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**CHAIR'S CORNER**  
**Donna Melby**  
**Diversity Policy &  
Program Committee Chair**

At Paul Hastings, our commitment to diversity is truly global. From London to Los Angeles, our lawyers are engaged in business development, networking and professional training programs to advance diversity.

Partners from our Atlanta, Los Angeles, New York, Paris and Washington, D.C. offices represented the firm at the 2009 Women Corporate Directors International Fall Institute in New York and the Women's Forum for the Economy and Society Global Meeting in Deauville, France. Both events attracted world leaders from multiple industries across the globe. At these events and others, our lawyers participated in meaningful interactions with clients and prospective clients about diversity in the legal and business workplaces.

Our London lawyers have created an array of Paul Hastings Attorney Networks (PHANs) – including the London Women's Network and the London Diversity Network – to stimulate informal dialogues within the firm and the London legal community.

Attorney development and global diversity continue to work in harmony. Siobhain McCarthy, managing director of global attorney development, and I met with lawyers in the London and Paris offices to discuss and plan diversity initiatives for the future.

We are justifiably confident about the firm's leadership in global diversity; the stories featured in this issue of *DiversityMatters* reinforce our commitment.

We welcome the contributions and participation of all lawyers at Paul Hastings to our global diversity efforts, so please feel free to contact Anton Mack, any DPPC committee member or me at any time with suggestions, comments or questions for *DiversityMatters*. Thank you for your readership and continued support.

This issue of *Diversity Matters* also provides the opportunity to extend warm wishes for the holiday season to every valued member of our Paul Hastings global team.

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**DIVERSITY IN THE COMMUNITY****PAUL HASTINGS IS THE PRESENTING SPONSOR OF 2009 HRC NATIONAL DINNER**

Paul Hastings continued its commitment to the Human Rights Campaign by serving as the Presenting Sponsor of the 13th Annual Human Rights Campaign National Dinner on October 10th in Washington, D.C. US President Barack Obama delivered the keynote address to the black-tie crowd of approximately 3,000 guests. Guests were treated to performances by Lady Gaga, Tony Award winner Gavin Creel, and the cast of *Glee*.



"Paul Hastings' strong support of HRC is fantastic," commented Stephen J. Malone, Vice President, Employment Law, NBC Universal, Inc.

Malone was one of over 30 clients who were seated at the firm's premiere tables. Other client guests included legal directors from Morgan Stanley, Constellation Energy, Nokia, Live Nation, and AIG; and executives from the Bill & Melinda Gates Foundation, CH2M Hill, CKX Investor Relations, D&P Creative Strategies, Dutko Worldwide, Microsoft, the Williams Institute, and United Cerebral Palsy.

Partners from the Los Angeles, New York, San Francisco and Washington, D.C. offices attended the HRC National Dinner, including Firm Chair **Seth Zachary** (NY), **Nancy Abell** (LA), **Barbara Brown** (WDC), **Ellis Butler** (WDC), **Tara Giunta** (WDC), **Jeff Haber** (LA), **Barbara Johnson** (WDC), **Neal Mollen** (WDC), **Tom Munteer** (WDC), **Jim Owens** (LA), **Leslie Plaskon** (NY) and **Deborah Schmall** (SF).



*Paul Hastings Chair, Seth Zachary, and Morgan Stanley Managing Director of Legal and Compliance, Jeff Siminoff*

"Paul Hastings' presenting sponsorship exemplifies the firm's commitment to HRC and their activities," noted Zachary. "We are proud to announce that we have committed to serve, for the fifth consecutive year, as the presenting sponsor for the 2010 HRC National Dinner."

### **WOMEN CORPORATE DIRECTORS INTERNATIONAL FALL INSTITUTE BRINGS TOP FEMALE BOARD MEMBERS TOGETHER**

**Tara Giunta** (WDC), **Elizabeth Noe** (ATL) and **Carla Walworth** (NY) represented the firm at the 2009 Women Corporate Directors International Fall Institute on November 4th in New York. Women Corporate Directors (WCD) is the world's leading membership organization for female corporate directors.

