Schorling, where he was the only

African-American attorney. Later, he became the first African-American partner at two other large firms in Chicago: Wildman, Harrold, Allen & Dixon and, then, Sonnenschein Nath & Rosenthal.

"When I started practicing law (in 1977), it was pretty lonely in the big firms," he said.

And getting a job wasn't so easy either, despite his law degree from the University of Chicago and a bachelor's in economics from Yale University. "I recall graduating from law school and going out looking for a job," he said. "I did not have to hire anybody to keep law firms away from my door with offers."

So when law firms say, "We would love to hire more diverse talent"—and they throw in the word "qualified"—"but we can't find any," said Palmore, "That rankles me."

He cited a report of 2,000 law partners comparing their credentials against their own firm's hiring criteria. The result showed only 40 percent of white partners met the criteria, compared to 80 percent of African-Americans. He was referring to a 2003 Minority Corporate Counsel Association report, titled "The Myth of the Meritocracy."

"My father used to tell me, you have to be twice as good," he said.

Palmore grew up in Pittsburgh in a family of five children, the son of an at-home mom and a father who worked his entire adult life for the Westinghouse Air Brake Co. in a number of jobs, including mill maintenance.

"Notwithstanding that background of never making a lot of money, they made sure they stressed the importance of education to every one of us," Palmore said. "They stressed the possibilities in life. They made sure there was an opportunity to go to college."

Palmore decided early that he wanted to be a lawyer. He can't say exactly why. "There were no obvious reasons. There were no lawyers in my family. I'd never been to a lawyer's office. The closest I'd ever gotten to a lawyer was Perry Mason."

Yet as a young person, Palmore was intrigued by what the legal profession had to offer. "It's a powerful notion having the opportunity to do well and do good," he said.

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# Katten Forms the GLBT Coalition

The Diversity Committee recently formed Katten's GLBT Coalition—an affinity group intended to formalize Katten's efforts in the area of sexual orientation and gender identity diversity. The GLBT Coalition focuses on ensuring that the firm's policies and procedures are inclusive of gay, lesbian, bisexual and transgender (GLBT) attorneys and staff, and that its recruiting endeavors are geared toward ensuring that Katten is sought after by all top-quality candidates—including those who are GLBT.

The GLBT Coalition also facilitates the firm's sponsorship of organizations that work to equalize the treatment of GLBT individuals in the broader community. For several years, Katten has been a sponsor of Lambda Legal's annual Bon Foster event in Chicago. Lambda Legal is a national organization committed to achieving full recognition of the civil rights of GLBT individuals and those with HIV through impact litigation, education and public

policy work. In Los Angeles, the firm has sponsored events hosted by GLAAD (the Gay and Lesbian Alliance Against Defamation), an organization dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation.

In addition to its internal efforts and sponsorship activities, the GLBT Coalition advances the firm's support of GLBT attorneys at Katten and throughout the legal community. The firm's initiative began in 2007 when it co-hosted Pride and Practice, a meet and greet event, with the LLC (the Lesbian Lawyer Club), a social and networking organization for lesbian attorneys and law students in Chicago. Future GLBT Coalition programs are expected to include, among other things, events involving local GLBT-focused bar organizations.

"We are enormously proud to form the GLBT Coalition so that the firm can ensure that it is an open and welcoming environment for everyone," said Vincent A.F. Sergi, National Managing Partner of the firm. "It is our hope that, through the GLBT Coalition, Katten will continue to be known as a place of inclusion where all hard-working individuals can be successful," Mr. Sergi continued.

