

Clare Plunkett

From: Office for Diversity [diversity@nycbar.mmsend.com] on behalf of Office for Diversity [diversity@nycbar.org]
Sent: Thursday, February 27, 2014 12:56 PM
To: Clare Plunkett
Subject: Office for Diversity and Inclusion February Newsletter



Office for Diversity and Inclusion

March 2014

Welcome to the Office for Diversity and Inclusion e-newsletter. Below you will find information on programs, events and other diversity related opportunities at the City Bar and in the legal community.

ANNOUNCEMENTS

2014 Diversity & Inclusion Champion Award, June 18- Save the Date and Call for Nominations

On June 18th, the City Bar will celebrate the 30th anniversary of diversity efforts at the Association, as well as the 10th anniversary of the Association's Statement of Diversity Principles, at the Annual Diversity and Inclusion Champion Award Celebration. The award recognizes extraordinary individuals whose actions and activities within the legal profession, particularly in New York City, embody the Statement of Diversity Principles by facilitating "diversity in the hiring, retention and promotion of attorneys and in the elevation of attorneys to leadership positions within our respective organizations." Diversity Champions are leaders in the bar who create lasting change in organizations and establish an inclusive work environment. More information about the award and the event can be found at the following link:

<http://www.nycbar.org/diversity/diversity-champion-award>

The Office for Diversity is accepting nominations on a rolling basis until **Monday, March 3, 2014**. We encourage you to nominate individuals within your network that embody these principles.

Office for Diversity and Inclusion LinkedIn Group

We encourage you to join our new LinkedIn group, where we will be posting upcoming events and discussions related to our Diversity efforts. You can join at the following link: <http://linkd.in/1jdut6y>.

Any questions about these events or the Office for Diversity and Inclusion can be directed to:

Gabrielle Brown, Director of Diversity and Inclusion, at (212) 382-6713 or gbrown@nycbar.org

Clare Plunkett, Assistant to the Office for Diversity and Inclusion, at (212) 382-6772 or cplunkett@nycbar.org

NEW YORK CITY BAR EVENTS

Human Rights and International Sporting Events: Russian Anti-Gay Legislation, the Sochi Winter Olympics, and Next Steps

Monday, February 24th, 2014 6:30pm-8:30pm

This program, immediately following the conclusion of the Winter Olympics, will focus on the deterioration of LGBT rights in Russia, where recent legislation has banned "propaganda of nontraditional sexual relations among minors"; the responsibilities of the International Olympic Committee and other international sporting NGOs in upholding international human rights standards; forms of protest (boycott, sponsor targeting, designated protest areas) and their effectiveness; the rights of individuals and organizations to protest during the Olympics and other events; the continuing human rights crisis in Russia once the Olympics end; and how to ensure going forward that international sporting NGOs select venues that comport with their charters and international human rights standards. There is no charge for this program, but please register to RSVP.

Moderator: **K. Scott Kohanowski**, Staff Attorney, City Bar Justice Center; co-president of the International Gay and Lesbian Aquatics Association

Speakers: **Nikki Dryden**, Immigration & Human Rights Attorney, Fragomen, Del Rey, Bernsen & Loewy and two-time Olympic swimmer; **Minky Worden**, Director of Global Initiatives for Human Rights Watch; **James N. Green**, Professor of Brazilian History and Culture at Brown University; **Gleb Vakrushev**, activist and member of Rusa LGBT

Sponsored by: **LGBT Rights Committee**, Jordan Backman, Chair

Cosponsored by: **International Human Rights Committee**, Elisabeth Wickeri, Chair; **Sports Law Committee**, Anthony J. Dreyer, Chair; **City Bar Justice Center**; **Vance Center for International Justice**; **Immigration Equality**

Careers in Elder Law

Tuesday, February 25th, 2014 6:30pm-8:30pm

Elder Law encompasses a broad range of legal matters, including issues in, trust & estates, and family law, litigation, guardianship and surrogate work, Medicaid and disability planning, special needs and tax planning. This event will provide information on how to pursue a career path in this fascinating and growing area of law serving the older population, their

caregivers and their families.

