

CONNECTING KATTEN

Welcome. In this issue of *Connecting Katten* we draw attention to, and inspiration from, newly established organizations such as the Leadership Council on Legal Diversity and the Project for Attorney Retention, which combine the efforts of leaders in the in-house and law firm environments to achieve greater diversity in the legal profession. The involvement of Katten's leaders in the firm's diversity initiatives has been invaluable, so we applaud the call to bring together law firm and in-house decision makers to finally achieve the greater diversity that we all seek. In addition, through our programming on and involvement in these issues both at Katten and in the greater legal community, we reaffirm Katten's commitment to diversity as one of the firm's core values that we continue to embrace during the current global economic downturn.

Vincent A.F. Sergi
National Managing Partner



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



Theresa L. Davis
Co-Chair, Diversity Committee



Katten Named Among Top 100 Law Firms for Diversity for Fifth Consecutive Year by *MultiCultural Law Magazine*

Katten has been named to *MultiCultural Law* magazine's listing of the Top 100 Law Firms for Diversity for the fifth year in a row. Within this ranking, Katten was specifically recognized for its commitment to women's initiatives, also ranking among the publication's Top 100 Law Firms for Women. The rankings are announced in *MultiCultural Law's* 2009 issue.

MultiCultural Law magazine selects its Top 100 Law Firms for Diversity based on statistics compiled by surveying more than 200 top law firms. Criteria for the listings include the diversity of each firm's attorneys, the presence of diversity committees and mentoring programs within the firm, and firmwide leadership initiatives to support diversity.

Katten Recognized for Third Consecutive Year as a Best Law Firm for Women by *Working Mother* and Flex-Time Lawyers

For the third consecutive year, Katten has been recognized as a Best Law Firm for Women by *Working Mother* magazine and Flex-Time Lawyers LLC. Katten and the other firms honored were recognized for their continued attention to work-life and women's issues and increased use of flex-time, reduced-hour and other family-friendly policies to ensure the future success of the legal profession. In addition to being selected as one of the 50 Best Law Firms for Women for the past three years, Katten was also ranked in 2007 and 2008 as one of *Working Mother's* 100 Best Companies, one of only a handful of law firms in the nation to earn that distinction.

Katten is honored by *Working Mother* and Flex-Time Lawyers for creating a work environment that is hospitable to and encouraging of the advancement of women. With innovative programs and policies that help female attorneys achieve balance in their personal and professional lives and thrive as practitioners, Katten is ensuring that women have a secure future in the private law practice.

Katten Selected as One of Top Ten Family Friendly Firms

Katten has been ranked as one of the nation's Top Ten Family Friendly Firms by Yale Law Women (YLW) for 2009. The firms honored by YLW are recognized for their continued commitment to establishing family-friendly policies that promote flexible work arrangements and a positive work-life balance. YLW is Yale Law School's student organization devoted to promoting the interests of women in law school and the legal profession.

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GC Spotlight: Michele Coleman Mayes Creates Legacy as a Leader in the Legal Profession

By David Kelly



Michele Coleman Mayes

Michele Coleman Mayes, Senior Vice President and General Counsel for Allstate Insurance Company, has a wealth of legal, corporate and government experience, and an abundance of wisdom gained as an African American woman attorney. The American Bar Association Commission on Women in the Profession awarded her the prestigious Margaret Brent Award and the Minority Corporate Counsel Association awarded her its Trailblazer Award for her work as a champion of diversity and excellence in the legal profession. For Ms. Coleman Mayes, diversity and excellence build upon one another.

While law firms have been focusing on the issue of diversity in the legal profession for many years with varying degrees of success, Ms. Coleman Mayes states that, in order for there to be a true shift in terms of diversity, it isn't about how long you've worked at it, but how well you've executed a strategy. Tackling change management within any institution involves some trial and error, but must be undertaken in earnest. "Pilot programs do not need to be perfect," counsels Ms. Coleman Mayes. "You must, however, learn from your missteps and adjust accordingly."

The Leadership Council on Legal Diversity, for which Ms. Coleman Mayes serves as a board member, is a clear example of a key, groundbreaking initiative that builds on prior programs to achieve greater diversity in the legal profession. The Leadership Council brings together general counsels of Fortune 500 companies and managing partners of large law firms around

the goal of increasing diversity. "The Leadership Council is fundamentally different from prior diversity initiatives because it only includes decision makers," states Ms. Coleman Mayes. "We are bringing general counsels and managing partners to the table with a commitment to make change in the area of diversity." Where past initiatives have been unable to establish sufficient traction, the Leadership Council, by getting decision makers from leading institutions on the same page and moving in the same direction, can turn kind words and good ideas into concrete actions. "Ultimately, if you haven't done it, who cares if you've thought about it," declares Ms. Coleman Mayes. "I have a favorite quote by Shirley Chisholm: 'It does no good to say, "Something ought to be done," or "Somebody ought to do something." Until you realize that the important question is "What am I going to do?" you have not begun to be serious about a problem.'"

In addition, Ms. Coleman Mayes points out that increasing diversity is not just a numbers game, but a question of whether there is minority participation in the upper echelons of the law firm, for example in the ranks of partnership and on hiring and managing committees. Ms. Coleman Mayes points out that there are certain intangible signs relating to shifts in the culture of a workplace that are more difficult to measure, but no less important. Ultimately, you will not have qualitative or quantitative change "if minorities are relegated to positions in which they are not decision-makers," states Ms. Coleman Mayes.

While some law firms are uneasy about the fact that diversity is expected of them by their corporate clients, Ms. Coleman Mayes indicates that "the key is to align values and actions." One method to achieve

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GC Spotlight: Michele Coleman Mayes

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this goal is to recognize and reward firms that have been exemplary when it comes to sustaining diversity. By focusing on recognition and reward, in-house attorneys and outside counsel can begin to re-frame the diversity discussion and view it from a different perspective. According to Ms. Coleman Mayes, re-framing the debate is key to its ultimate success.

“Diversity is not a problem to be dealt with but an opportunity to be seized,” states Ms. Coleman Mayes. “If you empower people who do not traditionally have a voice at the table, then things change for the better for everyone. Studies have shown that if you can channel the efforts of a diverse group, that group will be more creative than a group lacking in diversity.” By failing, however, to cultivate and tap into the energy of a diverse collective, many law firms don’t reach their full potential and thus fail to deliver the creative solutions demanded by their clients. Ms. Coleman Mayes warns that the law firm model often allows partners to accept the status quo so long as their profits per partner and billings exceed a certain minimum threshold. In her opinion, such partners do not realize how successful they and their firm could be if they cultivated all of the diverse talent at their disposal. “Law firms can be like a revolving door. I am confident that there is talent seepage. How can a place with such high turnover think that it is performing optimally?” questions Ms. Coleman Mayes. She views the traditional law firm model as not necessarily being conducive to sustaining diversity due, at least in part, to the failure of law firms to identify and develop leaders effectively.

“Too many law firms fall short when it comes to developing leadership skills,” declares Ms. Coleman Mayes. “And leadership is more imperative the more diverse

an institution becomes. Research shows that conflict arises with diversity.” As such, law firms that have failed to properly develop partners as managers and leaders within the firm are at a distinct disadvantage when it comes to maintaining diversity in the workplace. In short, a law firm that claims to be committed to diversity but has yet to address gaps in the way in which it cultivates leaders and teaches its partners to manage people will be hard pressed to sustain the diversity that it professes to seek.

A metric often used by law firms to identify leaders (i.e., billable hours) differs greatly from those used by corporate America generally (and, more specifically, by in-house law departments). “I believe in-house law departments do a better job of identifying and developing leaders and we can help law firms with this,” asserts Ms. Coleman Mayes. This focus on leadership may be one reason why in-house law departments are often more successful than law firms at retaining diverse legal talent.

One of the strategies implemented by Ms. Coleman Mayes at Allstate to help retain women, minority and majority employees is to provide all employees with a menu of flexible work options that they can take advantage of depending on their circumstances. Such an approach is crucial to develop what Ms. Coleman Mayes terms greater “work-life integration” (as opposed to work-life balance). “You have to understand that people go through various life stages, so you need options that they can take advantage of depending on where they happen to be in their lives at any given moment,” explains Ms. Coleman Mayes. Benefits such as childcare programs and eldercare programs may be of value to different employees (or the same employee) at different stages of their lives. By offer-

ing an array of benefits, companies can attract and retain a variety of diverse employees. The research of the Project for Attorney Retention (PAR) is compelling here. Allstate found it very instructive as it refined its flexible work options. Ms. Coleman Mayes cautions, however, that a firm should not “put a program in place if it is going to denigrate people for taking advantage of the program.” By offering a variety of work-life integration programs, a law firm can create a welcoming culture for minority and women attorneys and, ultimately, all attorneys who want to avail themselves of such arrangements. “It is one thing to indicate to an employee that he or she can ‘come on in if you want to’ but quite another thing to welcome that employee genuinely into the firm,” advises Ms. Coleman Mayes. “Flexible work options often are vital to retaining good talent.”