The GLBT Coalition is co-chaired by Daniel Lange, a partner in the firm's Employee Benefits and Executive Compensation Practice in Chicago, and Josh Wayser, a partner in the firm's Litigation and Dispute Resolution Practice in Los Angeles. Anyone seeking additional information about the GLBT Coalition, or who may want to participate in its internal initiatives, programming or community projects, is encouraged to contact Mr. Lange at 312.902.5624 or [daniel.lange@kattenlaw.com](mailto:daniel.lange@kattenlaw.com). ■

## Women of Color in Law Firms: A Continuing Dialogue of Strategies for Success

On February 19, the Chicago Bar Association Alliance for Women, in conjunction with the Black Women Lawyers Association of Greater Chicago, Inc., the Chicago Committee on Minorities in Large Law Firms and JP Morgan presented **Women of Color in Law Firms: A Continuing Dialogue of Strategies for Success**. The dialogue featured female associates of color, including Chicago associate Monica Mosby, and was moderated by Dr. Arin Reeves of The Athens Group, Inc.

The seminar was a follow-up to the **Women of Color in Law Firms: The Need for Change & Strategies for Success** seminar hosted by the firm in December 2007.



# Chicago Committee on Minorities in Large Law Firms

Lauded as a national prototype, the Chicago Committee on Minorities in Large Law Firms (Chicago Committee) presents independent programming as well as programming in cooperation with various national, state, city and minority bar organizations and law schools, to assist its member law firms in developing strategies to identify, recruit, hire and retain minority attorneys and promote them to partnership.

The Chicago Committee's Venu Gupta, Executive Director; Kristen Mercado, Program Director; and Eileen Rosete, Program Assistant will call Katten's Chicago office home through 2010.

"Katten is an ideal organization from which to drive Chicago's law firms toward greater diversity. We look forward to continuing to work with the firm," said Ms. Gupta.

Ms. Gupta joined the Chicago Committee as the organization's Executive Director in January 2006. Prior to that, she was the Director of Diversity Education & Outreach at the Northwestern University School of Law. Through her experiences in law school administration, private practice and nonprofit organizations, she possesses

a working knowledge of the Chicago legal community and law firms on issues of diversity. She received her J.D. from Harvard Law School in 1999 and was subsequently a law clerk for the Honorable David H. Coar of the U.S. District Court for the Northern District of Illinois.

Ms. Mercado joined the Chicago Committee in July 2008 after a one-year



Student Services Fellowship in law school administration at the University of Chicago Law School. She received her J.D. from the University of Chicago and has practiced law at two large law firms in Chicago.

"We have a strong tradition of support of and involvement in the initiatives that the Chicago Committee undertakes," said Vincent A.F. Sergi, Katten's National Managing Partner. "We are pleased to have

Venu, Kristen and Eileen at our offices and look forward to continuing to work closely with the Chicago Committee to advance diversity in the Chicago legal community and beyond."

The main goals of the Chicago Committee are to:

- Increase the number of minority students in Chicago who are interested in becoming lawyers and are able to become successful lawyers in the Chicago Committee's member law firms;
- Provide members with programming, research, data, best practices and reference materials that will best inspire and equip them to advance racial and ethnic diversity in Chicago's law firms;
- Provide minority attorneys with the opportunities to gain the skills and build the relationships necessary to succeed and advance in law firms, creating a community of attorneys of color that have voice and impact; and
- Serve as the premier source of information about diversity in the Chicago legal community. ■

## ***Recent Chicago Committee Initiatives:***

### **PEAKDiversity 2008 – 2010**

In July 2008, the Chicago Committee embarked on a campaign called PEAKDiversity, which will run through 2010. PEAKDiversity seeks to raise awareness and generate resources to help the Chicago legal community advance diversity at all levels of the legal profession.

### **Chicago LegalTrek**

The Chicago Committee and Scholarship Chicago are collaborating to expand the pipeline of diverse students entering the legal profession through the Chicago LegalTrek program. The goal of this program is to provide college students with the inspiration and desire to pursue a legal career, along with the information, mentorship, network and academic support required to be successful.

### **Associate Survey 2007 – 2008**

The Chicago Committee is conducting a survey of associates at member law firms. The purpose of the survey is to receive feedback on Chicago Committee programming so that the organization can provide the types of events and activities that will help minority associates succeed at large law firms.