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Moderator: **Adina Halpern Weisberg**, Staff Attorney, Legal Services for the Elderly in Queens/JASA

Speakers: **Kim F. Trigoboff**, Solo Practitioner; **Tammy R. Lawlor**, Miller & Milone, P.C.; **David Kronenberg**, Goldfarb, Abrandt, Salzman & Kutzin; **Diane Lutwak**, Director, Legal Advocacy & Organizing, Lenox Hill Neighborhood House; **Kimberly Wong**, New York City Housing Authority

Sponsored by: **Committee on Career Advancement and Management**, Courtney Fitzgibbons, Chair; **Committee on Legal Problems of the Aging**, Judith Del Rey Grimaldi, Chair

City Bar Law Student Member Price: \$5.00; City Bar Member Price: \$10.00; Non Member Price: \$20.00

Women in IP Breakfast Series- Underlying Rights in Motion Pictures and Television

Tuesday, March 11th, 2014 8:30am-9:30am

The Committee on Women in the Profession invites you to the first breakfast of our annual four-part series on Women in Intellectual Property. We kick off our series with "Underlying Rights in Motion Pictures and Television which features leading practitioners in the field. The panelists will address some of the practices and provisions used for obtaining rights in literary works and plays to be adapted for motion picture and television projects. You will find out why producers and distributors insist upon those provisions and some of the interesting and heavily negotiated deal terms, along with a war story or two.

The Women in IP breakfasts will be informal and interactive with audience questions welcome. The next breakfast in this series will be held on April 22nd on Hot Topics in Cybercrimes and Data Breaches.

Speakers: **Anne S. Atkinson**, Pryor Cashman LLP; **Diane Krausz**, Diane Krausz & Associates; **Betsy Rodgers**, Senior Vice President, Legal and Business Affairs, Sundance Selects/ IFC Entertainment

Sponsored by: **Committee on Women in the Profession**, Lori Pines, Chair; **Subcommittee on Women in Intellectual Property**, Dyan Finguerra-DuCharme, Chair

City Bar Member: \$15; Non-Member: \$25

Getting Appointed to a Criminal Justice Act Panel for the Second Circuit and the Eastern and Southern Districts of

New York

Tuesday, March 18th, 2014 6:30 pm-8:30 pm

Pursuant to the Criminal Justice Act (CJA), the Second Circuit and Southern and Eastern Districts of New York have established panels of federally financed attorneys appointed to represent indigent defendants during federal criminal proceedings. This program will include current CJA panelists who will discuss the application process and mentorship programs developed to enhance diversity on these CJA panels.

Speakers: **Xavier Donaldson**, Donaldson, Chilliast & McDaniel LLP; Criminal Justice Act Panel for the Southern District of New York; **Peter E. Quijano**, Quijano & Ennis; Criminal Justice Act Panel for the Southern and Eastern Districts of New York and the Criminal Justice Act Capital Panel for the Southern District of New York; **Gary S. Villanueva**, Law Office of Jesse M. Siegel; Criminal Justice Act Panel for the Eastern District of New York

Sponsored by: **Committee on Minorities in the Courts**, R. Nadine Fontaine, Chair

Firsthand Accounts of Re-entry into the Legal Profession

Wednesday, March 19th, 2014 8:30 AM - 10:30 AM

Many attorneys, both men and women, take a break from the legal profession to care for children, to pursue non-legal careers or business ventures, or other reasons. Re-entering the legal world can be a daunting and frustrating process. This panel will include several attorneys who have successfully re-entered the legal profession in various roles and venues. They will share stories of their own successes and challenges, and will offer strategies and resources for planning a successful re-entry.