With respect to her own success, Ms. Coleman Mayes notes that it did not occur overnight. “Some of being successful is declaring your intentions,” she says. “You have to be willing to put your goals out there and then to succeed or fail.” Ms. Coleman Mayes found that, when she communicated her goal of becoming general counsel to her then boss, “he began to look at me differently. In addition, that same boss shared with me a list of shortcomings to highlight why he thought I was not ready to be a general counsel.” Yet, after she boldly made him aware of her career goals, that same boss/mentor worked with her to create a roadmap that, eventually, helped her get to the point where she is today, namely one of only a handful of African American general counsels at Fortune 100 companies. Ms. Coleman Mayes had one parting comment about being one of a few—“That too is changing. That is the legacy I shall create.” ■

The Project for Attorney Retention Launches the Diversity and Flexibility Connection Initiative

By Paula Kim

On January 6, the Project for Attorney Retention (PAR) launched the Diversity and Flexibility Connection initiative to increase diversity and flexibility in law firms, with a focus on women's issues and flex-time work schedules. In a January press release, PAR stated that "Although research shows that diversity programs need to include a work/life component in order to be successful, until now, diversity and work/life programs have largely been treated separately."

To illustrate the importance of the Connection's work, PAR reported that as of April 2009, "only 17% of law firm partners are women, and only 4% are people of color. The long hours lawyers work are one reason why these numbers have risen so slowly. Nationwide, 95% of mothers age 25-44 work fewer than 50 hours a week, and 82% of women become mothers." In addition, according to the American Bar Association Commission on Women's *Visible Invisibility: Women of Color in Law Firms* and other studies, women often find

it harder to work full time.

The Connection is comprised of a carefully selected group of law firm managing partners and general counsels who are in positions to create real change. Joan Williams, the co-director of PAR, stated that "This high level group will have frank, moderated discussions about how in-house and outside counsel can work together in an approach that incorporates the most effective tactics from both diversity and flexibility efforts."

Companies whose general counsels are participating in the initiative, chosen because of their leadership on issues of diversity, include Accenture, Allstate Insurance Company, Coca-Cola North America, Del Monte Foods Company, DuPont Company, General Mills Inc., Macy's Inc., Shell Oil Company, The Clorox Company, The Timberland Company, United Parcel Service and Wal-Mart Stores, Inc. The Connection complements the work of other influential groups and initiatives that are working to increase diversity and

flexibility in law firms and to strengthen law firm-client relationships, such as the landmark 2004 Call to Action, the ABA Commission on Women in the Profession, the Association of Corporate Counsel's Value Challenge, the Minority Corporate Counsel Association and the National Association of Women Lawyers. The Connection seeks to bring together diversity and flexibility research and best practices that until now have been viewed as distinct, and to develop practical action steps and solutions for law firms and their clients that will achieve inclusion for all lawyers. PAR will release a report of the Connection's work and recommendations in the Fall of 2009.

PAR is a nonprofit organization that studies the advancement of women lawyers and work-life issues for all lawyers, and is part of the Center for WorkLife Law at the University of California Hastings College of the Law in San Francisco. For more information about the Connection and PAR, visit www.pardc.org. ■

Leading General Counsels and Managing Partners Establish Leadership Council on Legal Diversity

By David Kelly

On May 6, senior legal executives from 14 Fortune 500 companies including The Allstate Corporation, General Mills, Inc., The Coca-Cola Company, Microsoft Corporation and Wal-Mart Stores, Inc., together with the managing partners of various large law firms, announced the establishment of the Leadership Council on Legal Diversity (LCLD), an organization comprised of chief legal officers and law firm managing partners dedicated to using all means at its disposal to create a truly diverse legal profession.

By bringing together the top decision makers at law firms and in corporate legal departments, the LCLD seeks to, in the words of Rick Palmore, General Counsel of General Mills and Chair of the LCLD Board of Directors, "eliminate impediments and provide minorities and women with a full and fair opportunity to perform, to succeed and to lead."

Katten will be participating in the LCLD as a law firm leader. We look forward to sharing with the broader legal community the successful initiatives that have been

implemented at the firm, and to learning from our colleagues in the in-house and law firm arenas how we can improve upon and expand our diversity efforts.

LCLD builds upon prior diversity programs and evolved out of the groundbreaking 2008 Call to Action Summit, which was attended by key Katten partners who are involved in the firm's diversity initiative. At the 2008 summit, general counsels from Fortune 500 companies and managing partners of the

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Katten Sponsors Chicago and D.C. Receptions Benefiting the Women of Color Research Initiative

A Public Service Project Conducted by the ABA Commission on Women in the Profession

By Theresa Davis

Katten was proud to sponsor two receptions this spring hosted by the ABA Commission on Women in the Profession. The purpose of the receptions was to raise much-needed funding for the Commission's pioneering and comprehensive research on women of color in the legal profession. Katten Litigation partner Theresa Davis served on the Host Committee for the two receptions, and also serves on the Commission's Research Committee to oversee the next two phases of the research.

The ABA Commission on Women was inspired to examine the professional trajectory of women of color based on research in the late 1990s by the National Association of Law Placement (NALP). This research revealed that virtually all women lawyers of color working in private practice left their positions at major law firms within eight years, with over 64% of minority females leaving their firms within less than five years of being hired.

Following these studies, the Commission embarked on a comprehensive research initiative to fully examine the advancement and retention issues facing women attorneys of color. This research resulted in the Commission's groundbreaking 2006 report *Visible Invisibility: Women of Color in Law Firms*, which focused on large law firm practice. The data in the report showed that women attorneys of color experience a dramatically different working environment in such firms than similarly situated white male, white female and male attorneys of color, and confirmed that many large law firms experience attrition rates for their women attorneys of color as high as 81% within five years of being hired.

In an effort to reverse that disturbing trend, the Commission continued its research initiative and, in 2008, released its next report, *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms*. This report contains information, insights and advice gathered from women of color partners in national law firms about concrete steps that a law firm can take to



help women of color thrive, and steps women of color can take to improve their own career opportunities.

Building upon these two reports, the Commission is moving forward with two more phases of research. The next phases will focus on providing a picture of the issues confronting women attorneys of color and their employers in Fortune 500 corporations and in the U.S. Department of Justice. The experiences of corporate and government attorneys will be compared to those in law firm practice based on the 2006 and 2008 Commission reports. Ultimately, the findings from these studies will be used to develop educational material and programs that will help improve the retention and advancement of all women of color in the legal profession.

In order to fund this research, the

Commission hosted regional receptions in Chicago and Washington, D.C., to highlight the research efforts and provide an opportunity for private firms and companies to contribute to this landmark project.

At the May 29 reception in Chicago, Michele Coleman Mayes, Senior Vice President and General Counsel for The Allstate Corporation, ABA President H. Thomas Wells Jr. and Anita Alvarez, the first female and first Hispanic State's Attorney for Cook County, were honored for their commitment to women attorneys of color.

Calling on her fellow women lawyers of color to continue their work to advance the agenda for equality in the legal profession, Ms. Coleman Mayes stated: "You need to take stock, you need to take credit, you need to take risks, you need to take a hand and you need to take a stand." Ms. Alvarez recounted

that early in her career, she often was mistaken for a Spanish interpreter, instead of counsel, when there were few women lawyers and even fewer women lawyers of color. She remarked on how far women, and in particular women of color, have come in the profession, but also commented on how far the profession still has to go to reach equality of participation at the leadership ranks. Mr. Wells shared his belief that the work of the Commission is not just important to women, stating: "As most of you can tell, I'm a non-woman; I'm not of color; ... but that doesn't stop me from having a strong commitment to diversity.... On diversity issues, sometimes it's amazing what middle-aged white men can do when they put their minds to it."

