

Chair's Corner

- Diversity in the Community

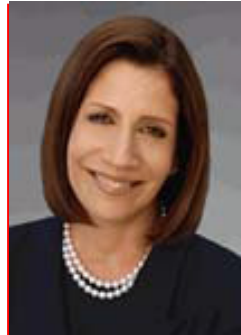
- Paul Hastings Attorney Activities

- Spotlight on Diversity: Paul Hastings Attorney Networks (PHANs)

- Upcoming Events

- Diversity Policy and Program Committee

- Diversity and Community Administration



CHAIR'S CORNER

**Donna Melby
Diversity Policy &
Program Committee Chair**

Once again, Paul Hastings has been ranked among the top 50 law firms for ethnic diversity by the *Minority Law Journal*. We have climbed four places to rank number 40 on the annual Diversity Scorecard. Each year, we are committed to increasing our diversity through hiring, training, advancement and leadership. We are pleased to have our progress recognized on a national level.

As of May 2009, diversity strategy sessions have been successfully completed in our New York, San Francisco, Atlanta and Washington, D.C. offices. Thank you to each of our partners who committed the time to participate in the meetings and to the attorneys and staff who have so capably worked together to implement specific action plans for each office.

The initial response to the strategy meetings has been overwhelmingly promising. I look forward to reporting the results of diversity strategies and action plans specific to each office in future issues of *Diversity Matters*. In the interim, meetings at the remaining U.S. offices will be completed in the next forty-five days.

Over the past few months, the Paul Hastings Attorney Networks (PHANs) have continued to grow. As of this issue, we have established 18 PHANs throughout the firm, including new additions in Atlanta, Hong Kong, London, Orange County, Paris, San Francisco and Washington, D.C. A list of newly-formed PHANs can be found in the "Spotlight on Diversity" section.

At the recent partners' retreat, Chair of Paul Hastings Seth Zachary reiterated our firmwide commitment to diversity as a core value, noting how our strategic plan for diversity sustains our success. Each year, the clients we do business with and our prospective clients are increasingly diverse, promoting a more diverse group of attorneys to leadership positions and establishing programs to ensure the promotion of women,

attorneys of color and LGBT attorneys.

The moral and business imperatives for a diverse workforce are clear. At Paul Hastings, we are proud that our global diversity record reflects the values of our clients and of our firm. While we can and should do better, we can be well pleased by our accomplishments. This year, as every year, each of us reaffirms our commitment to making Paul Hastings the standout that it is.

Please feel free to contact me, Anton Mack, or any DPPC committee member at any time with suggestions, comments or questions.

Donna Melby
Diversity Policy & Program Committee Chair

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Chair's Corner- Diversity in the Community- Paul Hastings Attorney Activities- Spotlight on Diversity: Paul Hastings Attorney Networks (PHANs)- Upcoming Events- Diversity Policy and Program Committee- Diversity and Community Administration**DIVERSITY IN THE COMMUNITY****Firm Sponsors "Women Changing China"; Wu Qing and Yang Lan Highlight Panel**

Paul Hastings sponsored Barnard College's "The Kang Tongbi Commemorative Symposium: Women Changing China" at the firm's Beijing office on March 19, 2009. "Women Changing China" honored the legacy of Kang Tongbi, the first Chinese woman to attend Barnard, who worked to eliminate the practice of foot-binding in China.

Noted professor Wu Qing, the first Chinese woman to win the Ramon Magsaysay Award for Public Service, Asia's Nobel Prize, and Yang Lan, a media mogul, philanthropist and popular television anchor, joined Barnard president Debora Spar and other distinguished guests as featured speakers.

"Our panelists demonstrate the remarkable roles that women now play in all facets of Chinese life, and the importance of continuing to educate women everywhere," said Spar. "Now, more than ever, we need to inspire young women to think expansively and courageously about the impact they can have on the world."

Several firm clients attended the standing-room-only event, including representatives from Caterpillar, Cybernaut (China) Investment, Credit Suisse Asia Pacific, KPMG (China), Microsoft and Steamboat Ventures. The symposium was webcasted throughout China and a video clip from the gathering is available on the firm's website.