### **Mentorship Academy**

The Chicago Committee recently introduced its inaugural Mentorship Academy. The Academy will provide minority associates and junior partners with inspiration, networking, skill-building opportunities and leadership training required to reach their personal and professional potential.

# Korean American Bar Association Annual Banquet 2008

By Paula S. Kim, KABA Board Member

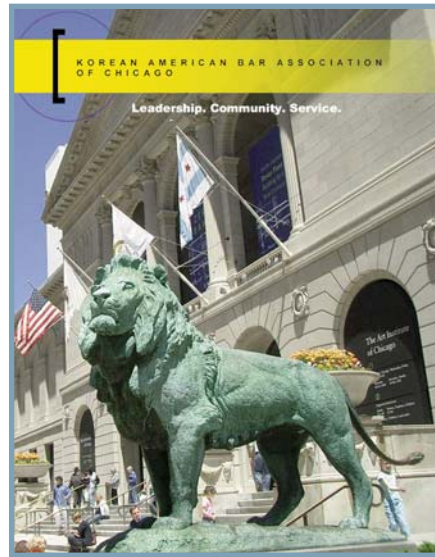
On May 15, over 150 attorneys, judges, academics and law students gathered at the Art Institute of Chicago for the 2008 Annual Banquet for the Korean American Bar Association (KABA). Established in 1993, KABA is comprised of attorneys and law students and seeks to provide leadership and community service opportunities for its members through professional activities, including its sponsorship of a free legal clinic in conjunction with Korean American Community Services.

This year's event was covered by NBC News, the *Korea Times* and *Korea Daily*. The master of ceremonies was Ellee Pai Hong, co-anchor of the weekend edition of NBC5 News Today. Special congratulatory remarks were given by Sunghwan Son, the Counsel General of the Republic of Korea.

This year's special guest speaker was Yul Kwon, winner of the hit CBS reality show "Survivor: Cook Islands," 2006's controversial, racially segregated season. On his way to victory, Kwon skillfully led a multi-ethnic team, earned a reputation as one of the show's most strategic and honest players, and smashed stereotypes about Asian American men.

Kwon is an attorney who obtained his B.S. degree from Stanford University and his J.D. from Yale Law School. He clerked on the Second Circuit Court of Appeals and practiced a mix of litigation, appellate, transactional and regulatory work at several law firms. As a legislative aide to Senator Joseph Lieberman, he helped draft portions

of the Homeland Security Act, authored a landmark bill on nanotechnology and organized a bipartisan caucus on science and technology. Several years ago, Kwon transitioned into the business sector, first joining McKinsey & Company as a management consultant and then crossing over to Google Inc.'s business strategy group. His recent activities include working



as a special correspondent on CNN, lecturing at the FBI Academy and speaking at many of the country's top corporations and universities. Kwon gave an inspirational address about the importance of breaking barriers in law and business.

At this year's Banquet, KABA also announced the winners of its Diversity Scholarship Program, consisting of two

scholarship awards, each in the amount of \$1,000, to assist qualified law students with their academic or living expenses. After receiving a record number of scholarship applications, KABA announced the two winners: Christina Kye and Melissa McElhiney.

Kye is a third-year law student at the University of Illinois College of Law, and has proven herself an excellent student and future leader in the legal profession and for the Asian Pacific American (APA) community. Currently she is the President of the National Asian Pacific American Law Students Association. She seeks to become a prosecutor and dispel stereotypes that Korean American women cannot be strong and forceful. McElhiney is a third-year law student at Loyola University Chicago School of Law. As a Korean adoptee of a blue collar family, she is the first person in her family to attend college. Having faced complicated challenges of identity, she has taken on leadership roles in the APA community including the position of Vice President at her school's Asian Pacific American Law Students Association.