"The WCD Fall Institute is a great business development and leadership event for the firm," commented Giunta, who was a featured speaker on the panel, *Following the Regulatory Sea Change*. Giunta invited client Stasia Kelly, general counsel and senior regulatory and compliance officer at AIG, to join her on the panel.

Giunta also noted, "As a follow-up to the Fall Institute, we plan to co-host WCD events in our Washington, D.C. office and appoint a local chapter contact for the firm."

According to the *Catalyst Census of Women Board Directors of the Fortune 500*, women hold more than 15 percent of corporate board seats while representing half of the U.S. labor force. With more than 550 members who serve on approximately 725+

boards, WCD strives to be a catalyst for more representative boards and a communications resource for its members.

Firm clients and prospective clients who participated in the WCD International Fall Institute included Citigroup, Equifax, Four Seasons, JP Morgan Chase, KPMG, Nordstrom, Northern Trust, Wellpoint, and Xerox. The deputy general counsel at Marsh & McLennan Companies, Lucy Fato, also attended as a guest of Carla Walworth.

### **PAUL HASTINGS PLATINUM SPONSOR OF CORPORATE COUNSEL WOMEN OF COLOR CAREER STRATEGIES CONFERENCE**

**Barbara Johnson** (WDC), **Donna Melby** (LA), **Kathy Chao** (SF), and **Lyn Diaz** (LA) represented Paul Hastings at the 5th Annual Corporate Counsel Women of Color Career Strategies Conference: Celebrating Five Years of Our Mission, Vision, Advancement and Diversity in the Law, in Las Vegas. The firm served as a platinum sponsor of the three-day event, and Barbara Johnson was invited to be a featured panelist.

"This was a really wonderful conference. Corporate Counsel put together a great networking opportunity that was very inspiring for women attorneys," commented Lyn Diaz. "Our delegation was able to interact with firm clients, such as Amgen, Coca-Cola, GlaxoSmithKline, McDonald's, NBC, Schering-Plough and Sony, making this a valuable business development opportunity for Paul Hastings."



*Paul Hastings lawyers dine with clients and fellow participants at the Corporate Counsel Women of Color Career Strategies Conference.*

### **FIRM SERVES AS A GOLD SPONSOR OF THE 2009 OUT & EQUAL SUMMIT**

**Elena Baca** (LA) and **Eleanor Mercado** (LA) represented the firm at the 2009 Out & Equal Workplace Advocate Summit in Orlando, Florida, which was attended by more than 1,800 people. Mercado serves on the Out & Equal board of directors.

As a gold sponsor of the 2009 Summit, Paul Hastings appeared on event banners, signs, table tents and in local media and pre- and post-event advertising. Representatives from firm clients and prospective clients Citi, Dell, Disney, HP, IBM, KPMG, Raytheon, Toyota, and Visa attended the 2009 Summit.

In addition, Baca moderated a panel titled, *Everyone Counts: An Update on the Voluntary Self-Identification Project*. During the panel discussion, the LGBT Self-Identification Community of Practice released a report for employers who wish to begin offering voluntary self-identification to their employees.



*Elena Baca (LA) moderates a panel featuring executives from Ernst & Young, Xerox, Sun Microsystems, and the Human Rights Campaign.*



Plans are underway for the 2010 Out & Equal Workplace Summit slated for October 5-8 in Los Angeles.

#### **PAUL HASTINGS DELEGATION ATTENDS 5th EDITION OF THE WOMEN'S FORUM GLOBAL MEETING**

**Aline Poncelet (PAR), Deborah Sankowicz (PAR), and Donna Melby (LA)** led a Paul Hastings delegation to the 5th Edition of the Women's Forum for the Economy and Society Global Meeting on October 15-17, 2009, in Deauville, France. Naoual Bonnin, Head of M&A at INEO GDF Suez, and Christiane Marcellier, founder of JD4C Conseil, were invited to attend as guests of the

Paul Hastings delegation. The theme for this year's meeting was: "Think again, think ahead! Time for action, change and hope."