"This was a fantastic event," notes K. Lesli Ligorner (SHA), who attended. "Paul Hastings had excellent exposure, and the panelists were inspiring. Professor Wu and Yang Lan spoke so eloquently and inspirationally. And the turnout was far greater than anyone predicted."

Carla Walworth (NY) served as the lead attorney in the symposium planning process. David Livdahl (BEI) and Vivian Lam (HK) attended the event with Lesli Ligorner, while Amy Lui and Matt Kramer handled many of the symposium details and logistics. The firm is grateful to all who participated.



Panelists from the "Women Changing China" symposium pose with Paul Hastings partner, David Livdahl (right)

HRC Honors Paul Hastings as One of Best Places to Work

For the third consecutive year, the Human Rights Campaign honored the firm as one of the "Best Places to Work for LGBT Equality." This merit recognizes the 260 companies and organizations that earned 100% on the Corporate Equality Index (CEI). Matt Walding and Eddie Roman, co-chairs of the New York LGBT Network (Lesbian/Gay/Bisexual/Transgender Allies), accepted the award on behalf of the firm at the March 25, 2009, CEI reception in New York.



Eddie Roman and Matt Walding accept the firm's CEI Award from Joe Solmonese (center), HRC President

Chair of the Firm Leads Catalyst Effort, Serves as Associate Dinner Chair

Seth Zachary (NY) served as Associate Dinner Chair of The Catalyst Awards Dinner held March 31, 2009, at The Waldorf-Astoria in New York. Kraft Foods Chairman and CEO Irene B. Rosenfeld served as Dinner Chair.

Each year more than 1,500 attendees—including CEOs from organizations around the world—attend the Catalyst Dinner and salute the Catalyst Award-winning initiatives and programs. As the leading nonprofit, global membership organization focusing on women in the workplace, Catalyst enjoys a global reputation as a “resource for research, information and advice about women at work.”



Back row (left to right): Donna Melby, Anton Mack, Tom Kruger, Kristen Chang Winckler; Front row: Elizabeth Noe, Barbara Johnson, Carla Walworth, Erika Collins

Firm Funds Juan Luis Tienda Scholarship at Michigan Law

For the third consecutive year, the firm contributed to the University of Michigan Law School’s Juan Luis Tienda (JLT) Scholarship Banquet, hosted by the Latino Law Students Association. The annual event is named in honor of Juan Luis Tienda, a law school student who advocated for the legal rights of migrant workers but was killed in a car accident shortly before the start of his final year.

The Juan Luis Tienda Foundation was first introduced to the firm by Alicia Gimenez (NY), who founded the JLT Public Interest Fellowship through fund-raising efforts while a student at the University of Michigan. Gimenez presently sits on the Alumni Board that oversees the fellowship applicants.

Leading Diversity Summit Welcomes Paul Hastings as a Silver Corporate Sponsor; Atlanta Partner Leads Summit Session

The firm served as a Silver Corporate Sponsor of the 10th Annual Summit on Leading Diversity, one of the nation’s leading diversity events, held from March 16-18, 2009, in Atlanta.

Elizabeth Noe (ATL) served as a moderator for the Summit panel entitled, “Global Strategies: Responding Effectively to Globalization Through Diversity Initiatives.” Robyn Welter, Senior Labor & Employment Attorney for Sodexo, Robin Dunson,

Assistant General Counsel for Cox Communications, and Swafia Ames (WDC), Manager of Global Diversity & Pro Bono, rounded out the panel. Participants discussed the pros and cons of employee affinity groups, the business case for diversity, and the legal implications of international diversity programming.

More than 900 participants attended the Summit, including representatives from firm clients UBS, American Express and Ernst & Young.

Firm Sponsors HRC LA and NY Dinners

As part of its ongoing commitment to the Human Rights Campaign (HRC), the firm sponsored the annual HRC dinners in Los Angeles and New York.

On February 7th, several attorneys represented the firm at the 2009 Greater New York Human Rights Campaign Gala. New Jersey Governor Jon Corzine, New York State Senate President Malcolm Smith and broadcaster Keith Olbermann were featured on the program.

On March 14th in Los Angeles, Senator Dianne Feinstein (D-CA) delivered an address at a celebration at the Hyatt Century Plaza Hotel that featured a stirring speech by civil rights leader Julian Bond, who was introduced by the firm's Managing Director of Diversity and Global Talent, Anton Mack.