KABA extends a special thanks to Katten for its Platinum sponsorship of this event. The firm's sponsorship allowed a number of individuals to attend the event as guests of Katten, including in-house counsel at Walgreens and JP Morgan and management of Bank of America.

For more information on KABA, please visit: <http://www.kabachicago.org/>. ■

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## Call to Action: Part Two

*continued from page 3*

And that combination of goals may be behind his passion for the diversity effort. "It's easy for people to land in positions of influence and not take advantage of it," Palmore said. "That would not have fit for me."

He has mixed feelings about the high profile he has raised with the call to

action. "In a perfect world, we wouldn't have to talk about this. I could be famous for something else. I do have a day job, and I think I'm pretty good at it," he said.

But he is encouraged by what he saw and heard at the diversity summit. "I am hopeful about this," Palmore said. "The reality is progress has been made. Not at the pace

any of us would like. We have a greater opportunity than we realized. But based on the conversations out there in Arizona, I'm hopeful something substantive will happen." ■

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*Reprinted with permission from the Daily Report.*

# Diversity Events

## Chief Diversity Officers Forum

From April 2-3, Leslie Minier, Katten's Chief Diversity Officer and Co-Chair of the Diversity Committee, attended the 5th Anniversary Chief Diversity Officers Forum in Atlanta. The annual event began in 2004 after a small group of committed chief diversity officers agreed to create a forum focused on providing a safe, open and honest platform to share best practices, exchange ideas and examine the unique challenges of managing diversity and inclusion in the workplace. This year's conference was entitled "Redefining and Expanding Diversity and Inclusion Leadership," and examined effective ways to leverage diversity aimed at driving business value while helping to shape and transform organizations and industries for the 21st century.

## Communicating to the Point Workshop

By Julie H. Liu

On May 13, Katten's Leadership Institute for Women of Color hosted a presentation skills workshop in Chicago titled "Communicating to the Point," which was taught by Stacey Hanke, a featured author of *Conversations on Success*.

The focus of the workshop was to improve each participant's ability to build trust with her audience and communicate with increased credibility and efficiency. Through a small group environment and videotaped critiques, participants became more powerful communicators and learned how to implement key skills such as confident movement, the importance of non-verbal gestures, powerful pausing and effective eye communication.



## Minority Partner/Summer Associate Dinner

On June 23, the Committee on Racial and Ethnic Diversity hosted a dinner in Chicago for minority summer associates to provide them with an opportunity to get to know minority partners. The dinner was small and informal and allowed the summer associates to ask the partners questions about Katten and the practice of law.

## Mexican American Bar Foundation Scholarship Awards Gala

On June 14, Katten was a Silver Sponsor of the Mexican American Bar Foundation Annual Scholarship and Awards Gala. The Mexican American Bar Foundation is a charitable corporation dedicated to providing financial assistance to men and women of Chicano and Latino heritage who intend to pursue careers in the law. Eric Guerrero, one of the firm's incoming first-year associates in the Los Angeles office, is a two-time former scholarship recipient. Steve Cochran, a Los Angeles litigation partner, attended this year's awards along with associates Yavonna Blackmon, Yula Chin, Tiffany Hofeldt, Greg Korman, Kamilah Smith and incoming first-year associate Efrain Miron.

## 2008 Minority Scholarship Recipient Profiles



**Maxwell W. Li**  
Columbia Law School

**Maxwell W. Li** will be starting his third year at Columbia Law School this fall and worked as a summer associate in Katten's New York office during 2008.

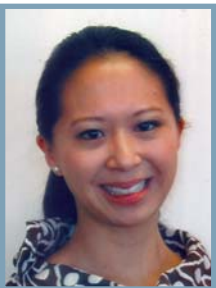
Mr. Li was attracted to Katten because the attorneys at the firm are known for being genuine and relaxed, and his experiences during his call-back interviews at the firm reinforced those impressions.

