

44TH STREET NOTES

FROM THE PRESIDENT: JOHN S. KIERNAN

Moving the Benchmark
on Diversity

As news events of the past year have dramatically illustrated, issues of race — including issues related to economic disparity, unequal access to opportunities, statistically disproportionate outcomes in the criminal justice system, educational differences, mistrust of minority ethnic groups or religions, bias crimes, police conduct, overt discrimination, and even implicit or unintended bias by well-meaning people — remain among the most critical and divisive issues of our time. Our country's defining national commitment to equality, tolerance, and embrace of differences has always been, and remains today, in fundamental tension with our historical legacy of racial discrimination and segregation, and with the continuing current effects of that legacy. That incongruity warrants continued effort to promote equal opportunity, to attack and remedy discrimination, and to promote and celebrate diversity. That need exists not only with regard to racial discrimination, but also with regard to treatment based on gender, religion, national origin, sexual orientation or identification, age, disability, and other categorizations that have led to intentional or unintentional discrimination.

If any segment of society should be a leader in these efforts, it's the legal profession, which must be a central guardian of fundamental values of equality, access to justice, and the rule of law. But while lawyers have admirably been in the forefront of efforts to combat discrimination — through innumerable instances of claims advanced, laws advocated for and enacted, programs developed, judicial decisions issued, and positions taken in support of promoting diversity, inclusion, and equality of opportunity — the legal profession has fallen short, too, particularly as a model for professional development.

The frustratingly slow pace of progress on diversity in law firms is evident in the 2015 Diversity Benchmarking

CONTINUED ON P. 4

NEW AT THE CITY BAR

FLIK HOSPITALITY
GROUP JOINS CITY BAR
AS NEW CATERERS

► READ MORE ON P. 2 & P. 13

CITY BAR WELCOMES
SHAN THEVER
Small Law Firm Center's
New Director

► READ MORE ON P. 2

CITY BAR LAUNCHES
NEW WEBSITE

► READ MORE ON P. 2

2015 DIVERSITY
BENCHMARKING
REPORT RELEASED

► READ MORE ON P. 8

What's New at the City Bar



As the City Bar gets into full swing this fall, I'm pleased to update you on some important new developments.

First, we have revamped our Meeting Services operation. It's now run on-site by Flik Hospitality Group, a global company with a strong presence in New York, including at many law firms

(www.flik-usa.com). Flik is able to offer a wider selection of menu choices and other enhancements than we previously could with our small but hard-working Meeting Services team and limited infrastructure.

We made this change because we want you to spend more time here at the House of the Association without having to compromise on selection and quality. We are fortunate beyond measure to have a beautiful landmark building in the heart of New York City, but the fact is that we compete with a whole host of venues and cuisine choices. With the world increasingly functioning online, it is refreshing to come together in person every so often. Whether networking at programs or discussing issues at committee meetings, nothing beats getting together over good food and drink.

Under the new arrangement, not only can committees order a wider selection of food choices, but we can offer catering and hospitality for your own events, whether personal or work-related. See the sidebar on page 13 for more information on Flik and how they can work with you.

Additionally, I am pleased to welcome **Shan Thever** to the City Bar as the new Director of our Small Law Firm Center. A practicing attorney since 1977 and a member of the New York, Washington D.C., and California Bars, Shan brings an impressive background and expertise in healthcare, immigration, and business law to the City Bar. He has argued before the California Supreme Court, and he has represented hospitals, ambulatory surgery centers, doctors, and risk bearing organizations as defense counsel, plaintiffs' counsel, and expert witness, and as a regulatory representative before state and federal health care agencies. As a former Board member of the California Minority Council Program, Shan is committed to promoting diversity in legal services. With small firm and solo attorneys making up about 25% of the City Bar's membership, we look forward to working with Shan on serving this important City Bar constituency.



By now, many of you have visited www.nycbar.org and experienced our new and improved website. It was a large undertaking, unique to expansive associations like ours. When you are serving over 24,000 members and 160 committees with diverse interests, as well as communicating with the public, the media, and government officials on a regular basis, organization of content and user experience are key challenges. The site is now mobile-friendly, and the combined

calendar makes it easy to see all upcoming CLEs and programs at a glance. And when you take a deep dive into the site, you'll notice some enhanced tagging technology that shows related content in the margins. You'll also find easy ways to search and filter to find just what you're looking for among the thousands of pages on the site.