Moderator: **Carol Fishman-Cohen**, Co-founder, iRelaunch, Co-author, Back on the Career Track

Speakers: **Noreen Weiss Adler**, Barton LLP and Founder, Themis Legal Network; **Alison Bird**, Turinas & Bird LLC; **Jeannette Rossoff**, Deputy General Counsel, New York eHealth Collaborative; **Cheryl B. Schacht**, Litigation Counsel, RBS Legal, Americas; **Rosemary Spano**, Associate General Counsel, Macmillan

Sponsored by: **Committee on Career Advancement and Management**, Courtney Fitzgibbons, Chair; **Committee on Women in the Profession**, Lori Pines, Chair

City Bar Member Price: \$15.00; Non Member Price: \$25.00

Fast Track Your Legal Career for 2014 By Building Your Game Plan for a Network of Powerful Relationships

Monday, March 24, 2014 6:00pm - 8:00pm

The Committees on Minorities in the Profession and Women in the Profession will present a hands-on interactive career seminar on how to strategically self-manage your legal career. Vera Sullivan, a career counselor to the legal industry with over 30 years of experience in career counseling, will present exercises from her book, *From Wishing to Reality: How to use The HourGlass Principle™ To Define Your Career Goals*. * Members of the committee will serve as group team discussion leaders, using exercises from the book, including:

What are my specific professional goals for 2014.

How to identify, reach out and speak to contacts in a wide variety of organizations

What action steps do I need to take to move toward my networking goal in order to achieve my career goal?

What is my networking game plan for 2014?

The take-away: Participants will leave with a clarified and defined career goal, specific networking action steps identified to reach that career goal, and techniques that can be used to self-manage their careers.

Speaker: **Vera Sullivan**, MA, President and Founder, Diversityforce LLC

Group Breakout Leaders:

Rakhi Bahadkar, Director, Legal and Compliance at Morgan Stanley; **Ellen Hu**, Associate, Sullivan & Cromwell; **Kaylin Whittingham**, Staff Counsel, Departmental Disciplinary Committee, Appellate Division, First Judicial Department.

Sponsored by **Minorities In The Profession Committee**, Jeanine Conley, Chair and **Women In The Profession Committee**, Lori L. Pines, Chair

City Bar Law Student Member Price: \$5.00; City Bar Member Price: \$10.00; Non Member Price: \$15.00

To register for this event, click here: <http://bit.ly/1hrXACy>

*Books may be purchased at this event for the special price of \$10.

Raising the Bar (Exam): Strategies for Increasing the Minority Law Student Bar Exam Pass Rate

Thursday, March 27, 2014, 5:00pm-7:30pm

An annual forum presented by the City Bar Committee on Diversity Pipeline Initiatives for educators, employers, and

regional pipeline organizations, to discuss ways to increase the pass rate of minority bar takers.

Sponsored by: **Committee on Diversity Pipeline Initiatives**, Paula T. Edgar, Chair

Co-sponsored by: **Council on the Profession**, Mark C. Morrill, Chair; **Committee on Minorities in the Profession**, Jeanine Conley, Chair; **Committee on Law Student Perspectives**, Susan D. Bainnson, Chair; **Practicing Attorneys for Law Students, Inc. (PALS)**

You Raised Us- Now Work With Us: Millennials, Career Success, and Building Strong Workplace Teams by Lauren Stiller Rikleen

Women Lawyers' Book Club Series

Thursday, April 3, 2014 8:30 AM - 9:30 AM

This ground-breaking book is an indispensable resource to help Millennials, Gen Xers, and Baby Boomers create a more effective work environment. As Millennials enter the workplace, they feel overwhelmed by choices, buried in historically high student loan debt, and thwarted by what they perceive as an outdated workplace structure. In addition, they are confronting stereotypes about their generation. Baby Boomers and Gen Xers often misread their younger colleagues and complain that Millennials act entitled and have an excessive need for praise. This important new book separates the Millennials' behavioral myths from reality. During her talk, the author will share insights into her research and offer practical recommendations to help all generations navigate differences and maximize each other's strengths in the workplace. We welcome those who have read the featured book, those considering reading it, and those who are merely interested in the topic

Speaker: **Lauren Stiller Rikleen**, The Rikleen Institute for Strategic Leadership

Sponsored by: **Committee on Women in the Profession**, Lori Pines, Chair

The fee is \$5 law student members; \$15 members; and \$25 non members. Space is limited. The book will be available for purchase and signing at the event; those who purchase in advance may bring their copy to be signed. For more information, contact Carroll Welch at cwelch@law.pace.edu

Save the Date: AABANY and New York City Bar Present a Trial Re-Enactment of "22 Lewd Chinese Women"

Wednesday, May 21, 2014

Please save the date for a celebration of Asian-Pacific American Heritage Month, featuring a trial re-enactment of "22 Lewd Chinese Women," *Chy Lung v. Freedman*.