The accomplished honorees at the Washington, D.C., reception included

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Andrés Tapia: Diversity *Plus* Inclusion Equals Retention

“Companies must ask themselves, what must be put in place so people who have traditionally been outside the mainstream feel they’re truly part of the [company], rather than intruders at worst and guests at best.”

The Inclusion Paradox, Andrés Tapia

By Monica Mosby



Andrés Tapia

It was a chief diversity officer’s dream—10 top minority MBA recruits had accepted offers of employment with her company. This ultimate reward followed a massive recruiting effort undertaken by the company to snag this group of talent from the National Black MBA Association’s annual conference, including a commitment from the CEO and Senior Vice President of Human Resources and over \$100,000 in monetary resources. Unfortunately, the CDO’s triumph was short lived—within a year, *all* 10 new recruits had left the company. In his book *The Inclusion Paradox*, Andrés Tapia tells this story, among others, to illustrate the fact that “companies have gotten better by recruiting diversity, but continue to do a poor job at retaining diversity because we haven’t figured out how to create an inclusive environment. As a result, our diverse talent walks out the door.”

As further evidence, a survey conducted by Hewitt Associates, a leading human resources consulting and outsourcing company, found that while two-thirds of companies focus on recruiting, only one-third focus on retention. One glaring reason for lack of retention, as Mr. Tapia found, is that the “elusive element of creating a culture of inclusion” is often missing from the company’s diversity initiative. Diverse employees quite often run into “hidden barriers of exclusion,” e.g., someone from the majority who started at the same time gets the plum assignments or is billed at a higher rate; or diverse employees receive empty performance reviews because either

they haven’t been given meaningful assignments or there was no meaningful mentoring or coaching through issues that inevitably arise, a luxury often afforded those in the majority. These barriers provide the backdrop for the employee’s disengagement from the company. Mr. Tapia warns that once the “engagement strands that connect the employee to the organization begin to snap,” the calls from the headhunters are eventually returned and the employee leaves. The company is now back to square one.

Many companies, including law firms, are struggling with the issue of retaining diversity. As Chief Diversity Officer and Emerging Workforce Solutions Leader of Hewitt Associates, Mr. Tapia assists Fortune 500 companies in creating inclusive work environments by shifting paradigms from tolerance and sensitivity to cross-cultural competence, and from programmatic to sustainable diversity, with an ultimate goal of retaining multicultural talent. In response to the question of how we stop the attrition cycle, Mr. Tapia divulges the four pillars for engagement and retention of multicultural talent: Community, Recognition, Mentoring and Advancement. Although there is an in-depth discussion of each pillar in *The Inclusion Paradox*, Mr. Tapia explains that mentoring “is the most difficult of the four pillars because you are asking people who are so different to come together and have a relationship.” Traditionally, a mentoring relationship will consist of “a white male executive or partner, who remains in a position of authority, and a multicultural employee hoping to glean secrets on how to enter the inner circle.” Inherently, the executive or partner is saddled with the burden of guiding the multicultural employee, instead of the relationship being reciprocal.

Mr. Tapia explains that while the traditional mentoring concept is “intended to overcome a risk aversion on the part of the power elites about whom they let into the cockpit,” the hierarchical manner of traditional mentoring relationships can actually lead to the inadvertent exclusion of multicultural talent from job advancement opportunities because the senior leaders never truly get to know the diverse employee up close and personal. In contrast, a reciprocal mentoring relationship, in which the leader is required to get to know his or her mentee up close and personal, “provides a learning environment for the [executive or partner] to personally and professionally benefit from one of the basic premises behind diversity—diverse talent brings new and fresh perspectives to age-old as well as cutting-edge business issues.” While certainly the most difficult of the pillars to implement, mentoring is one of the most important factors in retaining diverse talent. Mr. Tapia’s research has found that diverse employees consistently believe that “mentoring from senior leadership adds to their sense of connection to the corporate community” and “increases their possibilities for advancement.” However, “*no advancement* [of multicultural talent] means there has been *no progress*” in the area of diversity and inclusion in that company or law firm.

The Inclusion Paradox challenges the “notion that the melting pot automatically leads to inclusion,” and makes the case that “equality often does *not* equal same.” Mr. Tapia lays out the business case for diversity and the inextricable importance of inclusion in the problematic area of retention. In sum, to retain diverse talent, companies must be committed to diversity as well as the creation of an inclusive environment. ■

Alumnus Illuminated: Karen Randall, Former Katten Attorney and General Counsel of Universal Studios, Discusses Her Keys to Success

By Kamilah Smith

When Karen Randall began her legal career in 1976 as an associate at the law firm Wyman, Bautzer, Kuchel & Silbert, her formula was simple: “if you work as hard as you can, you can go as far as you want to go.” Sticking to her mantra throughout the course of her career, Ms. Randall rose through the legal ranks to become managing partner of Katten’s Los Angeles office, a member of Katten’s national Executive Committee and Board of Directors, and, ultimately, General Counsel of Universal Studios, where she was responsible for all legal operations of Universal’s global businesses, including the company’s worldwide motion picture and television businesses, its parks and resorts group, the studio operations group, and its music business. In addition, she oversaw the company’s anti-piracy operations, labor relations, environment, health and safety and worldwide public policy and government affairs. Tenacious. Charismatic. Thoughtful. No-nonsense. Driven. Collectively, these words might accurately describe Ms. Randall. Just one, however, could never do her justice.

Ms. Randall earned her B.A. degree, *cum laude*, from Vassar College in 1973, and her J.D. degree in 1976 from the UCLA School of Law. By growing her brand and her business through networking, Ms. Randall created several opportunities to hold leadership positions in the legal field and on the boards of various organizations, including Pro Bono Counsel for the Southern California Chapter of the March of Dimes and Deputy General Counsel to the Honorable William H. Webster’s Commission investigating the actions of the Los Angeles Police Department during the 1992 riots in Los Angeles. Networking is “critical, and is what heightened my reputation and my profile,” whether with clients, opposing counsel or fellow committee members of both the L.A.

County and the California State Bar Associations. In addition, taking the time to get to know people both in and out of the legal profession helped afford Ms. Randall the opportunity to work as in-house counsel at Universal Studios.

“I didn’t go looking for the position at Universal, but I always thought of going in-house as a possible thing to do,” explains Ms. Randall. “My name came up, and I was



Karen Randall

there at the right time.” Ms. Randall’s tenure with Universal saw several changes in ownership and management, however she was able to thrive in her position as General Counsel despite these changes through her deep knowledge of the company and by maintaining a positive attitude toward her colleagues and her profession.

In addition to her work ethic, professionalism and passion for the law, Ms. Randall believes that she had something else working in her favor as she maneuvered through and advanced in the legal profession: her ethnicity and gender.

“My ethnicity, my femaleness and everything else that was different about me were my biggest assets. It made people remember me, from clients, to judges, to people on my bar committees,” affirms Ms. Randall. As a result, she successfully steered clear of the “chip on the shoulder” attitude and was a team player throughout her notable legal career.

Having managed the legal operations of Universal for almost nine years, Ms. Randall left the company during January 2005. Several months later, she was diagnosed with multiple sclerosis. Currently Ms. Randall spends her time serving on the boards of the Southern California Chapter of the National Multiple Sclerosis Society and the Providence Holy Cross Foundation.

Despite having left the legal profession, Ms. Randall still manages to be surrounded by lawyers in her personal time by meeting and visiting regularly with former colleagues and instructors who were instrumental in her professional education and advancement throughout her legal career. Although one chapter in Ms. Randall’s extraordinary life story has closed, it is clear that the people she met and her experiences as a leader in both the law firm and in-house arenas have substantially and positively impacted her life and the lives of numerous colleagues. According to Ms. Randall, there is no other profession that she could have imagined being a part of. After all, “one of the smartest, most well-trained and analytical groups of people are lawyers,” she declares. “If you can succeed at a law firm, you can succeed at anything.”

Ms. Randall lives in Chatsworth, California with her husband of 35 years, Henry Hines, their daughter, Paige, and their beloved pets: 3 horses and 6 dogs. Scott, the son of Ms. Randall and Mr. Hines, works in the fishing business and lives in Alaska. ■

Diversity Events

Leadership Institute for Women of Color Hosts Lunch with U.S. Court of Appeals Judge Ann Claire Williams

By Paula Kim

Katten's Leadership Institute for Women of Color hosted a lunch with the Honorable Ann Claire Williams of the U.S. Court of Appeals for the Seventh Circuit on January 12 at the Arts Club of Chicago. Thirteen women attorneys of color from Katten attended the event and were privileged to receive a rare glimpse into the life, work and passions of Judge Williams. Each participant came away from the lunch inspired by Judge Williams' example, and grateful for her openness and willingness to share her experiences.