Office Chair Elena Baca (LA), Jeff Haber (LA) and Eleanor Mercado (LA) were some of the attorneys who represented the firm at the event. Firm clients Live Nation, Mattel, Sempra Energy and Toyota Motor Sales were also represented at the Paul Hastings table.



Elena Baca (LA) and partner pose with Senator Dianne Feinstein (D-CA)



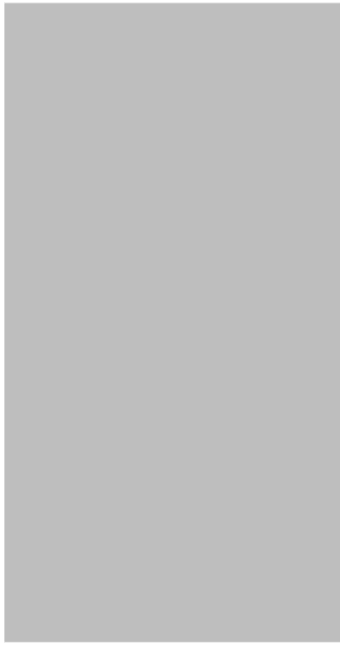
Anton Mack introducing NAACP Chairman, Julian Bond

Firm Sponsors Comerica Women's Business Symposium; Orange County Partner Serves as Featured Speaker

The firm sponsored the Comerica Bank Women's Business Symposium "Mastering Your Business Potential." The symposium, held March 27th at the Hyatt Regency in Irvine, CA, was attended by female business professionals and women business owners. Partner Renee Gabbard (OC) was a featured speaker.

"Allergan's Women's Initiative, Paragon Medical, UPS, Edward Life Sciences and others participated," notes Gabbard. "Comerica hosted a follow-up luncheon in April to thank the panelists. This symposium was a hugely successful event."

Proceeds from the event were donated to Girls Inc. of Orange County (GIOC), a nonprofit organization dedicated to "Inspiring all girls to be strong, smart and bold." GIOC provides year-round educational programs and offers young girls programs to prepare for higher education, improve self-esteem, become active in their communities and grow into independent women.



Renee Gabbard (OC) speaking at the Women's Business Symposium

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Chair's CornerDiversity in the CommunityPaul Hastings Attorney ActivitiesSpotlight on Diversity: Paul Hastings Attorney Networks (PHANs)Upcoming EventsDiversity Policy and Program CommitteeDiversity and Community Administration**PAUL HASTINGS ATTORNEY ACTIVITIES**

Elena Baca (LA) spoke at the "Minority Women in the Law" panel, held February 24, 2009, at Loyola Law School. The Honorable Audrey Collins, Chief Judge of the Central District of California, and Los Angeles Superior Court Judge Elaine Lu, among others, joined Baca on the panel moderated by State Bar of California President Holly Fujie.

Laurie Dee, Alexander Lee, Jeff Geida, Lisa Brown, and Caroline Elkin from the Los Angeles office represented the firm at the Philippine American Bar Association (PABA) and PABA Foundation Awards Dinner held at The Beverly Hills Hotel. Los Angeles County DA Steve Cooley delivered the keynote remarks. The firm received an award in recognition of its *pro bono* services to PABA and the PABA Foundation, which **Elena Baca** accepted on behalf of Paul Hastings.

As Williams Institute Board Members, **Jeff Haber** (LA) and **Tom Munteer** (DC) took part in the "Global Arc of Justice Conference," held March 11-14, 2009, at UCLA Law. The Williams Institute, a leading think tank, "advances sexual orientation law and public policy." The four-day conference focused on recent development in LGBT rights around the world.



Seth Zachary (NY) presents sponsorship check to Williams Institute Executive Director Brad Sears

Additionally, Paul Hastings was proud to welcome Williams Institute Executive Director Brad Sears to the D.C. office in May. Sears was presented with a check for a National Sponsorship on behalf of the firm by Seth Zachary, Chair of Paul Hastings. Later that evening, **Tom Munteer** joined Sears and a large Paul

Hastings contingency at the Williams Institute Spring Reception at the Embassy of Finland. More information on the Williams Institute sponsorship and reception will be available in the next edition of Diversity Matters.