"Each year, the Women's Forum provides an excellent opportunity to interact with leaders from all over the world and to develop new business," noted Poncelet, a partner in the Paris office. "Since the global meeting, I have opened new client matters as a direct result of our delegation's presence and the firm's participation."

The 5th Edition of the Women's Forum attracted more than 1,000 leaders from various industries, including Dr. Rohini Anand, Senior Vice President and Global Chief Diversity Officer, Sodexo; Martine Gavelle, Head of Talent Development, Senior Executive Division, GDF Suez; Hung Huang, CEO, China Interactive Media Group; and Dominique Reiniche, President, Europe, The Coca-Cola Company, among others.

### **PAUL HASTINGS SPONSORS TRUECHILD EVENTS IN SAN FRANCISCO AND WASHINGTON, DC**

The firm served as a corporate sponsor for the True Flavors Cook-Offs in San Francisco and Washington D.C. The events, featuring former *Top Chef* contestants and celebrity restaurateurs, raised money for TrueChild, a national organization that helps children, particularly LGBT and minority children, overcome stereotypes and reach their full potential.

**Kathy Huibonhoa** (SF), **Kathy Chao** (SF) and **Rachel Doughty** (SF) invited clients from Delta Dental and CBS to the San Francisco event, which was held in the historic and foodie-friendly Ferry Building. At the Washington event, **Barbara Johnson** (WDC) and **Barbara Brown** (WDC) added to the excitement by participating as a sous-chef and guest judge, respectively. Other client guests included Les Paulson of the National Academy of Sciences and Pat McGlone of ULLICO. The D.C. event was held at CulinAerie, a gourmet cooking school, and articles on the event were published in both *The Washington Post* and *Politico*.



*Barbara Johnson (WDC), center, and celebrity chef Delilah Winder, left, with their culinary masterpiece.*

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**Elena Baca** (LA) was featured on the fall 2009 cover of *Hispanic Executive Quarterly* and was the focus of the lead article. Baca has been successful in expanding legal opportunities for Hispanics and was instrumental in creating the State Bar of California's diversity scholarship program.



**Nancy Abell** (LA) and **Norman Futami** (LA) attended the California Minority Counsel Program's 20th Annual Business Conference & Corporate Connections in Los Angeles. Corporate Connections is a series of brief prearranged one-on-one meetings between in-house counsel and outside counsel for business development purposes.

**James Gilliam** (LA) and **Jim Owens** (LA) represented the firm at the 17th Annual Lambda Legal Liberty Awards on September 29th at the Egyptian Theatre in Hollywood. Owens is a member of Lambda Legal's National Leadership Council.

As part of Northwestern University School of Law's Diversity Week, **Tarun Chandran** (CHI) served as a featured guest speaker on the panel, "What Law Firms Say About Diversity." Other panelists included Peter Ellis (DLA Piper) and Tamela Merriweather (Mayer Brown).



*From left to right: Tarun Chandran (CHI), Peter Ellis, and Tamela Merriweather*

**Ray Bertrand (SD), Christian Platt (SD), and Ryan Hawkins (SD)** represented the firm at the San Diego LGBT Community Center's 36th Anniversary Gala on October 10th at the Paradise Point Resort & Spa. Hawkins served on the event committee, and the firm was recognized on event tables, program advertisements and ballroom screen projections. Representatives from firm clients AwarePoint and Wells Fargo attended the event as guests of Paul Hastings.

**Ned Isokawa (SF)** presented the 2009 Paul Hastings Diversity Scholarship Award to Noemi O. Gallardo at the California Bar Scholarship Foundation Reception on October 1st in San Francisco. **Kathy Huibonhoa (SF)** also attended the event.