While working as a music and third grade teacher in inner-city schools in Detroit, Judge Williams was inspired to pursue a legal career by a childhood friend, and was driven by her experiences as a child of the civil rights movement. In sharing how her father diligently worked as a bus driver to ensure his children would have a bright future, Judge Williams stated that whenever she faces professional or personal hardships, she reflects upon the sacrifices made by family members and those who have come before her, and is motivated by their example.

On how to achieve success in the legal profession, Judge Williams stressed that women attorneys of color must first and foremost have pride in their work and strive for excellence. She then emphasized that women of color must be vocal about the opportunities they want and need. To illustrate her point, Judge Williams shared her belief that she would not be a federal judge if she had not spoken up at certain watershed moments in her career. Judge Williams suggests that women of color need to be flexible and open to unexpected opportunities. She shared that when a door was closed to her and banging on it proved to be fruitless, she often found a window to go through instead. Highlighting the importance of networking and building genuine relationships with others in the

legal profession, Judge Williams explained how various relationships unexpectedly and positively impacted her career.

Reflecting on the many changes in the legal profession for women of color, she marveled at the many resources that are available to women of color in the practice



today—such as mentorship and business development opportunities, and internal and external support network and organizations—and encouraged the program participants to take advantage of such opportunities. In response to a question about the difficulties women of color in the legal profession face in balancing work and life, Judge Williams shared the story of how she and her husband met, and how they decided when they would have children. She reminisced about how it was not too long ago that women in the legal profession were not comfortable having children until they reached partnership or some type of management level in their careers. While that has changed and more flexible career options are available to women of color in the legal profession today, Judge Williams expressed that women of color should be just as thoughtful and diligent in pursuing a work-life balance as they are in their professional development.

Judge Williams has been a trailblazer for women of color in the legal profession. After receiving her law degree from the University of Notre Dame, she clerked for Judge Robert A. Sprecher of the U.S. Court of Appeals for the Seventh Circuit, was an Assistant U.S. Attorney in Chicago from 1976 to 1985, and ultimately became the first African American woman supervisor of a criminal division as the Chief of the Organized Drug Enforcement Task Force in 1983. In 1985, Judge Williams became the first African American woman appointed to be a U.S. District Judge in the Northern District of Illinois, and in 1999 she became the first African American woman appointed to the U.S. Court of Appeals for the Seventh Circuit.

Judge Williams has a long history of judicial and public service, and a passion for expanding the pipeline for minorities and women in the legal profession. Among her many accomplishments, she co-founded Minority Legal Education Resources in 1977, helped found the Black Women Lawyers Association of Chicago in 1987, created a public interest postgraduate legal fellowship program for Equal Justice Works in 1991, co-founded the Just The Beginning Foundation in 1993, was the first African American woman appointed to chair a judicial conference committee in 1993, and become the first African American woman to serve as president of the Federal Judges Association.

The accolades awarded to Judge Williams are numerous and include becoming the first African American woman to receive the *Chicago Lawyer's* Person of the Year award in 2000, being named as one of Chicago's 100 Most Influential and Powerful Women in *Crain's* magazine and the *Chicago Sun-Times* in 2004, and receiving the National Bar Association's Gertrude E. Rush Award and the ABA's Council on Legal Education Opportunity Legacy Diversity Award in 2008. ■

Katten Hosts “Investing in China: Is 2009 Really the Year of the Bull?”

By Diane Bell

On February 17, Katten hosted a roundtable that discussed issues related to doing business in China entitled “Investing in China: Is 2009 Really the Year of the Bull?” The roundtable was moderated by Walter Weinberg, Chair of Katten’s Chicago Corporate Practice, and panelists included Feng Xue, Chair of the Asia/China Practice at Katten; Jack Calderon, Managing Director of Lincoln International; Steve Moss, Managing Director of ChinaVest/Wells Fargo; Steve Hyde, Vice President of International Business Development for Navistar International; and Andrew Rice, a Senior Vice President of International Business for Jordan Industries, Inc.

The panelists described some of the changes in U.S.-Sino business relationships since the days when U.S. companies’ sole interest in China was to cut costs by having their products “made in China.” With focus shifting to the Chinese consumer market, U.S. service industries establishing roots in China, joint ventures, and direct

investments in Chinese entities, manufacturing is no longer the largest draw for foreign entities in China. In the third quarter of 2008, the most active cross-border deal sector (both inbound and outbound) was the telecom/media/technology sector (which was dominated by Internet and software), followed by the bio/health care sector and the energy sector, which was the largest in terms of dollar value.

All of the panelists agreed that the success of any investment or enterprise in China depends on the contacts that the foreign party has in China. Mr. Rice noted that there is no established intermediary market, and consequently many promising leads come through word of mouth. Mr. Xue cautioned that potential U.S. investors may be presented with a number of leads that have no substance and, without sufficient contacts in China to assess potential opportunities, could spend a considerable amount of money trying to

differentiate a good lead from a bad lead. Mr. Moss added that proposals in China do not come in nice, prepackaged offerings that most U.S. investors are used to seeing, as GAAP financials and the ability to discover basic information about a potential target on the Internet are the exception, rather than the rule. As a result, the due diligence process for a Chinese target can be considerably more costly, often more than three times as expensive as the diligence for a comparable U.S. entity. Mr. Rice said he believes that many of the best opportunities lie outside of China’s largest cities, but that in those more rural areas, the local government may be exceptionally involved in acquisitions, and it is therefore crucial for any U.S. investor to have a contact who is familiar with the local government to facilitate the approval process. ■

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To view a podcast of the roundtable go to www.kattenlaw.com/investinginchina2009.

Katten Associates Attend Diversity Reception at UCLA School of Law/Faculty Center

On February 18, associates Tiffany Hofeldt, Jennifer Kim and Kamilah Smith, all from the Los Angeles office, participated in UCLA’s fourth annual Law Firm Diversity Reception. More than 150 students from UCLA, USC and Loyola Law School Los Angeles attended the reception. This annual event supports UCLA’s Law Fellows Program in its continuing efforts to promote diversity within legal education and the legal profession.

Joffrey Winter Affinity Night

On February 19, Katten sponsored a Joffrey Ballet Affinity Night at the Joffrey Towers. The evening was hosted by Russian Associate Artistic Directors Anna Reznik and Alexei Kremnev. Attendees got an inside look at the Joffrey’s stunning Winter Program and enjoyed a special presentation by Joffrey dancers of their feature piece, “Le Sacre du Printemps.” A cocktail reception followed the performance.



Fabrice Calmels & Valerie Robin

Katten Partner Helen Kim Speaks at 2009 Minority Corporate Counsel 8th Annual CLE Expo

On March 19, the Minority Corporate Counsel Association held its 8th Annual CLE Expo in Chicago. Designed to showcase talented minority and women attorneys and their expertise in substantive legal practice areas, the Expo featured a series of panels organized by subject matter, including corporate governance, intellectual property, labor and employment, litigation and investigation, government relations and value-added strategies.

Katten Litigation partner Helen Kim served as a panelist on the “Balancing Board Liability and Fiduciary Responsibilities” session, where she discussed the scope of protection available to directors of publicly traded companies in light of case law in a number of recent, high-profile cases, as well as efforts by some corporations to withdraw or change their indemnification policies after shareholder claims arise. Katten was also a sponsor of the MCCA CLE Expo.

Chicago Committee Offers Self-Assessment Training for Associates

By Kara Ervin

On April 15, Katten hosted part two of the Chicago Committee for Minorities in Large Law Firms’ Self-Assessment Training Series for Mid-Level Associates. Dr. Arin Reeves of the Athens Group and Colbert Boyd, a career coach from the Ceviant Coaching Group, led the seminar. Both stressed that people who thrive in their careers are those whose strengths and values are essentially aligned with the requirements of their careers.

Prior to the session, attendees were asked to complete a self-assessment worksheet. Associates ranked their individual abilities in 34 categories and then ranked the importance of each of those categories to their career. During the seminar, participants were asked to identify the 10 core values that they felt best represented them. Based on the results of these two exercises, Dr. Reeves and Mr. Boyd helped attendees identify their strengths and pinpoint strategies to further their career goals. For attendees who wanted further assistance, Mr. Boyd offered a free session of career coaching.