David Hearth (SF) attended the United Negro College Fund's 20th Annual Frederick D. Patterson Gala Awards Presentation at the Westin St. Francis Hotel on February 21, 2009. Radio personality Rosie Allen (KGO AM 810) served as the host of the firm-sponsored event.

Kathy Huibonhoa (SF) led a Paul Hastings delegation at the 32nd Annual Asian American Bar Association (AABA) of the Greater Bay Area Installation Dinner held February 20, 2009, at San Francisco City Hall. The firm served as a Gold Sponsor of this event, keynoted by Don H. Liu, Senior Vice President, General Counsel and Secretary of the Xerox Corporation, as well as Chair of the Board of Directors of the Minority Corporate Counsel Association (MCCA).

Stefanie Jackman (ATL) and **Rachel Saloom** (ATL) represented the firm at the National Black Law Students Association 26th Annual Scholarship & Awards Banquet, "Reaching Back, Looking Forward," held at the Emory University School of Law.

The firm's Pro Bono and Community Chair **Barbara Johnson** (WDC) joined the Minority Corporate Counsel Association's (MCCA) 8th Annual CLE Expo held March 19-20, 2009, in Chicago. Johnson participated in the MCCA expo, which "brings together the best and brightest in the legal industry," as a panelist, speaking in the "Employment Law Risks in a Downsizing Economy" session.

Chris Kang (NY), **Chen Zhu** (NY) and **Victoria Lai** (NY) represented the firm at the Asian American Legal Defense & Education Fund's 35th Anniversary Celebration at Chelsea Piers in New York. "This was one of the most rewarding events to attend because I had the opportunity to establish ties with leaders of the Los Angeles and San Francisco Asian American communities, as well as ties with federal judges," notes Lai.



From left to right: Chen Zhu, Victoria Lai and Chris Kang

Katia Kirova (PAR) represented the firm at the 2009 Catalyst Europe AG Regional Symposium, "Revisiting Workplace Inclusion: The Missing Link / A Day of Learning, Dialogue and Engagement," hosted at La Maison des Polytechniciens on March 12, 2009. This event was co-sponsored by Paul Hastings client Sodexo.

Michael Kovalski (SF) represented Paul Hastings at the firm-sponsored 29th Annual Bay Area Lawyers for Individual Freedom (BALIF) Dinner, "Toward a More Perfect Union." BALIF advocates on behalf of LGBT rights and provides CLE seminars regarding LGBT legal issues and a networking forum for LGBT attorneys in the Bay Area.

Diversity Policy and Program Committee Chair **Donna Melby** (LA) served as a guest speaker for the Women's Legal Society's Work/Life Panel Discussion moderated by State Bar of California President Holly Fujie and presented by the Pepperdine School of Law.

Beth Stevens, John Girgenti, Latoya Porterfield and Rachel Ricker (WDC) met with law students from George Washington and Howard at the Lambda Legal Reception held at GWU Law School. This is the third consecutive year the firm has participated in this event, which attracts top talent from Washington area law schools.

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SPOTLIGHT ON DIVERSITY: PAUL HASTINGS ATTORNEY NETWORKS (PHANs)

In the past year, eight new PHANs have been established in Atlanta, Hong Kong, London, Orange County, San Francisco, Paris and Washington, D.C. Currently, there are 18 active Paul Hastings Attorney Networks (PHANs) that serve as a resource for diversity training, networking, professional development and mentoring.

The newly formed PHANs have recently begun planning educational, business development, and client events for 2009-2010. If you would like more information on upcoming attorney network activities or are interested in establishing a PHAN in your office, please visit the [Portal](#) or contact Swafia Ames at 202-551-1282 or swafiaames@paulhastings.com.