In 1874, a ship arrived in the port of San Francisco carrying some 600 Chinese passengers. A state official determined that 22 of them -- Chinese women traveling alone -- were "lewd," that is, they were prostitutes. Applying state law, the official ruled that the women could not disembark unless the ship's captain paid a bond of \$500 each. The captain refused, and the women were ordered detained. Legal proceedings followed, including a four-day trial and appeals reaching the United States Supreme Court, raising issues of federalism and civil and human rights.

This presentation, by members of the Asian American Bar Association of New York, the Honorable Denny Chin of the U.S. Court of Appeals for the Second Circuit, will tell the story of the women, through narration, reenactment of court proceedings, and historic photographs.

Professional Development Workshops, Ask the Experts, Career Counselor Referral Program, and Career Development Podcasts

The City Bar's Career Development webpage offers various online resources and hosts many articles on timely career-related topics as well as a directory of career guides and resources, and profiles of attorneys with interesting career paths. The page also contains information on the City Bar's program providing one-on-one counseling sessions with an experience career counselor as well as the Career Center where members can post resumes and view job listings. To visit the Career Development page, please click [here](#).

Scholarship Assistance for CLE Credits : A reminder that the New York City Bar Association offers financial scholarships for attorneys in need. Financial scholarships are available for traditional and non traditional program formats. Please visit https://www.nycbar.org/CLE/policy_s.php to find the financial scholarship application.

DIVERSITY PIPELINE INITIATIVES

Employers & Job Shadow Week Hosts Needed: 2014 Thurgood Marshall Summer Law Internship Program

The Thurgood Marshall Summer Law Internship Program is an intensive program which places high-achieving inner-city high school students with legal employers for the summer, and provides them with additional programming before, during, and after the summer designed to help them prepare for a legal career. To supplement their internships, participants receive extensive pre-employment training which includes resume and cover letter review, interview preparation, and exposure to the profession through weekly attorney/student networking programs.

To culminate their internships, students spent a week shadowing attorneys in companies and organizations; each student was paired with the company that most closely aligned with their career aspirations. The students participated in mock meetings, observed attorneys within each organization, and some students shadowed attorneys in court.

For more information about the program, please visit the program [website](#). To host an intern or Job Shadow Week students,

complete the Employer Registration Form or Job Shadow Week Registration Forms available on the [website](#), or contact Clare Plunkett at cplunkett@nycbar.org.

Diversity Pipeline Initiatives Program:

The New York City Bar Diversity Pipeline Initiatives Program aims to provide professional development and educational programs for inner-city high school, college and law students who are interested in pursuing legal careers. Created in 2006, the Program has worked with more than 80 New York City schools and more than 130 firms and organizations to provide opportunities for students to develop necessary professional skills and gain exposure to the legal profession. There are many ways to get involved including:

- Make a donation to the program
- Volunteer to participate in programs/sit on a panel, or to visit a classroom to discuss the profession with students
- Donate space at your firm/company for one of our development programs
- Contribute materials for programs

For more information, please contact Clare Plunkett, Administrator, Diversity Pipeline Initiatives, at cplunkett@nycbar.org or (212) 382-6772. Detailed information about our various programs is available on the Program [website](#) as well.