Although billed for mid-level associates, the program was open to associates at all levels. Attendees ranged from first-year to sixth-year associates. Overall, the participants found the session very helpful. Sherina Maye, a first-year litigation associate at Katten, said, “It helped me identify what my greatest talents are, and how I can use those talents to tailor my career.”

Katten Sponsors Korean American Bar Association of Southern California’s 29th Annual Installation & Scholarship Awards Dinner

Katten is proud to have sponsored the 29th Annual Installation and Scholarship Awards Dinner for the Korean American Bar Association (KABA) of Southern California, held on April 16. Helen Kim, a partner in the L.A. office, attended the event. KABA also awarded multiple scholarships in honor of Judge Kenneth B. Chang, the inaugural president of the Southern California chapter of KABA and the first Korean American to be appointed to the Superior Court in Southern California.

Joffrey Ballet GLBT Affinity Night

Katten is proud to serve as a corporate sponsor of the Joffrey Ballet and support its vision for celebrating diversity through dance. On April 16, the firm co-sponsored an affinity night geared toward the gay, lesbian, bisexual and transgender (GLBT) community with the Center on Halsted. Guests were treated to an inside look at The Joffrey’s Spring Program with the talented Joffrey Ballet dancers. Mel Katten, founding partner of the firm, delivered the welcome speech at the event.



Katten Attorneys Hear Update on Illinois Civil Union Legislation

By Michael Durnwald

On April 28, Katten's GLBT Coalition hosted Jim Madigan, then Interim Executive Director of Equality Illinois, an organization whose mission is to protect and defend equal rights for lesbian, gay, bisexual and transgender people in Illinois. Mr. Madigan spoke to attorneys in Katten's Chicago office about the details of Illinois HB 2234, the proposed Illinois Religious Freedom Protection and Civil Union Act.

Mr. Madigan, who assisted the bill's sponsors in drafting its provisions, spoke about its purposes and intended effect.

Specifically, the bill is intended to offer same-gender and opposite-gender couples an opportunity to be afforded all of the legal rights and obligations associated with marriage in Illinois, but to not be considered married under Illinois law. Such rights range from the right to inherit a deceased partner's property to obtaining family discounts at state parks. In addition, the law is intended to protect religious institutions that only support opposite-gender marriage from being forced to perform ceremonies for or recognize non-traditional pairings. Following Mr.

Madigan's presentation, partner Daniel Lange and associate Diane Bell, both members of the GLBT Coalition, led a discussion among the attendees about methods to ensure that all clients and colleagues are made to feel comfortable when dealing with the firm.

By the end of the spring legislative session, HB 2234 remained in committee. However, there are groups who continue to work to ensure that the bill will be passed by the legislature and signed into law by Governor Pat Quinn. ■

Minority Associates Committee Series on Business Development

Contributing writer Sherina Maye

On **May 6**, the Minority Associates Committee in Chicago hosted a workshop as part of a series on business development. The session offered rare insight into the financial management aspect of the large law firm business. Allan Wood, Katten's Chief Operating Officer, discussed how Katten creates annual budgets and evaluates its financial condition. Jan Pasteris-Abell, manager of Billing and Collection for the Chicago office, also presented at the session, and discussed the importance of time-keeping and billing and collection services to Katten's bottom line.

On **July 14**, the Minority Associates Committee hosted a program in the Chicago office entitled "Building Your Network Internally and Externally." The program featured panel members Manotti Jenkins, Partner (Intellectual Property); Maribel Mata Benedict, Partner (Public Finance); Tasneem Goodman, Partner/Director of Marketing; and Paula Kim, Associate (Litigation). The objective of the program was to discuss the best methods and practices of networking and how success and networking go hand in hand. The panelists emphasized that networking is about building relationships, and provided a variety of tips on the best ways to build relationships at different stages in an attorney's professional development. The panel members also distinguished between the strategic approaches that should be taken when building a network internally versus externally, and provided personal examples of how various networking approaches have paid off in their practices.

On **July 21**, Helen Kim and Joshua Wayser, both partners in Katten's Litigation Practice in the Los Angeles office, presented a session on business development focusing on the importance of participating in diverse organizations. Ms. Kim discussed her role as the immediate past president of the National Asian Pacific American Bar Association, and Mr. Wayser discussed his involvement as the co-chair of Katten's GLBT Coalition. Both emphasized how their involvement in organizations both outside and within the firm have been personally rewarding and have enhanced their practice.

On **July 28**, the Los Angeles office hosted a breakfast training led by Steve Cochran and Joshua Wayser, both partners in Katten's Litigation Practice. The session focused on internal and external networking, diversity issues and the current economic climate, dealing with micro-inequities, assignments and work product, mentoring, feedback, leadership, professionalism, and diversity challenges and solutions for Katten.

Diversity During an Economic Downturn

By David Kelly

The global economic slowdown has had an adverse affect on virtually every sector of the economy, and the legal profession is no exception. As law firms continue to cope with the economic downturn, several organizations and diversity consultants are focusing on the impact of the sluggish economy on diverse attorneys and the commitment of their law firms to diversity.

The Minority Corporate Counsel Association recently conducted a study of 94 major U.S. law firms on issues of diversity. Twenty-five percent of respondents indicate that they intend to reduce during 2009 the amount of money allocated towards the firm's diversity efforts. Although reductions in diversity spending may be consistent with reduced spending by law firms in other areas due to the economy, such cuts threaten the

long-term diversity goals that such firms have set. According to Venu Gupta, Executive Director of the Chicago Committee on Minorities in Large Law Firms, "firms are making cuts to minority recruiting and diversity committee budgets which, in turn, reduce the scope and depth of efforts to diversify the firms' attorney ranks. All of these factors combine to make for a potentially dangerous time for our shared diversity goals."

In addition, the current economic climate has prompted many firms to terminate certain attorneys, and some fear that diverse attorneys are being disproportionately impacted by such reductions.

To gauge the number of diverse attorneys impacted by such law firm layoffs, the Chicago Committee is currently

conducting a survey of its member firms to determine the extent of changes in the demographic makeup of its attorney ranks. The Chicago Committee's insightful survey allows the organization to track, by ethnic group, on an aggregate basis, the retention and termination of associates and partners at large law firms.

Ms. Gupta points out that, in order to ensure that the progress of the past 20 years is not lost, "it is more important than ever to share resources and to engage in candid dialogue in this critical time." The information gathered by the Chicago Committee will be used to guide the organization's programming and efforts, as well as to provide information to its members about ways to ensure the advancement of racial and ethnic diversity in large law firms—today and in the future. ■

Leading General Counsels and Managing Partners Establish Leadership Council on Legal Diversity

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nation's top law firms met to discuss solutions to the substantial diversity gap within the legal profession. Participants in the summit recognized that an organization such as the LCLD was necessary to, among other things, assess the progress made by working groups formed during the summit that are (a) establishing a general counsel/law firm "Call to Action" statement for the legal profession, (b) analyzing positive examples of diversity partnering initiatives, (c) developing instruments to track and measure success in terms of diversity, and (d) examining issues of recruitment, retention and advancement of diverse attorneys.

LCLD members are working collectively to exert their influence in effectuating progress toward truly diverse workforces. To this end, members of the LCLD have pledged:

- to have effective programs in their organizations for hiring, developing, retaining and promoting diverse talent;
- to have appropriate training, development and mentoring programs in their organizations designed to enhance the likelihood of the success and retention of their talent, with a particular focus on minorities and women;
- to create an appropriate function or committee within their organizations to guide their diversity and inclusion efforts;
- to share information with each other regarding best practices which foster the achievement of their overall objectives;
- to regularly share with each other information regarding their performance in this area;
- to foster and develop relationships with other businesses which share their commitment and interest in diverse talent;
- to craft incentives which reward the law-related entities with which they do business and which positively distinguish themselves on diversity;
- to work with each other in a cooperative spirit to develop other methods to assure accountability for diversity performance within their own organizations, with other entities with which they do business and within the LCLD;
- to take an active, ongoing role within their organization and the LCLD to maximize the achievement of the foregoing objectives; and
- to collaborate and work with other organizations and individuals in the profession to enhance and improve the profession's diversity. ■

Diversity Events

ABA 2009 Minority Counsel Program in New York

On May 14, Helen Kim, a partner in Katten's Los Angeles office, served as a panelist at the ABA's 2009 Minority Counsel Program in New York entitled "Balancing Board Liability and Fiduciary Obligations." Her fellow panelists were Sandra Leung, Senior Vice President, General Counsel & Corporate Secretary of Bristol-Myers Squibb, and W. Keyes Hill-Edgar, Senior Vice President and Associate General Counsel of Viacom, Inc. The panel covered the current standards of review governing the conduct of board members, as well as current trends and best practices for risk enterprise management. The panelists also provided practical advice and tips on advising potential and current directors.

