

# NEW YORK CITY BAR

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The Office for Diversity was created in 2004 to work with NYC legal employers to foster more diverse work environments. The Office serves as a resource for individuals seeking to advance and develop their careers. The Office was the first office of its kind in a bar association.

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## **Statement of Diversity**

### **Principles:**

In December 2003, the Association announced the adoption of the Statement of Diversity Principles. The Statement is the most recent effort by the Association to voice its commitment to enhance diversity in the legal profession. To date, we have 123 signatories to our Statement of Diversity Principles – 105 law firms and 18 corporate legal departments.

### **Diversity Defined:**

The Statement of Diversity Principles defines diversity as an inclusive concept, encompassing race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability and marital and parental status.

**Benchmarking:** The Office for Diversity annually tracks the progress of Signatory law firms and legal departments on key diversity representation metrics. This year's report is scheduled for release in November 2006.

The number of women promoted to partner increased from **20.3% in 2004** to **29% in 2006**.

The number of women lateral partner hires increased from **12.8% in 2004** to **20.3% in 2006**.

Twice as many openly gay attorneys were reported this year by signatory firms – **2.4%** compared to **1.6%** reported last year.

The number of racial/ethnic minorities promoted to partner increased from **7.0% in 2004** to **7.4% in 2006**.

The proportion of minority lateral partner hires decreased from the already low **5.5% in 2004** to **3.2% in 2006**.

**Diversity Working Group Sessions:** The Office hosts regular sessions for signatories designed to provide concrete tools to build an effective diversity effort.

## **2007 Contributors to the Office for Diversity**

Arnold & Porter LLP

Cadwalader, Wickersham & Taft LLP

Credit Suisse

Debevoise & Plimpton LLP

Deloitte

Dewey Ballantine LLP

Fried, Frank, Harris, Shriver & Jacobson LLP

Minority Corporate Counsel Association

Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Morgan Stanley

Viacom Inc

Weil, Gotshal & Manges LLP

UBS

**Diversity Champion Award:** The award, created in 2006, seeks to applaud individuals whose actions and activities embody the Statement of Diversity Principles. The award recognizes the critical role individuals have played in initiating and sustaining change within their organizations and the overall New York legal community.

**Diversity Committees:**

The Association has a long-standing commitment to diversity through its various diversity-related committees:

**Enhance Diversity in the Profession**

Encourages hiring, retention and promotion in New York law firms and corporate legal departments

Co-Chair, P.D. Villarreal

[pd.villarreal@spcorp.com](mailto:pd.villarreal@spcorp.com)

Co-Chair, Susan Kohlmann

[susan.kohlmann@pillsburylaw.com](mailto:susan.kohlmann@pillsburylaw.com)

**Minorities in the Profession**

Addresses issues of concern to lawyers of color in New York, and provides networking opportunities for minority lawyers.

Chair, Michael Oshima

[michael\\_oshima@aporter.com](mailto:michael_oshima@aporter.com)

**Legal Issues Affecting People with Disabilities**

Addresses the needs of people with disabilities.

Chair, John Herrion

[jherrion@unitedspinal.org](mailto:jherrion@unitedspinal.org)

**Lesbian, Gay, Bisexual and Transgender Rights**

Addresses legal and policy issues affecting lesbians, gay men, bisexuals and transgendered persons and employment rules and procedures in legal institutions and in the court system as they affect lesbians, gay men, bisexuals and transgendered persons.

Co-Chair, Lisa Badner

[lbadner@eepc.nyc.gov](mailto:lbadner@eepc.nyc.gov)

Co-Chair, Allen Drexel

[aadrex@yahoo.com](mailto:aadrex@yahoo.com)

**Recruitment and Retention of Lawyers**

Addresses issues and policies concerning law firm recruitment and retention. The Committee organizes the Association's Fellowship Program, which matches minority law students with law firms for summer employment after the first year of law school, and sponsors an annual luncheon for recruitment coordinators at law firms and law schools.

Chair, Sheila Boston

[sboston@kayescholar.com](mailto:sboston@kayescholar.com)

**Minorities in the Courts**

Focuses on the treatment of litigants, lawyers and court personnel of color in New York's state and federal courts.

Chair, Hon. Debra James

[djames@courts.state.ny.us](mailto:djames@courts.state.ny.us)

**Women in the Courts**

Address issues faced by women lawyers, litigants and court personal in New York's courts.

Chair, P.C. Cheng

[pc@cheng.com](mailto:pc@cheng.com)

**Women in the Profession**

Focuses on the advancement of women in the legal profession, and addresses issues faced by women in law offices, corporate law departments, the public sector and other legal settings. Organizes a mentor program that matches high school students with judges.

Chair, Carrie Cohen

[carrie.cohen@oag.state.ny.us](mailto:carrie.cohen@oag.state.ny.us)

**Get Involved:** For more information about joining a committee, please contact Stephanie Glazer, our Director of Committee Membership Services, at (212) 382-6664 or [sglazer@nycbar.org](mailto:sglazer@nycbar.org)