DIVERSITY-RELATED EVENTS IN NYC

The Metropolitan Black Bar Association and NYCLA Co-Present the "12th Annual Ida B. Wells-Barnett Justice Award Ceremony"

Monday, February 24, 2014, 6:00pm-8:30pm

New York County Lawyers' Association, 14 Vesey Street (Between Broadway and Church Streets)

Join the Metropolitan Black Bar Association and the New York County Lawyers' Association as Michele Coleman Mayes, Vice President, General Counsel, and Secretary of The New York Public Library, is honored with the Ida B. Wells-Barnett Award. Named for one of the first African American women to run for public office in the United States, the Ida B. Wells-Barnett Justice Award is presented annually to a woman of color whose life reflects her spirit and courageousness by distinguishing herself in the right for racial and gender equality. The event is free and all are welcome to attend.

Please direct any questions regarding the event to the MBBA at info@mbbanyc.org.

Black Law: A Discussion Hosted by Assemblyman Keith L.T. Wright

Schomburg Center for Research and Black Culture

Tuesday, February 25, 2014, 6:00pm-9:00pm

Join us for a conversation about access to justice for those in the African diaspora and the challenging pathway to the judiciary. Come and interact with our moderator Mr. Michael Hardy along with our panel of brilliant lawyers and justices.

For more information, please call the office of Assemblyman Keith Wright at 212-866-5809.

Legal Services NYC Annual Diversity Open House

Brooklyn Law School, 250 Joralemon St

Thursday, February 27, 2014, 4:30pm-7:30pm

The February 27, 2014 Diversity Open House is an unique opportunity for law students to learn about the important work done at Legal Services NYC, to meet our attorneys and find out about internship, fellowship and possible employment opportunities. Legal Services NYC is the largest provider of free civil legal services in the country and has neighbor programs in all five boroughs. See, www.legalservicesnyc.org

The format of the Open House is fairly informal. The first hour of the program is table time. Each Legal Services NYC program will have a table staffed by an attorney or two who is available to meet with law students. Then there is a program consisting of brief staff presentations about our vital work and innovative projects. After these presentations there is time for more tabling. The Open House will end with a reception with light refreshments to allow for students to meet and network with staff attorneys. Leadership from the various offices will attend the event

All law students must rsvp by February 25, 2014 to diversitycommittee@ls-nyc.org

The NYS Unified Court System Presents their Black History Month Celebration

Rotunda, Supreme Court, Civil Branch, 60 Centre Street

Thursday, February 27, 2014, 6:00pm

A reception to commemorate Black History Month at the Supreme Court of New York County.

Keynote Speaker & Community Service Award Recipient: **Joi Gordon**, Chief Executive Officer, "Dress for Success Worldwide"

Recipient of the Distinguished Service Award: **Hon. Sheila Abdus-Salaam**, Associate Judge, New York State Court of Appeals

Public Service Award Recipient: **Jennifer Jones Austin**, Executive Director, Federation of Protestant Welfare Agencies

PALS Presents: Lawyers in Media

Debevoise & Plimpton LLP, 919 Third Avenue, New York, NY

Thursday, February 27, 2014, 6:30pm-8:30pm

Come and discover the various backgrounds, perspectives and paths of prominent attorneys and executives working in Media.

This forum will discuss career possibilities for practicing and non-practicing attorneys in Media. The panelists, from various legal backgrounds, will focus on how to develop the skills to take advantage of exciting opportunities in Media.

Sponsored by Debevoise & Plimpton LLP.

Moderator:

Adaora Udoji, Interim President, News Deeply

Panelists:

Damien Atkins, Chief Compliance Officer, AOL, Inc; **Lou Ferrer**, Director, Programming Acquisitions, NBC Sports Group; **Erika Munro Kennerly**, Vice President of Business Affairs, TruTV/Turner Entertainment; **Tracey Mullings Reed**, Senior Counsel, Corporate Transactions, NBCUniversal Media, LLC ; **Joseph F. Richburg**, Vice President & Assistant General Counsel, Litigation, CBS Corporation

Chinatown Pro Bono Immigration Legal Clinic

Bowery Mission, 227 Bowery

Saturday, March 1, 2014, 9:00am-4:00pm

MinKwon Center, in partnership with AABANY and Open Hands Legal Services, will hold a legal clinic to provide free legal assistance in immigration matters to community members in Manhattan Chinatown. Volunteer attorneys will assist clients in applying for citizenship and provide free legal consultations. No prior experience is needed. CLE training will be provided on the day of the clinic.