Mr. Li was also attracted to Katten's reputation for doing preeminent transactional work. It was important for Mr. Li to be able to build upon the skills he acquired during his first summer internship at UBS Investment Bank and his internship with Sponsors for Educational Opportunity. Mr. Li said he found that his work on transaction projects over the

summer dovetailed nicely with what he learned during his first two years of law school, and that he "enjoyed the opportunity to see how my classroom experiences could be applied in the real world."

Mr. Li learned of the minority scholarship after he had already applied to Katten. A few members of the Minority Scholarship Committee reached out to him and encouraged him to apply. Mr. Li was impressed that Katten focuses on minority issues and really puts its money where its mouth is, as is evidenced by the scholarship. Mr. Li said that "I wanted to come to Katten for a number of reasons, but the scholarship made me feel even better about my choice."

- B.A. in Economics and East Asian Studies from Haverford College
- Alumnus of the Sponsors for Educational Opportunity Corporate Law Program



**Angela M. Liu**  
University of North  
Carolina School of Law

**Angela M. Liu** will be starting her third year at the University of North Carolina School of Law this fall and worked as a summer associate in Katten's Chicago office during 2008. Ms. Liu's decision to apply for the minority scholarship was largely influenced by her experience and observations during the interview process at Katten. While interviewing, she felt the firm created a sustainable work environment for minority attorneys. Comparing Katten to other law firms, she said she could tell that the firm is making a top-down effort to build a critical mass of diverse attorneys, and also to promote and sustain minorities in the workforce. "I wanted to be a part of a place that would help me grow and develop so that I could one day be a role model to other women and minorities, so they never have to question whether or not there is a place for them in the legal profession. I really applaud Katten for taking the lead in a very tangible

way of proving their commitment to diversity," she said.

Ms. Liu also said that Katten associate Jeremy C. Daniel, a former scholarship recipient, largely influenced her decision to apply for the scholarship. During her interview process, Mr. Daniel took her through the application process and encouraged her to apply.

In the end, Ms. Liu joined Katten because of the people. "The people with whom I interviewed really had a richness and complexity to them—they were intelligent and interesting," she said. "I asked myself, 'On a cold, rainy October afternoon, would there be a place with people from whom I could not only learn and be challenged, but who could also make me smile?' Katten was the answer. I am very grateful to Katten for giving me the opportunity to work here over the summer."

- Sonnenschein scholar, one of 50 first-year law students nationwide recognized for academic performance, leadership and commitment to public service
- Morehead scholar, which is a full four-year scholarship recognizing achievement, leadership, physical vigor and moral force of character
- Editor-in-chief, *North Carolina Journal of International Law and Commercial Regulation*
- B.A. in English from the University of North Carolina – Chapel Hill, graduated Phi Beta Kappa
- Judicial Extern for Justice Mark Martin, North Carolina Supreme Court
- National Board of Directors, StandUp for Kids

## 2008 Minority Scholarship Recipient Profiles, *continued*



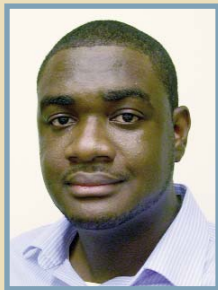
**Christopher H. Mendoza**  
Cornell University  
Law School

**Christopher H. Mendoza** will be starting his third year at Cornell University Law School in the fall and worked as a summer associate at Katten's Chicago office during 2008. Mr. Mendoza learned of the minority scholarship during a job fair at Cornell. He was not paired up with the firm, but he was interested in learning more about it. He went to Katten's website and stumbled upon the minority scholarship. Mr. Mendoza said, "Turns out that the school's lottery system for assigning students to firms helped me hit the lottery! If I was originally paired with the firm during on-campus interviews, I probably would not have found the scholarship program."