The City Bar Justice Center has redesigned its website as well. It's got a great, clean look and feel. Check it out at www.citybarjusticecenter.org.

Speaking of new, fall is the season of new committee chairs. You can see who is chairing which committee on page 15. And on page 10, see the Committee Roundup to find out what they are cooking up for the months ahead.

We are constantly looking for new and interesting ways to serve our members and stakeholders, so stay tuned and we'll see you around the House. Feel free to email me with comments or suggestions anytime at bret_parker@nycbar.org. ■



In this issue...

LEGISLATIVE UPDATE	5
OVER 1,000 VETS HELPED BY JUSTICE CENTER	6
VANCE CENTER EXPANDS AFRICA PROGRAM	6
LAP HELPS YOUNGER AND OLDER LAWYERS	7
DIVERSITY BENCHMARKING REPORT	8
COMMITTEE ROUNDUP	10
MEMBER MOVES & NEWS	14
NEW COMMITTEE CHAIRS	15

New Lawyer Institute Kicks off Its Third Year

September 6 marked the start of the third year of the New York City Bar Association's New Lawyer Institute (NLI). Welcomed by NLI Advisory Committee Chair **Laurie Berke-Weiss**, the participants listened to a panel of new lawyers who shared stories of their career challenges and successes, and their many insights gained along the way.

The NLI, which grew out of the report by the City Bar's Task Force on New Lawyers in a Changing Profession, aims to provide new lawyers with a professional home; to be helpful in recent law graduates' exploration of law practice areas; and to provide support in expanding their professional networks. Featuring speakers from government, the judiciary, and the rest of the legal community, the NLI also offers a continuing education curriculum designed to equip new lawyers with the skills they need to advance their careers. Notably, in upcoming programs,

Judge Margo Brodie, U.S. District Court, E.D.N.Y., and **Judge Juanita Bing-Newton**, Dean of the New York State Judicial Institute and Judge of the New York State Court of Claims, will share reflections on their career paths and offer advice to those entering the legal profession.

"It is through a combination of career planning programs, networking opportunities, and access to City Bar CLE that NLI participants have created a community at the City Bar which has inspired and supported their careers," said Berke-Weiss.

"NLI has been helpful to me in multiple facets," said NLI participant **Nneka Witter**. "Not only did the program serve as a great resource for resume improvement, interview tips, and job search techniques, it also served a motivational purpose."

The NLI Advisory Committee works with the New York area law schools to coordi-

nate and promote the program among the student bodies. The 2016/17 NLI class has over 40 participants from 14 law schools, seven of which are sponsors: Brooklyn Law School, Benjamin Cardozo Law School, Columbia Law School, CUNY School of Law, Fordham Law School, Northwestern Pritzker School of Law, and University of Connecticut School of Law.

This year's participants have a diverse array of career goals, from law firm practice to public interest and even alternative legal careers. A number are interested in starting their own practices and the NLI has a series of programs in its curriculum to assist participants who would like to take that route.

For more information on the NLI, please contact Martha Harris at mharris@nycbar.org or Margot Isaacs at misaacs@nycbar.org. ■

A Leader in Serving the Legal Services Community. That's Sterling.

Expect the highest caliber of personal service and banking expertise.

Contact banking professionals experienced in serving your unique needs at **914-367-9000** or Team556@snb.com.

Michael Henderson, *Senior Managing Director*
Larry McElroen, *Managing Director*
Anthony Forgione, *Managing Director*
Moira Kiernan, *Managing Director*

To learn about Sterling's full suite of services, visit snb.com.



Expect extraordinary.



Report the City Bar has just released. Despite increased efforts to achieve greater diversity and some gains in leadership positions, there is something close to a consensus among the firms providing information for that report that the gains are slower and less substantial than they (or their clients) want. Firms also report higher rates of attrition and erosion in the associate pipeline for minority and women lawyers than for white male lawyers. [See p. 8 for the numbers and more on the report.]