Paul Hastings Atlanta Diversity Network

Co-Chairs: Clare Arguedas, Azba Habib, Adriana Hristova, Stefanie Jackman, Todd Duffield, Rachel Saloom and Behrouz Kianian

Partner Liaison: K. Whitner

ARD Contact: Diana Ross-Butler

Paul Hastings Hong Kong Women's Network

Co-Chairs: Audrey Lee, Yuzhen Zheng

Partner Liaison: Vivian Lam

Paul Hastings London Diversity Network

Chair: Arun Birla

Partner Liaison: Justin Hamer

ARD Contact: Melanie d'Amecourt

Paul Hastings Orange County Women's Network

Co-Chairs: Lindsay Sparks, Erika Mayshar

Partner Liaison: Renee Gabbard

Paul Hastings Paris Women's Network

Chair: Katia Kirova

Partner Liaison: Joel Simon

Paul Hastings San Francisco Diversity Network

Co-Chairs: Rishi Sharma, Kathy Huibonhoa

Partner Liaisons: Zach Walton, Ned Isokawa

ARD Contact: Katie Soldo

Paul Hastings San Francisco LGBTQA Network

Co-Chairs: Eric Long, Matt Sanders



Partner Liaison: Deborah Schmall

Paul Hastings Washington Diversity Network

Co-Chairs: Tammy Graham, Latoya Porterfield

Partner Liaison: Barbara Johnson

ARD Contact: Kia Scipio

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UPCOMING EVENTS

May 2

HRC Annual Gala Dinner – Atlanta

May 13

Women Corporate Directors Spring Institute – New York

May 14

MCCA Western Region Diversity Dinner – San Francisco

May 14/15

ABA Commission on Racial & Ethnic Diversity Spring Reception – New York

May 27

Williams Institute Spring Reception – Washington, D.C.

June 4

San Francisco Diversity Network Fundraiser for PRIDE Month

June 11

Out & Equal Annual Dinner – San Francisco

June 16

MCCA Mid-Atlantic Region Diversity Dinner – Washington, D.C.

June 16

AALDEF 2009 Annual Summer Cocktail Party - New York

July 25

HRC Greater Bay Area Gala Dinner – San Francisco

October 6-9

Out & Equal Workplace Summit - Orlando

October 10

HRC National Dinner - Washington, D.C.

October 15-17

Women's Forum Global Meeting - Deauville, France

For more information on upcoming diversity events, please email globaldiversity@paulhastings.com.

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DIVERSITY POLICY AND PROGRAM COMMITTEE

Donna Melby (Committee Chair)

Employment Law Partner, Los Angeles

Elena R. Baca

Employment Law Partner, Los Angeles

Erika Collins

Employment Law Partner, New York

Paul Harner

Corporate Partner, New York

Ned N. Isokawa

Litigation Partner, San Francisco

Barbara L. Johnson

Employment Law Partner, Washington, D.C.

Alexander Lee

Tax Partner, Los Angeles

Tom Munteer

Real Estate Partner, Washington, D.C.

Greg M. Nitzkowski

Managing Partner, Los Angeles

Elizabeth H. Noe

Corporate Partner, Atlanta

Cheryl Saban

Chief Employment Counsel, New York

Staff Liaisons

Anton Mack, Managing Director, Diversity and Global Talent
Siobhain McCarthy, Managing Director, Global Attorney
Development

Mary Sullivan, Chief Human Resources Officer

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DIVERSITY AND COMMUNITY ADMINISTRATION

Staff Contacts

Anton Mack

Managing Director of Diversity and Global Talent

213.683.5740

antonmack@paulhastings.com

Policies, programming & planning; client diversity; diversity recruiting; charitable contributions & community involvement

Swafia Ames

Manager of Global Diversity and Pro Bono

202.551.1282

swafiaames@paulhastings.com

Diversity events, programs & training; attorney networks (PHANs); pro bono administration; client & media surveys

Sara Eng

Global Diversity and Community Assistant

202.551.1841

saraeng@paulhastings.com

Pro bono and charitable contributions budgets; reports & publications; Portal & website; scheduling & correspondence; special projects

Linda Wormely

Administrative Coordinator, Attorney Recruiting

213.683.5066

lindawormely@paulhastings.com

Diversity budget; partner tours; scheduling; special projects; supplier diversity

About Diversity Matters


Diversity Matters is published quarterly by Paul Hastings and contains news and information about the diversity-related resources and activities of our attorneys. We hope you find this information to be helpful. Please share your comments and ideas with us.

Diversity Resources

[Comments and New Submissions](#)

[Global Diversity on the Portal](#)

[Diversity on our Website](#)



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