Mr. Mendoza was attracted to this opportunity because of Katten's reputation. "I originally picked Katten because it was committed to helping minorities and women excel in the legal community. The firm's welcoming environment during the call-back process helped seal the deal. Everyone I met was happy, intelligent and helpful. I also liked the firm's teamwork environment. These are the reasons why I accepted Katten's offer on the spot!" he said. The firm's scholarship was a bonus and gave Mr. Mendoza the opportunity to offer his diverse background to the firm.

- Notes Editor, *Cornell Journal of Law and Public Policy*
- Member and Diversity Chair, Cornell's *Latin American Law Student Association*
- B.A. in Political Science from Chapman University, graduated with honors

## Sponsors for Educational Opportunity (SEO)



**Rishard Cooper**

This year, Katten joined the prestigious list of law firms participating in the SEO Corporate Law Program in New York City. The program was founded in 1986 with the aim of recruiting and training outstanding college students of color from across the country for internships that lead to careers in some of the most competitive industries, including law. Since its inception, SEO has recruited highly talented pre-law students to intern at the most prestigious law firms and financial institutions in the country.

The goal of the program is for SEO interns to receive a comprehensive internship experience that goes far beyond simply placing students at companies for the summer. SEO interns gain exposure to CEOs and top partners through the SEO Summer Seminar Series. The program also offers intensive training before and during the internship. A key part of this training includes the seven day Corporate Law Institute, which provides the program participants with an intensive law school prep program and presentation series designed to give them a head start on their first year of law school. In addition, each intern is supported by an extensive mentoring program and is welcomed into a powerful alumni network comprised of over 4,500 SEO alumni across 43 states and 30 countries.

The firm's New York office is pleased to have had Rishard Cooper join us for 10 weeks this summer. Mr. Cooper is a 2006 graduate of Princeton University and will be enrolling at Northwestern University School of Law in the fall.

### ConnectingKatten

#### Connecting Katten Editors

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# White Men and Diversity: A Candid Dialogue

On May 20, Katten hosted a Chicago Committee on Minorities in Large Law Firms event entitled “White Men and Diversity: A Candid Dialogue,” which discussed strategies for including white men in diversity initiatives in the legal profession. The panelists for the event were William A. Von Hoene, Jr., Executive Vice President and General Counsel of Exelon Corporation; Dr. Arin N. Reeves, consultant at The Athens Group, Inc.; Lawrence A. Gray, partner at Locke Lord Bissell & Liddell; and Robert Yates, journalist from *Chicago Lawyer*.

Mr. Von Hoene, informed by his perspective as a general counsel for one of the nation’s largest electric utility companies, stressed the value of diverse teams in terms of allowing businesses and law firms to think from various points of view. However, the panel also noted that, unless white men are encouraged to contribute to diversity programs, such programs run the risk of being viewed as providing special treatment to minority attorneys instead of providing value to the firm and the legal profession as a whole in terms of attracting and retaining a diverse pool of attorneys.

A key theme echoed by the panelists is that, contrary to conventional wisdom, the active participation of white men in diversity initiatives is often vital to the success of such initiatives. For example, whereas diversity initiatives often attempt to increase mentoring opportunities for young attorneys of color, the panel asserted that mentoring is often most effective when it is across racial and other boundaries. Therefore, if a diversity initiative has not achieved buy-in across racial and other boundaries, it is difficult for such effective mentoring to occur.

The discussion also focused on the need for minority associates to take it upon themselves to develop personal relationships with their law firm colleagues. As exhibited during the event, it is only through open and honest dialogue that legal professionals can continue to make progress on an issue about which many people have strong feelings. ■



*William Von Hoene, General Counsel of Exelon Corp. (right), and Lawrence Gray, Managing Partner of the Chicago office of Locke Lord Bissell & Liddell (left).*



*Left to right: Robert Yates, Chicago Lawyer; William Von Hoene; Venu Gupta, Chicago Committee on Minorities in Large Law Firms; Arin Reeves, The Athens Group, Inc.; and Lawrence Gray.*

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