If the shortfall of diversity in the profession is no longer about lack of awareness, effort, or resources, then what can be done to spur progress on diversity in law firms, and in achieving inclusiveness and the elimination of bias in the legal profession and the administration of justice? As the City Bar joined a dozen other bar associations in advocating recently, improved education and training of lawyers increasingly appears to be an important component of any solution. A collection of bar associations including the City Bar, with the encouragement of the ABA, have proposed that New York State's licensing and regulatory authorities governing continuing legal education requirements should include, as a separate required credit (but without increasing the total number of required credits), programs addressing diversity, inclusion, and the elimination of bias ("D&I CLE").

This proposal seems consistent with the evolution of sensibilities about CLE since even before mandatory CLE began during the 1990s. "Until 1957," wrote then-City Bar President Harrison Tweed in 1960, "almost all of the education offered to practicing lawyers was designed to improve professional competence and to do nothing more." In 1957, though, over 100 lawyers convened for what became known as the "Arden House Conference," ultimately generating a statement that "brought into the continuing legal education picture for the first time, and in bold relief, the proposition that educational opportunities should not be aimed simply at an improvement in professional competence but, in addition, should be designed to help the lawyer to fulfill a wide range of professional responsibilities: to the courts, to the administration of justice, to law reform, to the law-making process, to the profession and to the public."

In a similar spirit, mandatory CLE was initially conceived, supported, and implemented as a way to enhance not only lawyer competence but also public trust in the profession. The 1992 ABA report "Law Schools and the Profession: Narrowing the Gap," which provided a platform for states considering whether to mandate CLE requirements, identified four basic values of professional responsibility: "1) providing competent representation; 2) striving to promote justice, fairness and morality; 3) striving to improve the profession; and 4) professional self-development."

Including a mandatory diversity and inclusion component as part of lawyers' CLE obligations should advance all of these purposes. As with the current requirement that four of the 24 CLE credits experienced attorneys must accumulate each year must involve

training in ethics, this requirement would mean that lawyers must also include at least the required number of biennial credit hours in D&I CLE. This would not increase New York's current 24-credit biennial requirement (or 32 credits for newly admitted attorneys), but would just affect the allocations of those hours.

The ABA has taken two major steps in the past six months to act on a broad consensus among the legal profession's leadership regarding the importance of addressing nationwide concerns and reinforcing the profession's commitment to diversity and equal opportunity. First, in February 2016 the ABA House of Delegates unanimously passed Resolution 107, encouraging states to require lawyers to participate in diversity and inclusion training as a standalone component of their CLE requirements. The resolution, like the current proposal for New York, does not specify the number of hours of D&I CLE required or call for an increase in the total number of MCLE credits required per cycle.

Then, on August 8, the ABA House of Delegates unanimously passed Resolution 109, which amends Model Rule of Professional Conduct 8.4 to provide that it is professional misconduct to "engage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status, or socioeconomic status in conduct related to the practice of law."

Some lawyers may resist the notion that an authority should require each individual lawyer to undergo further education on this subject over the course of a career, including because they already feel satisfied about their current perspectives regarding diversity. But just as the imposition of a particularized ethics requirement in every lawyer's CLE program was intended, at least in part, to convey a message about priority and commitment rather than to imply that this requirement was needed because all lawyers were unethical, imposition of a diversity and inclusion requirement would reflect the profession's formal public embrace of its aspirational best self. Clients are increasingly diverse and insistent that their lawyers become more diverse, practices are more international and multijurisdictional, and the judiciary continues to grow in its diversity. Lawyers need to be equipped to recognize cultural differences and biases that may impact their personal interactions in all aspects of their practice — not just as lawyers, but as arbitrators, mediators, advisors, employers, partners, officers of the court, and citizens. Embracing diversity is both the right thing to do and good business.