Developing Skills in a Down Economy

On May 27, the Diversity Committee hosted a panel discussion on developing essential skills during an economic slowdown for minority associates in the Chicago office. Katten partners Martin Tully (Litigation), Doug Noren (Real Estate), Brooks Giles (Corporate) and Derek Ladgenski (Commercial Finance) discussed numerous training programs that their respective departments have planned to ensure that attorneys are continuing to increase their knowledge base despite the economic downturn. In addition, each partner made clear that, even during a booming economy, it is imperative that all attorneys take control of their careers and actively seek out educational and training opportunities afforded by the firm, bar associations and other organizations to enhance their expertise and assure their own professional development.

Lambda Legal Brings Chicago Law Firms Together at Third Annual "Forum Conveniens"

By Michael Durnwald

On June 2, Katten participated in Lambda Legal's third annual "Forum Conveniens" event in Chicago. Attorneys and summer associates from around the city gathered for this happy hour event at the MDA Rooftop Lounge, where Lambda Legal attorneys discussed how large law firms and their attorneys can partner with nonprofit legal organizations to perform *pro bono* services. Associate Michael Durnwald, Recruiting Director Elizabeth Cibula and summer associates Erin Duncomb, Rachel Freyman, Katie Pelech and Elizabeth Hermann-Smith represented Katten at this year's event.



Katten Holds Diversity Roundtables

On June 3, Katten held a roundtable event for diverse partners, associates and summer associates in the firm's Chicago office. During the event, partners and senior associates at the firm engaged their diverse colleagues in candid discussions on relevant topics such as internal networking (including ways that associates can secure opportunities through networking internally), mentoring (including how to get the most out of formal and informal mentoring relationships), common pitfalls with respect to work product (including steps associates can take on the front end of assignments to ensure that they are well positioned for success), and being a "superstar" associate (including building trust and seizing opportunities that are generally reserved for more senior attorneys).

Katten Attorneys Attend Fundraiser for Asian American Legal Defense and Education Fund

By Palash Pandya

On June 16, Palash Pandya, Mustafa Haque, Keun Dong Kim, Linda Chan, Pedro Fernandez and Hassan Shakir of the New York office attended the Summer Cocktail Party for the Asian American Legal Defense and Education Fund (AALDEF). Palash Pandya served as a member of the host committee for the event. The Summer Cocktail Party, an annual fundraiser, is attended by attorneys from the public and private sectors throughout the New York metropolitan area. Founded in 1974, AALDEF is a national organization that protects and promotes the civil rights of Asian Americans. AALDEF focuses on critical issues affecting Asian Americans, including immigrant rights, civic participation and voting rights, economic justice for workers, language access to services, census policy, affirmative action, youth rights and educational equity, and the elimination of anti-Asian violence, police misconduct and human trafficking.

Katten Celebrates the Achievements of the Mexican American Bar Foundation

By Efrain Miron

On June 13, Katten attorneys, summer associates and their guests were among the attendees celebrating the outstanding work of the Mexican American Bar Foundation (MABF) at the 2009 MABF Annual Scholarship & Awards Gala. The event was held at the Beverly Hilton Hotel in Beverly Hills, California, and marked the 19th year that the MABF has endeavored to make legal education for men and women of Chicano and Latino heritage a reality.

Katten was once again recognized in the evening's program, as it has been in past

years, for its role as a Silver sponsor of the event. In attendance were Katten attorneys Eric Guerrero (Litigation), Efrain Miron (Corporate) and Kamilah Smith (Corporate), along with 2009 summer associates Jarin Jackson and Matt Maher.

The MABF 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. Since 1991, the organization has awarded over \$500,000 in scholarships to law students in Los Angeles County.

One recurring theme among the evening's speakers was the resilience displayed by the MABF in managing to sustain its level of financial commitment to scholarship recipients despite the downturn in the economy. The 2009 MABF Annual Scholarship & Awards Gala served as an excellent example of the civic achievements that are possible when the efforts of exemplary charitable organizations are coupled with the support of leading national firms such as Katten. ■

Katten Participates in the Sponsors for Educational Opportunity Program

By Paula S. Kim



Samuel Silerio

This summer, Katten was a proud participant in the Sponsors for Educational Opportunity (SEO) program. The SEO program places outstanding college students of color in internship positions at large law firms so they can observe and experience first hand

the day-to-day duties and responsibilities of attorneys, and provides pre-law school training for such students in the hopes that they become leaders in their profession and forge a path to success for the next generation.

The firm welcomed Samuel Silerio as its SEO intern for eight weeks during the summer. Mr. Silerio received his B.A. from the University of Texas at El Paso in 2009, and, after his internship, will begin law

school at the University of Michigan Law School. He was the coach of his high school Mock Trial Team, was actively involved with his undergraduate Mock Trial Association and Student Government Association, interned at the District Attorney's Office in El Paso, Texas, and has been a teaching assistant for the Law School Preparation Institute. Mr. Silerio was also an Army R.O.T.C. distinguished military graduate and scholarship recipient. ■

In-House Counsel Discuss Expectations and Views on Client Communications

On July 9, the Diversity Committee hosted the panel presentation "A View From the Outside—Client Communications and Expectations from Outside Counsel." The panelists included Katten alumni Jay Venzon, Associate General Counsel, FPL Advisory Group; Pam Chen, Associate University Counsel at the University of Illinois; Ritu Vig, Senior Counsel, The Wrigley Company; Tiffany Higgins, Assistant Vice President, Legal Equity Residential; and Hiranda Donoghue, Senior Attorney, Walgreens. The panel discussed the qualities that they look for in outside counsel, the factors that determine how their companies retain and maintain law firms to represent their interests, and mistakes frequently made by outside counsel. The presenters gave an informed perspective on the foregoing issues based upon their experiences as Katten attorneys as well as their current positions as in-house counsel.

Katten Attorneys Support “Lawyers for Diversity” Event

By Daniel Lange

The Lesbian and Gay Bar Association of Chicago (LAGBAC) hosted its fifth Lawyers for Diversity Event on July 30. The annual event helps to raise funds for advocacy and support groups who assist gay, lesbian, bisexual and transgender (GLBT) individuals and for causes important to the GLBT community.

The event, held at Sidetrack bar in Chicago’s Lakeview neighborhood, featured a speech by the Honorable Sebastian Patti, who serves on the Illinois Appellate Court for the First District. Judge Patti discussed his personal journey from law school to legal practice, to

becoming the first openly gay judge to be elected to office in a county-wide election. He went on to discuss the importance of a strong GLBT presence on the bench—not only because greater diversity within the ranks of judges can instill a higher degree of confidence in the judicial system, but also because GLBT judges can serve as a resource for other judges who may be asked to make rulings on issues that would otherwise be completely foreign to them.

Many other distinguished public officials attended the event, including Illinois State Representative Greg Harris (13th District) and the Honorable Tom Chiola, a judge in

Cook County and President of the Alliance of Illinois Judges, a group of Illinois judges who work to promote and encourage respect and unbiased treatment for GLBT individuals as they relate to the judiciary, the legal profession and the administration of justice.

Proceeds from the event went to benefit LAGBAC, the AIDS Legal Council of Chicago, Equality Illinois and Parents, Families & Friends of Lesbian and Gay (PFLAG). Katten attorneys attending the Lawyers for Diversity Event included Daniel Lange and Michael Durnwald. ■

Women of Color Research Initiative

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Sherry F. Bellamy, Vice President & Deputy General Counsel, Litigation & Regulatory, Verizon Business; ABA President-Elect Carolyn B. Lamm; Congresswoman Eleanor Holmes Norton; and Beverly Perry, Senior Vice President, Government Affairs and Public Policy, Pepco Holdings, Inc.