Sign up for a volunteer shift

online:<https://docs.google.com/forms/d/1bk0QnvIJDYxveWCXyIAW7a77t7pfyJlhmhFylwEKprU/edit>

Email questions to lina.lee@minkwon.org

New York Law School Office of Diversity and Inclusion Presents: The Path from Paralegal to Attorney

New York Law School, 185 W. Broadway

Wednesday, March 19, 2014, 6:30pm-8:30pm

This panel discussion will serve as a practical guide for paralegals and legal assistants considering attending law school, current law students with this background, and attorneys who have experience as paralegals to discover how to take advantage of their experience by hearing about the panelists' personal stories and advice. Panelists will include attorneys from law firms, corporations, and public service who had experience as paralegals prior to becoming attorneys.

For more information and to register, click here: <http://bit.ly/1bSpSXQ>

New York Law School Office of Diversity and Inclusion Presents: Exploring the Role of the Diversity Professional

New York Law School, 185 W. Broadway

Tuesday, March 25, 2014, 6:30pm-8:30pm

This panel will feature diversity professionals from a variety of settings, including law firms, bar associations, corporations, higher education, government/public interest. The panelists will discuss their paths to becoming diversity professionals, their insights and experience regarding best practices, challenges, and their perspectives on the future of Diversity and Inclusion in their areas.

This event is Co-Sponsored by the Metropolitan Black Bar Association

For more information and to register, click here: <http://bit.ly/1h5ygCk>

New York State Bar Association Roundtable: How to Succeed as a Summer Associate / Summer Intern

New York Law School, 185 W. Broadway

Tuesday, March 26, 2014, 6:00pm-8:00pm

The New York State Bar Association Committee on Diversity and Inclusion invite you to attend:

How to Succeed as a Summer Associate / Summer Intern

Attorneys from the public and private sectors will lead a roundtable discussion for 1L and 2L students on how to position oneself as a candidate for a summer intern or associate.

This event is co-sponsored by the New York Law School Office for Diversity and Inclusion

Fore more information and to register, click here: <http://bit.ly/1c3aanr>

The Association of Black Women Attorneys Hosts the 20th Annual Ruth Whitehead Whaley Luncheon

Del Frisco's Steakhouse, 1221 Avenue of the Americas

Saturday, April 26, 2014 12:30pm-3:30pm

The Luncheon raises funds for the Ruth Whitehead Whaley Scholarship Fund, which awards scholarships each year to law students attending school in the State of New York who demonstrate not only financial need, but also a commitment to public interest or civil rights law and who actively participate in community service.

Fore more information and to register, click here: <http://bit.ly/1enKaTH>

Skill Development: The Attorney General has established a Volunteer Attorney Program (VAP), whereby an attorney may serve as an Assistant Attorney General. Volunteer attorneys will not receive any compensation or benefits from the Department of Law. Candidates who possess professional expertise and accomplishment as well as lawyers seeking experience in the public sector are eligible to apply for the VAP. Each candidate for the VAP must submit a cover letter indicating work location and bureau preference, resume, a writing sample and three references to the Legal Recruitment Bureau. Please submit materials to recruitment@oag.state.ny.us or Sandra Jefferson Grannum, Bureau Chief, Legal Recruitment Bureau, State of New York, Office of the Attorney General, 120 Broadway, 25th Floor, New York, NY 10271-0332

PALS Mentors Needed:

PALS have many law students of color still waiting to be matched with attorney mentors. For more information on the program, visit PALS at www.palsprogram.org/mentoring. To sign up, visit www.palsprogram.org/mentor

To forward this newsletter, click [here](#).

To change your contact information: email membershipservices@nycbar.org

[Click here to unsubscribe from diversity e-mails](#)

New York City Bar

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