The U.S. Department of Justice announced in June the rollout of a department-wide required Implicit Bias Training Program for 28,000 lawyers and investigators, predating this step on views that "[t]he research is clear that most people experience some degree of unconscious bias, and that the effects of that bias can be countered by acknowledging its existence and utilizing response strategies." In August, writing in support of requiring

CONTINUED ON P. 5

Legislative UPDATE

BY ELIZABETH KOCIENDA,
ASSOCIATE DIRECTOR OF ADVOCACY

NEW YORK STATE

Ten bills supported by our committees passed both houses of the Legislature before session ended in June, including a number of issues highlighted in our 2016 State Legislative Agenda. The 2016-2017 New York State Budget (which was enacted at the beginning of April) included a paid family leave program consisting of key components supported by our Sex and Law Committee and the full Judiciary Budget as supported by our Council on Judicial Administration. Another successful agenda item was the passage of legislation that will allow New York to recognize equivalent out-of-state occupational licenses for military spouses. The Military Affairs and Justice Committee's support and advocacy for the bill was instrumental in its success. The Council on Judicial Administration and the Banking Law Committee successfully opposed a bill, as likely unconstitutional, which would provide that a foreign corporation's application for authority to conduct activities in New York constitutes consent to general jurisdiction in the New York courts for actions arising outside of New York.

City Bar committees also achieved a number of additional successes beyond our agenda items. Unless otherwise indicated, as of the publishing of this article, these bills await final action by the Governor:

- The Mass Incarceration Task Force supported legislation that will require the State to reimburse counties for the full amount of expenditures for indigent legal services and would establish statewide standards and regulations for those services.
- The Non-Profit Organizations Committee supported technical amendments to the Non-Profit Revitalization Act. Last year, the Committee joined with other groups in suggesting these revisions to address certain ambiguities in the law.
- The Criminal Justice Operations Committee supported legislation which will provide the authority to grant poor person relief to the sentencing judge upon application of defense counsel.
- The Matrimonial Law Committee supported legislation to provide additional enforcement mechanisms for the collection of spousal or child support. The bill has been signed into law.
- The Bioethical Issues Committee supported legislation to require continuing medical education on pain management, palliative care, and addiction. This was included as a provision of an omnibus bill signed by the Governor aimed at combating heroin and opioid abuse.
- The Animal Law Committee supported the Research Animal Retirement Act, which has been signed into law and will provide opportunities for dogs and cats

used at research facilities to be adopted. The Committee also supported a bill that would allow veterinarians to count free spaying and neutering services in lieu of self-instructional course work for continuing education requirements.

NEW YORK CITY

The Sex and Law Committee has had an active and successful year to date at the City level, commenting on three bills that have been signed into law. Two of the measures related to increasing transparency and reporting from the Department of Education around the issue of sexual health education in City schools. The Committee has consistently supported efforts to ensure that students receive comprehensive, age-appropriate, medically accurate sexual health education, as it not only improves educational outcomes but teaches young people how to build respectful relationships, reduce bullying, and grow into healthy adults. The Committee also continued its work to protect the rights of nursing mothers and increase education around those rights. The Committee supported a bill that will require lactation rooms in certain public spaces throughout the City. They also worked on enhancing the law to make it clear that nursing mothers have the right to reasonable workplace accommodations, something the Committee was pleased to see included in subsequent guidance issued by the New York City Commission on Human Rights.

CONTINUED ON P. 13

PRESIDENT'S COLUMN: CONTINUED FROM P. 4

CLE credit in diversity and inclusion and elimination of bias, New York City Corporation Counsel Zachary W. Carter wrote to Chief Judge Janet DiFiore that "[f]or the last ten years the Law Department has required all of its employees to participate in Diversity and Inclusion programs" and that the "evaluations of our programs by our participants have been overwhelmingly favorable, notwithstanding some initial skepticism." The New York State Judicial Institute also offers diversity training for new judges as part of its curriculum.

California and Minnesota require D&I CLE, and the passage of ABA Resolution 107 will likely spur numerous other states to act. New York should be in the forefront of this movement.

D&I CLE would continue the ongoing education of the profession in one of the most foundational and important elements of our national self-definition and one of the core components of the rule of law. It should foster continuing focus on the importance of diversity and inclusion, and progress in the erosion of discrimination and implicit bias. It would also convey an important public message, in a time of intense attention to matters of race and other forms of discrimination, regarding the legal profession's institutional commitment to equality, access to justice, and the rule of law. ■



City Bar Fund **UPDATES**

CITY BAR JUSTICE CENTER UPDATE

Leave No One Behind: Over 1,000 NYC Vets Helped by CBJC Pro Bono Project

Perhaps it shouldn't be surprising, but a significant number of attorneys who are veterans themselves volunteer with the City Bar Justice Center's Veterans Assistance Project (VAP), which helps disabled veterans get VA disability benefits.