Honoring the work of outstanding lawyers was only a part of the Chicago and

D.C. events. The primary purpose of the receptions—to raise funds to support the Women of Color Research Initiative—exceeded the Commission’s fundraising goals, despite the challenging economic environment. Through generous contributions by Katten and many other law firms, and from companies that consistently have shown a commitment to

diversity, including Microsoft Corporation, Exelon, DuPont and Allstate, the research will continue and the results of that research will continue to guide law firms, the government and private companies to achieve greater success through greater diversity of all of their attorneys. ■

Nonprofit Boards: How to Give Back to the Community as a Young Lawyer

On August 18, the Chicago office hosted a panel discussion featuring James H. Wooten, Jr., Senior Vice President, General Counsel and Secretary for Illinois Tool Works, and nonprofit board training personnel from United Way. The discussion focused on the responsibilities of and opportunities for nonprofit board membership. The panelists highlighted the many advantages of board membership, but also uncovered mistakes that are often made by attorneys in connection with service on a nonprofit board, including failing to fully appreciate the time and financial commitments that attend board membership and failing to fully understand the organization’s mission and needs prior to joining the board. In addition, Mr. Wooten stressed that, while board membership can greatly enhance an attorney’s profile and contacts, the most rewarding board experiences occur when an attorney serves on the board of an organization about which he or she feels extremely passionate. Given the time and financial requirements shouldered by board members of nonprofit organizations, feeling passionate about the organization’s mission is imperative in order for a board member to be a true asset to the board, the organization and the greater community that the organization serves.



Attorney Profiles

Steve Cochran *Partner – Los Angeles*



Steve Cochran is a partner in Katten's Litigation Practice and has extensive experience in civil litigation involving claims for defamation, wrongful termination, sexual harassment and discrimination, fraud and breach of contract, and criminal defense work involving accusations such as mail fraud, money laundering, federal election fraud, tax evasion and customs violations. Mr. Cochran continues to expand his broad litigation experience and now also represents lending institutions in matters involving real estate developments, foreclosures and lender liability. He has represented major motion picture studios including Universal Studios and television networks such as USA Television, as well as high-profile entertainers including Paul Rodriguez, Forest Whitaker, Charlie Sheen, Britney Spears and Michael Jackson. Mr. Cochran says that he enjoys the practice of law because it affords "opportunities to

help people solve their problems, and ideally improve the quality of life in our community." Diversity has played an important role in Mr. Cochran's career; he relates that "I would not have a college education, much less a career as a lawyer, but for affirmative action and the promotion of diversity." He goes on to state that "prior generations endured hardship and demonstrated immense courage asking for, and then demanding, access to higher learning and other means to upward social mobility. We now have an obligation to keep it up, so that opportunities for diverse people continue to expand." On achieving success in the legal profession, Mr. Cochran shares that "there is no substitute for hard work and dedication in pursuit of the cause of our clients." Also, he recommends that attorneys should "select mentors and emulate their virtues," and that generally, "exhibiting sincerity, humility and humor is far superior to arrogance." Mr. Cochran earned his J.D. from the University of California at Berkeley and his B.A. from the University of California at Santa Cruz. He

served as a law clerk to the Honorable William P. Gray, Senior Judge for the U.S. District for the Central District of California, and as an extern clerk to the Honorable Cecil F. Poole with the U.S. Court of Appeals for the Ninth Circuit. Throughout his career, Mr. Cochran has been recognized as a leading lawyer in his field and has been listed in Best Lawyers in America in the field of criminal defense (2003–2004) and white-collar criminal defense (2007–2009), and in Southern California Super Lawyers in the field of intellectual property litigation (2004–2005) and in arts and entertainment litigation (2006–2008). Mr. Cochran is a member of the Advisory Board to the U.S. Court of Appeals for the Ninth Circuit, serves on the Executive Committee to the Ninth Circuit Judicial Conference, the Attorney Admission Fund Committee and Federal Pro Bono Civil Rights Panel for the Central District of California, and is also an appointee of the Mayor of Los Angeles to the Los Angeles South Valley Area Planning Commission.

David Pentlow *Partner – New York*



David Pentlow is a partner in Katten's Corporate Practice, and is the *pro bono* coordinator for Katten's New York Corporate Practice. He received his J.D. from Georgetown University and his A.B., *cum laude*, from Harvard University. Mr. Pentlow concentrates his practice in corporate and securities law, structured products and derivatives. He represents large financial institutions, underwriters, publicly traded companies, hedge funds and other institutional investors in the offering, purchase, structuring and negotiation of securities, derivatives and other financial products, including registered public securities offerings, private securities offerings, lending,

structured notes and equity derivatives. He also advises corporate clients in public and private mergers and acquisitions, reorganizations and debt restructurings, and general corporate matters.

Having worked in business before law school, Mr. Pentlow gained invaluable insight into business affairs and how the corporate world is structured. He decided to become a lawyer because "I always had a top-down view of things—I found that early in a business career path you are often rewarded for focusing on your discrete area of the business, not learning about the whole."

Discussing diversity in law firms, Mr. Pentlow emphasized the importance of diversity for our clients, stating "A rich mix of backgrounds is important so we can understand our clients and the larger

world in which we function."

Mr. Pentlow counts himself as lucky because he genuinely enjoys practicing law. Sharing some of his keys to success, he stated that "It is important to develop judgment and take ownership of your work. That means doing more than what you're instructed to do; you have to add value to the process. You should also stay engaged with your audience, whether they are your clients or other attorneys you are supervising."

Noting how important it is for him to spend time with his wife and two boys, ages 2 and 5, Mr. Pentlow emphasized that in addition to working hard, it is important to stay positive. He explained, "Career development takes effort, and can be hard, but if you have patience, it pays off."

Attorney Profiles *(continued)*

Catherine Wood *Partner – Washington, D.C.*



Catherine S. Wood is a partner in Katten's Litigation Practice, and advises and represents clients in federal and state litigation at the trial and appellate levels in arbitration and mediation and in enforcement

matters. She has successfully represented publicly traded and privately held companies in various industries and economic sectors, company officers and directors, and individuals, in a wide range of complex civil litigation.

Ms. Wood states that "I have kept a broad-based general litigation practice because I enjoy the diversity of issues that it offers, both factual and legal." She relates that early in her career she handled primarily commercial and employment

matters, then continued to broaden her practice to include matters involving criminal bank fraud, tortious interference, trade secrets, securities fraud, products liability and mass tort.

She describes the most rewarding aspect of her practice as "advocating for my client and achieving a favorable outcome as well as helping my client solve problems in creative ways, whether through litigation or otherwise." To succeed in the legal profession, Ms. Wood recommends that one should "always pay attention to detail, exceed expectations and treat every project as though it's your finest product. Also, don't be afraid to question or challenge yourself."

Ms. Wood believes that diversity in the legal profession is important because "a depth of personal experience gives one additional perspective in viewing and analyzing any issue, whether legal or just in

our daily lives. We all have different life experiences on which we draw, and I have no doubt that mine have helped me solve problems in ways that are unique to me."

Originally from Taiwan, Ms. Wood moved to the United States from Haiti while in high school. Ms. Wood earned her J.D., *cum laude*, from American University, where she was an editor for the *International Law Review* and published an article on the E-2 Visa, and earned her B.A., with high distinction, from George Mason University. After law school, she served as a motions law clerk with the U.S. Court of Appeals for the Second Circuit.

Ms. Wood is a Hiring Partner in Katten's Washington, D.C., office, and serves on the firm's Committee on Racial and Ethnic Diversity. She is also a member of the National Asian Pacific American Bar Association and is fluent in Mandarin Chinese.

2009 Facebook of Diverse Summer Associates

CHICAGO



Mwambo Efokoa, '10 *University of Illinois College of Law*

Mwambo is originally from Buea, Cameroon, in West Central Africa. He graduated from the only Anglo-Saxon university in that country, the University of Buea, with a Bachelor of Laws degree (LL.B). After working as in-house counsel for two corporations in Cameroon, he moved to the United States in 2003. Mwambo obtained a Master of Laws degree (LL.M.) in May 2008, and is currently pursuing a J.D. degree, both from the University of Illinois College of Law. He is an active member of the Black Law Students Association, and has a variety of interests, including refereeing soccer games for the Champaign Park District and mentoring young children from his home town, Buea. In Buea, Mwambo started a program to encourage children to complete high school and attend college. Mwambo is fluent in both French and English. Mwambo is one of Katten's minority scholarship recipients.



Damien Giles, '10 *Howard University School of Law*

Damien was born in Oscoda, Michigan, and grew up between New York and Virginia Beach. He received a Bachelor of Science in marine transportation from the State University of New York Maritime College. Prior to entering law school, he was employed as a licensed Third Mate in the United States Merchant Marine for three years. After his first year of law school, he interned at the Philadelphia District Attorney's Office. Damien is passionate about visiting different places and immersing himself in foreign cultures. As a New York Maritime student and a merchant marine, he traveled to numerous countries including Denmark, Norway, Scotland, and Spain.