*Kathy Huibonhoa and Ned Isokawa, partners in the San Francisco office, pose with Noemi Gallardo (center), the 2009 recipient of the Paul Hastings Diversity Scholar Award.*

**Donna Melby (LA)** attended the "Women's Initiatives, a Call to Action" meeting hosted by the Los Angeles County Bar Association and the Women Lawyers Association of Los Angeles Joint Task Force on October 8th in Los Angeles.

**Tom Munteer** (WDC), **Leslie Plaskon** (NY), **Eddie Roman** (NY), **Nate Schacht** (NY) and **Matt Walding** (NY) represented the firm at the Williams Institute Fall Reception on November 10th in New York. This was the first New York reception for the Williams Institute, a think tank at UCLA School of Law dedicated to the field of sexual orientation law and public policy.

**Leslie Plaskon** (NY) and **Carla Walworth** (NY) attended the GE Legal Regional Diversity & Leadership Conference on September 29th in New York. The event was attended by over 150 senior legal executives and focused on GE's commitment to diversity in the legal profession. GE general counsel, Brackett Denniston, delivered the keynote address at the conference.

**Tarun Chandran** (CHI) attended the inaugural ball for the Chicago chapter of the Indian American Bar Association (IABA) at the Fairmont Hotel. The firm was a presenting sponsor of this event, which was attended by several hundred members of the IABA.



*Members of the Indian American Bar Association gather at the Chicago Fairmont Hotel. Pictured: Tarun Chandran (CHI), seated fourth from right.*

**Cheryl Saban** (NY) and **Lisa Willis** (NY) attended "Perspectives of Minority Female Judges and Litigators" presented by the New York City Bar Association.

**Todd Duffield** (ATL) of the Atlanta Diversity Ally Network was a featured panelist at Out & Equal Atlanta's diversity presentation, *Lunch and Learn*. The panel was moderated by Roslyn Dickerson, the Senior Vice-President for Corporate & Public Affairs for the Intercontinental Hotels Group, and featured executives from Macy's and Turner Broadcasting.



*The panelists from left to right: Darryl McCaskill from Macy's, Alan Brewer from Turner Broadcasting, Todd Duffield (ATL), and Rosyln Dickerson.*

**William K. Whitner** (ATL) and members of the Atlanta Diversity Ally Network attended Litigation Counsel of America's first annual Diversity Summit on November 12th in Atlanta.

The Paris Women's Network hosted a kickoff event this summer, featuring a presentation by Madeline Guidoni, the Ombudsman of AMF, a French Securities Agency. The event was well attended by both male and female attorneys, noted partner **Aline Poncelet**.

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In recent months, the London office has become one of the firm's leading champions of diversity by taking a proactive approach to implementing equitable practices in Europe. The office's commitment to bringing diversity to the solicitor's profession can be seen in a number of initiatives, including the formation of a new diversity network, sponsorships of local pipeline initiatives, and an ongoing relationship with the Equality and Human Rights Commission.

This summer, **Swafia Ames** conducted the London office's first diversity training session with key members of the newly formed **London Diversity Ally Network**. A few weeks later, **Anton Mack** and **Donna Melby** (LA) facilitated a diversity strategy meeting with London partners to discuss global diversity efforts and how the London office can continue to promote these initiatives.

In September, the diversity network hosted an Indian Lawyers Group (ILG) meeting. With Indian lawyers rapidly gaining visibility at London law firms, the ILG was formed to promote interaction among Indian lawyers and those interested in the Indian legal sector in the UK by:

- encouraging discussion on regulatory issues affecting Indian lawyers in the UK;
- encouraging cooperation and sharing of experience on commercial and legal issues; and
- serving as a networking forum and promoting greater interaction between Indian lawyers at all levels, as well as providing a crucial support structure for new trainee solicitors recruited from India.