"I think a lot of our volunteers who are veterans believe, 'There but for the grace of God go I,' and they become very passionate about this type of legal work," says Project Director **Kent Eiler**. "In its own way, the work is in keeping with the promise every servicemember makes: I will never leave anyone behind." Eiler is a JAG attorney with the Air Force and brings his extensive knowledge of

the military and veterans legal issues to the cases VAP matches with pro bono volunteers.

One of those volunteers is **Kevin Hackett**, a partner at Proskauer Rose LLP in its Corporate and Real Estate practice, and an Army vet. Kevin's case victories include work on behalf of a 96-year-old World War II veteran who came to the City Bar in November 2015. The veteran had applied for total disability compensation from the Department of Veterans Affairs (VA) but, initially, the VA found the veteran still capable of maintaining substantial gainful employment despite his service-connected injuries. Knowing this to be

incorrect, Kevin and his team at Proskauer went to work immediately, securing total disability for the veteran, \$2,906 a month, and over \$37,000 in retroactive benefits.

In another case, Kevin assisted a Vietnam veteran who struggled with homelessness. Concerned that the veteran might be suffering a degenerative condition related to Agent Orange exposure, Kevin urged him to seek care at a VA medical facility. Because the veteran was worried

CONTINUED ON P. 9



Vance Center Expands Africa Program

With encouragement from new Vance Center Committee Co-Chair **Eruch "Elchi" Nowrojee**, the Cyrus R. Vance Center for International Justice is expanding its programmatic activities in Africa. **Brenda Kombo**, newly hired as Africa Program Manager, will lead this effort, focusing on all areas of the Vance Center's work.

Ms. Kombo, a recent Northeastern Law School graduate with a Ph.D. in Anthropology from Yale University, previously worked in Africa for Equality Now and the United Nations. She has assumed responsibility for the Vance Center's African Legal Fellows Program, which invites lawyers from African law firms to work for a year at New York City firms, and is determining the adaptability to African contexts of Vance Center programs that have flourished in Latin America. These include the promotion and institutionalization of pro bono practice and the "Women in the Profession" program.

The Vance Center has had considerable experience providing pro bono representation to African NGOs, particularly in Kenya and South Africa, as well as involving in global pro bono projects law firms from Botswana, Ethiopia, Ghana, Kenya, South Africa, Tanzania, and Uganda. For example, a Vance Center-connected law firm helped to advise former United Nations Secretary General Kofi Annan in his mediation of the post-election conflict in



Brenda Kombo, Africa Program Manager

Kenya in 2008, and the Vance Center continues to work with the Kofi Annan Foundation on electoral issues in certain African countries.

The Africa Program will develop further client and law firm partnerships to expand such work, including a heightened focus on collaboration at the African Court and Commission on Human and Peoples' Rights. Vance Center Committee members participated in the inaugural session of the Court and the Vance Center is a member of the Coalition for an Effective African Court on Human and Peoples' Rights. ■

LAWYER ASSISTANCE PROGRAM UPDATE

Help for Younger and Older Lawyers

Earlier this year, the ABA's landmark study on the "Prevalence of Substance Abuse and Other Mental Health Concerns Among American Attorneys" found that one in three practicing lawyers are problem drinkers and the incidence of mental health issues (depression, anxiety, and stress) is two to three times greater in the legal profession than in other professions. Among the study's surprising findings is that the highest incidence of problems reported is from young attorneys during their first ten years of practice.

The implications of the study's findings for the future of the profession will require a collaboration between stakeholders (firms, bar associations, law schools, Character and Fitness Committees, and LAPs) working together to begin charting a sustainable path forward.

On November 30, members can hear directly from a young lawyer who went through the ordeal of addiction and lived to tell about it in her memoir *Girl Walks Out of a Bar*. **Lisa F. Smith** will discuss her years of "high functioning addiction" in the world of corporate law, how she found recovery, and the compassion and support she received from her firm.