Adriane Riase, '10 *Howard University School of Law*

Adriane is a native of Cleveland, and attended Cleveland State University where she received a B.A. in computer information systems, and Case Western Reserve University's Weatherhead School of Management, where she earned her MBA. Prior to law school, she worked as a management consultant, primarily with clients in the health care industry, including the National Health Service in Great Britain. She has also worked with clients in the telecommunications and manufacturing industries. Adriane is the founding member of Project Stay in School, a program designed to stress the importance of education and promote positive self-image among elementary-age youth. Her interests include traveling, theatre, collecting art, and roller skating.

2009 Facebook of Diverse Summer Associates

NEW YORK



Daniel Burbach, '10 *Boston College Law School*

Daniel grew up in Southern California, then headed east to attend Williams College, where he majored in economics, dabbled in water polo, and studied abroad in Egypt and Australia. After graduation, he worked as a corporate legal assistant in New York City, and then spent a year making documentaries in London. Daniel enjoys spending his spare time on photography expeditions, most recently to Ecuador and Iceland. He also enjoys running, cycling, and films of every genre.



Shauna Deans, '10 *Howard University School of Law*

Shauna was born in Kingston, Jamaica, but has lived in northern New Jersey for the majority of her life. She graduated *magna cum laude* from Spelman College in 2007 with a B.A. in Spanish and history. Shauna's favorite pastimes include traveling, learning new languages and experiencing different cultures. She studied abroad in Oaxaca, Mexico, and particularly enjoyed learning about Oaxacan traditions, trying new foods, and visiting the old Zapotec ruins of Monte Alban. Her other interests include cooking, swimming, and watching old and foreign movies.



Samantha Dunton-Gallagher, '10 *University of Pennsylvania Law School*

Samantha was born and raised in Miami. She graduated *magna cum laude* from Brown University in 2007 with a B.A. in political science. At Pennsylvania Law School she is on the Journal of Law and Social Change. Her favorite pastimes include studying philosophy, visiting art museums, and snorkeling on the coral reefs near Miami. She currently lives in Philadelphia with her husband, Clyde Dunton-Gallagher, a philosophy Ph.D. student at Temple University. Samantha is one of Katten's minority scholarship recipients.

LOS ANGELES



Chris Carter, '10 *USC Gould School of Law*

Chris is originally from Baltimore, and grew up on the East Coast. In 2007, he graduated from Villanova University with a degree in accounting. After graduating, he moved to Los Angeles to attend USC Gould School of Law. In his free time, he enjoys hanging out with his friends, listening to music, watching sports, and meeting new people.



Jarin Jackson, '10 *UCLA School of Law*

Jarin is originally from New Orleans, and graduated from Cornell University, where he majored in industrial and labor relations and played cornerback for the varsity football team. He moved to Los Angeles to attend the UCLA School of Law. In his free time, he enjoys watching and playing anything competitive. While living in Los Angeles, he has slowly become a Lakers fan, but his favorite team is still his home town New Orleans Hornets.



Brian Tanada, '10 *UCLA School of Law*

Brian is from Loma Linda, California, and graduated from UCLA, where he majored in history. After his undergraduate studies, he spent a year teaching English in China. Brian is a big sports fan and grew up playing almost every sport imaginable. His favorite sports to play and watch are football and basketball. He has an interest in dancing and has taken ballroom and swing classes.

CHARLOTTE



Ashish Sharda, '10 *University of North Carolina at Chapel Hill School of Law*

Ashish was born in Birmingham, England, and moved to Greensboro, North Carolina when he was young. He graduated from North Carolina State University with a B.S. in business management with a concentration in finance. Outside of law school, he is heavily involved in Street Law, an organization that gives law students the opportunity to teach different aspects of the law to middle and high school students. Ashish's interests include traveling, playing sports, and coaching in a recreation basketball league.

Upcoming Events

September 1–6	Hispanic National Bar Association 34th Annual Convention and First Judicial Summit (Albuquerque, New Mexico)
September 9	Chicago Committee for Minorities in Large Law Firms (Chicago Committee) Professional Development, Recruiting and Diversity Administrators Fall Meeting (Chicago)
September 10–12	KATTEN SPONSORED: National LGBT Bar Association 21st Annual Career Fair & Conference (Brooklyn, New York)
September 17	Chicago Foundation of Women 24th Annual Luncheon and Symposium (Chicago)
September 22–26	National Black MBA Association 31st Annual Conference and Exposition (New Orleans)
September 23–25	American Bar Association National Conference for the Minority Lawyer (Philadelphia)
September 24–25	California Minority Counsel Program Annual Business Conference: “Facing the Future with 20/20 Vision” (Los Angeles)
September 24	The Marathon Club Regional Networking Reception (New York)
September 24	KATTEN SPONSORED: Korean American Bar Association Annual Banquet (Chicago)
Sept 30–Oct 2	KATTEN SPONSORED: Corporate Counsel Women of Color Silver Anniversary 5th Annual Career Strategies Conference (Las Vegas)
October 1	Chicago Committee Minority Associate Bash (Chicago)
October 5–7	NAMWOLF Annual Meeting and Law Firm Expo (Chicago)
October 6	Asian Pacific American Legal Center 26th Annual Dinner: Recognizing Excellence and Service in the Asian Pacific American Community (Los Angeles)
October 6–7	Diversity and Inclusion Leadership Summit & Gala (Washington, D.C.)
October 7	KATTEN SPONSORED: Chicago Committee Law Student Preparedness Series: Get the Job You Want After Law School (Chicago)
October 8–11	National Conference of Black Lawyers Annual Conference (New York)
October 15	Third Annual Pursuing the Promise of Diversity Summit and Awards Luncheon (Atlanta)
October 16–17	California Minority Counsel Program 19th Annual Business Conference (San Francisco)
October 19–20	Society for Human Resources Management Diversity Conference and Exposition (San Diego)
October 20	KATTEN SPONSORED: Joffrey Ballet Fall Program Affinity Night (Chicago)
October 21	National Hispanic Corporate Achievers Corporate Summit Empowerment Conference (New York)
October 23	National Hispanic Corporate Achievers 26th Annual Awards Gala (New York)
October 28–30	California Minority Counsel Program Fall Meeting (San Francisco)
October 29–30	DirectWomen Board Institute (New York)
November 2–4	Women in Leadership Summit (San Francisco)
November 5–6	National Association of Women Lawyers 5th Annual General Counsel Institute (New York)
November 10	Chicago Committee Minority Partner Dinner (Chicago)
November 11	KATTEN SPONSORED: MCCA 10th Annual Creating Pathways to Diversity® Conference (New York)
November 11	KATTEN SPONSORED: MCCA Northeast Region Diversity Dinner (New York)
November 12	Council on Legal Education Opportunity 35th Annual Los Angeles Awards Gala
November 18–22	KATTEN SPONSORED: NAPABA: 2009 Annual Convention “NAPABA at 21: The Revolution Continues,” (Boston)
November 19	Chicago Committee Diversity Chairs & Co-Chairs Fall Colloquium (Chicago)
November 20	Ms. JD’s Third Annual Conference on Women in the Law (Chicago)
December 2	Chicago Committee Professional Development, Recruiting and Diversity Administrators Winter Meeting (Chicago)
December 3–4	National Association for Law Placement 2009 Professional Development Institute (Washington, D.C.)
December 9	KATTEN SPONSORED: Joffrey Ballet Nutcracker Program Affinity Night (Chicago)
December 30	Chicago Committee Sweet Home Chicago (Chicago)

Editors' Note

As editors of *Connecting Katten* and minority associates at Katten, we have been privileged to see firsthand the amazing efforts and resources that the firm, its attorneys and staff have devoted to making Katten an increasingly more diverse working environment. During these challenging economic times, it is incumbent upon us, as diverse attorneys, to seize every opportunity to become fully engaged in, and invaluable resources of, the firm (our firm). As is clear from the many diversity efforts compiled in this issue, Katten is continuing to live up to, and has been nationally recognized for, its commitment to diversity, and we will continue to support the firm's efforts by delivering quality work product, staying invested in the firm's diversity initiatives, and being ambassadors for the firm and diversity in the legal profession.

Connecting**Katten**

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