In October, the diversity network sponsored the 5th Annual Black Solicitors Network (BSN) Anniversary Ball and Awards Dinner, which was attended by **Arun Birla**, **Jennie Dorsaint**, **Hannah Keever**, **Leon Pacini**, **Vinay Reddy**, **Samantha Kakati**, and **Jiten Tank** of the London office. The BSN has grown from a loose network of around 200 solicitors to an organization with 6,000 members and is the largest group of black and ethnic minority lawyers in Europe. The event was keynoted by Sir Charles Byron, President of the International Criminal Tribunal for Rwanda in Arusha, Tanzania, and by Baroness Scotland of Ashtal, the current Attorney General for England and Wales.



*The Paul Hastings table at the Black Solicitors Network Anniversary Ball. Seated at far left, client Jennifer Ewah from BAA Airports Ltd.*

In addition, the **London Women's Network**, one of the firm's ten Paul Hastings Attorney Networks (PHANs) dedicated to advancing and supporting female attorneys, hosted a guest speaker from Goldman Sachs' women's network for compliance. The presentation, "Women Hold Up Half the Sky," focused on the business case for women executives.



*Caroline Carr of Goldman Sachs addresses members of the London Women's Network*

Most recently, on 12 November 2009, the London office played host to a roundtable discussion with the Equality and Human Rights Commission (EHRC), Britain's independent statutory body established to eliminate discrimination, reduce inequality and protect human rights. Hosted by **Chris Walter**, **Chris Bracebridge** and the London employment team, the event was organized to allow clients from the financial services sector to provide confidential feedback to the EHRC in relation to its inquiry into the sector's large gender pay gap. The roundtable was well attended by attorneys and HR professionals from prominent banking and finance clients.



*Chris Walter, Arun Birla, and Chris Bracebridge (pictured from left to right in the back row) host members from the Equality and Human Rights Commission in the London office.*

On January 6, 2010, the London diversity network, in partnership with The Brokerage City Link, will be hosting a Tax and M&A Masterclass as part of "Law Day" for around 30 students. The Brokerage City Link is an independent not-for-profit organization working in partnership with city employers to create a pathway for young residents of London's inner-city boroughs.

Paul Hastings remains committed to global diversity, and these London activities are just a few examples of the firm's solid efforts toward developing diversity in all aspects of the international legal community.

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**UPCOMING EVENTS**

**January 13**

Washington Women's Network Leadership Seminar and Reception – Washington, D.C.

**January 14**

International Bar Association Women Lawyers Interest Group Dinner – Paris

**January 17-23**

National Urban Fellows 40th Anniversary Conference – Washington, D.C.

**January 20**

Seminar: Advancing, Retaining & Recognizing the LGBT Lawyers of Your Firm – San Francisco

**January 28**

Catalyst Connects – Paul Hastings San Francisco office

**February 2**

Presentation: Engaging Men in Gender Initiatives – Paul Hastings Los Angeles office

**March 24**

Catalyst Awards Dinner and Conference – New York

For more information on upcoming diversity events, please email [globaldiversity@paulhastings.com](mailto: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, Chicago

**Ned N. Isokawa**

Litigation Partner, San Francisco

**Barbara L. Johnson**

Employment Law Partner, Washington, D.C.

**Alexander Lee**

Tax Partner, Los Angeles

**Anton Mack**

Managing Director of Diversity and Global Talent

**Siobhain McCarthy**

Managing Director of Global Attorney Development

**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

**Mary Sullivan**

Chief Human Resources Officer

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**ABOUT DIVERSITYMATTERS**

**DiversityMatters** 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**

Current versions of global diversity materials are available in both PDF and printed forms. For a printed copy of the Global Diversity Annual Report or other diversity marketing materials, please email [saraeng@paulhastings.com](mailto:saraeng@paulhastings.com)

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