LAP, which begins its outreach before young people even become lawyers, will present two programs on Ethics and Character and Fitness at CUNY Law Center to 1Ls as part of their Professional Development Program; three sessions to 1Ls at St. John's University School of Law, on Character, Fitness and Professionalism; and a similar session for 1Ls at Pace Law School. Three sessions on "Wellness and Resilience" will also be presented to the St. John's students.



Attendees at the 10th Annual LAP Committee Volunteer Appreciation Dinner on June 15, honoring Hon. A. Sheryl Parker; Hon. Rosalyn Richter, and Carol Shine, Esq.

LAP Committee Chair **Kathleen Waterman** sent letters to all of the law school deans in New York City offering to speak to their students. (She also reached out to all of the other committee chairs at the City Bar, offering a 10-minute presentation on LAP services. So far, fifteen chairs have replied and LAP committee members are scheduled to present at upcoming meetings.)

September marked the beginning of monthly orientation sessions for newly admitted attorneys in the First Department. During these programs, LAP Committee members address approximately 200 new attorneys about the confidential services available to them through the Lawyer Assistance Program.

Meanwhile, according to the ABA, Lawyer and Judicial Assistance Programs and Disciplinary Committees across the country are seeing greater numbers of issues relating specifically to older adults. These include the emotional issues evoked by age-related cognitive impair-

ment that affect lawyers' personal and professional lives, as well as the bearing of additional care-giving responsibilities for relatives. In an effort to reach this often silent and isolated population, LAP is developing trainings that highlight the psychological impact of aging in the profession, learning to spot cognitive decline, and planned interventions to assist and support lawyers. LAP's Clinical Coordinator, **Randi Anderson**, JD, LCSW, who holds certifications in geriatric care management and working with the aging, is leading this effort.

Event Recaps

In September, LAP co-sponsored an event with the Hope for Depression Research Foundation, entitled "Mental Health in the Legal Profession: Lessons from the Department of Defense and Beyond." Experts from the military and the NYPD discussed how they tackle stigma within these bastions of power and strength.

CONTINUED ON P. 9



New York Law Firms See Leadership Gains for Minorities and Women, but Attrition Remains a Challenge

The New York City Bar Association's 2015 Diversity Benchmarking Report, released in October, reveals that despite continued efforts to retain and promote women and minority attorneys, the law firms that are signatories to the Association's Statement of Diversity Principles continue to experience stalled progress impeded by high rates of attrition and erosion in the associate pipeline.

Women attorneys saw gains in leadership bodies, but a lack of racial/ethnic diversity at the partner level, voluntary attrition, and erosion in the associate pipeline remain challenges. While women attorneys saw gains in representation on firm management committees and among practice group heads, one in four firms has no women on its management committee and one in eight has no women practice group leaders.

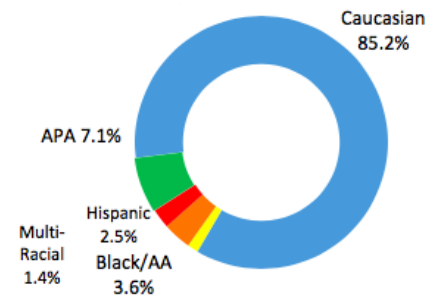
Minority attorney representation overall remains unchanged, but the 2015 data indicates key gains in leadership bodies, including increased representation among Special Counsel attorneys, prac-

tice group heads, and on firm management committees. However, the majority of firms have no minorities on their management committee and more than one-third have no racial/ethnic minorities as practice group heads.

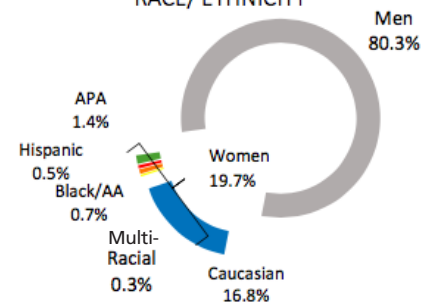
"Progress remains incremental, and the attrition and pipeline numbers are not where they should be," said City Bar President **John S. Kiernan**. "That said, leadership numbers are headed in the right direction, although slowly, and we are seeing that more firms are genuinely working on enhancing diversity and inclusion. We hope that this report will serve as a resource for law firms to consider the specific recommendations we have provided with the data, and to collaborate with the City Bar and each other to advance their diversity efforts."

The 2015 benchmarking survey included several significant updates, including a requirement that firms participate in order to be listed as signatories to the City Bar's Statement of Diversity Principles; the breakdown of individual racial/ethnic

WOMEN PARTNERS BY RACE/ETHNICITY



ALL PARTNERS BY GENDER, RACE/ETHNICITY

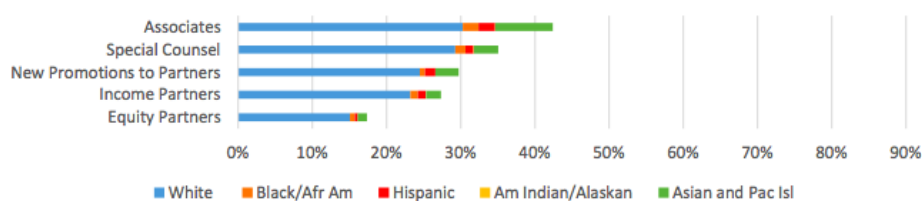


groups for men and women attorneys at all levels; and new sections on workflow and bonus structures within the firm, engagement in pipeline efforts, and a "better practices" section to highlight specific firm initiatives yielding results.

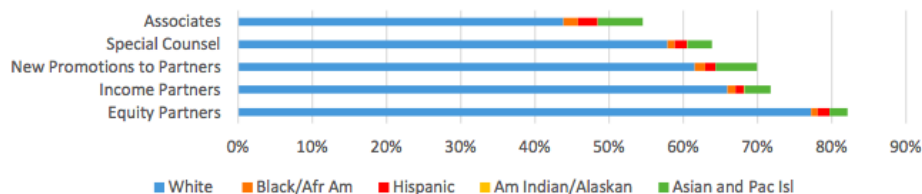
To date, 118 New York City firms have signed the Statement of Diversity Principles, committing to working toward several goals focused on enhancing the diversity of the legal profession from the pipeline to firm leadership. The data collected from signatory firms enables the legal community to track its progress in upholding the benchmarks set forth in the Statement of Principles, and also helps the City Bar specifically tailor its programs and reports to move these efforts forward.

The 2015 Benchmarking Report is available here: <http://bit.ly/2dmWddW>

WOMEN ATTORNEYS - REPRESENTATION BY LEVEL AND RACE/ETHNICITY



MEN ATTORNEYS - REPRESENTATION BY LEVEL AND RACE/ETHNICITY



City Bar Fund **UPDATES** *cont'd*

CITY BAR JUSTICE CENTER UPDATE: CONTINUED FROM P. 6

and resistant about seeking care at the VA facility, Kevin promised to accompany him and buy him lunch, and, on a hot July afternoon, that's what he did.

Eiler says it's not uncommon that volunteers want to take more than one case. "Attorneys who are veterans have a familiarity with the way large bureaucratic agencies like the Department of Defense and the VA function because they lived it themselves, which, while not necessary to do the work, can come in handy," he says. "We certainly don't expect VAP volunteers to take multiple cases because the life of an attorney in New York is so busy, but it's a wonderful thing when they can do so."

Of course, non-veteran attorneys are also welcomed by the project, and corporate legal departments have also partnered with VAP, including those at Bloomberg, L.P.; AIG; IBM; and Barclays. Some legal departments partner with law firms at a VAP clinic and the CBJC is happy to help facilitate those opportunities to work together.

All VAP volunteers participate in a three-hour CLE training, mandated by the Department of Veterans Affairs, which is offered through the CBJC and taught by VAP's Project Director. At the CLE, volunteers learn about veterans law and get the background they'll need to address the unique legal needs of the city's low-income veteran community. Following the CLE, the volunteers reassemble at a two-hour City Bar clinic. There, attorneys are teamed up and work together to interview veterans, develop facts in support of the veterans' cases, and file the required paperwork with the VA to begin or continue the legal process of obtaining the benefits the veterans should be receiving based on their military service to the country.

VAP has grown from a handful of cases to over 230 pending cases with over 450 trained and committed volunteers from 60 law firms and corporations. The CBJC thanks the New York Community Trust for its initial grant to start the project and Robin Hood for an annual operating

grant which supports a VAP Project Director. This year the CBJC hopes to raise funds to cover a full-time Project Coordinator for VAP to help manage the caseload. ■

In Honor of Veterans Day 2016

The Veterans Assistance Project (VAP) will host a Breakfast CLE program for supporters on Veterans Day, November 11, called "Ethics of Representing Veterans & Survivors Before the Department of Veterans Affairs." To sign up, please email mmcarthy@nycbar.org.

To get involved with VAP, visit www.citybarjusticecenter.org.

To donate, visit www.nycbar.org/donate/vap.

LAWYER ASSISTANCE PROGRAM UPDATE: CONTINUED FROM P. 7

Professor **Marjorie Silver** from Touro Law Center shared her own experience with clinical depression. The program's main objective was to raise awareness about the high rates of depression in the profession and foster discussion about improving mental health in the workplace.

In October, LAP Director **Eileen Travis** joined LAP Directors from Chicago, L.A., Washington D.C., and London in presenting a webinar at the Offices of Jenner & Block in each location on "How to Recognize if a Colleague is Struggling with a Mental Health or Substance Abuse Problem...and How to Help Them."

In November, Travis will participate in a roundtable for Justices of the Queens Supreme Court, Civil Term, entitled "What to Do When a Lawyer Appearing in Front of You Seems Impaired." This program was developed by Paul Curtin, who works for OCA and is an expert in Judicial Wellness.

Kudos

Last June, the City Bar's Lawyer Assistance Program and the LAP Committee hosted the 10th Annual Volunteer Appreciation Dinner. Awards were presented to Justice **Rosalyn Richter**, Justice **Sheryl Parker**, and **Carol Shine** for their outstanding service, commitment, and dedication to the mission of the Lawyer Assistance Program.

Travis is receiving the Caron Foundation's 2016 Human Services/EAP award for the Greater New York City Region. The award "recognizes an exemplary professional who has demonstrated a level of service and caring for clients and their families above and beyond the normal call of duty." Caron, with facilities in Pennsylvania and New York, is one of the oldest and most respected treatment programs in the country. ■

Committee **ROUNDUP**

The City Bar's approximately 160 committees issue hundreds of reports and present hundreds of programs each year. Here's just a sample of some of the committees' recent and upcoming activities.

Administrative Law

This fall and winter, co-sponsoring a CLE on Article 78 challenges to administrative determinations and a CLE on appearing before the Office of Administrative Trials and Hearings' Trials Division.

Aeronautics

Hosted event entitled "Women Take Flight: An Evening Celebrating the Role of Women in Aviation." Keynote speaker was Bonnie Caputo, the first female pilot for a major American commercial carrier. The event included a panel discussion by women in various senior positions within the aviation industry and was attended by a range of aviation professionals as well as students from Aviation High School and Vaughn College of Aeronautics and Technology. Also hosted "Aviation's New Frontier: Unmanned Aerial Systems" to address emerging issues under the newly-enacted regulations governing Small Unmanned Aircraft, Part 107 of the Federal Aviation Regulations.

African Affairs

Hosted Reed Brody, the lawyer who effectuated the historic trial in Senegal of the Chadian former dictator Hissène Habré, the first time a deposed ruler has been tried by a court in a country other than his own for human rights violations. Presented programs on "Wildlife Crimes: How Poaching Funds Terrorists," "National Mechanisms for Genocide and Mass Atrocity Prevention," and "Decolonizing Education: the Right to Higher Education in South Africa." Preparing programs with General Dallaire on Islamic States' youth groups, "Accountability for War Crimes in International and National Tribunals," "Humanitarian Intervention: Syria, Somalia and Kosovo," and "Pillage Crimes." The Subcommittees updated a digest on International Criminal Court cases in Africa, and finalized reports on Internet Freedom in African countries, Protecting Traditional Cultural Expression in West Africa, and Maternal Mortality. Continued writing advocacy letters on pressing issues in Africa.

Animal Law

Commented on rules proposed by the USDA for "Heightened Standards for Organically Raised Livestock and Poultry"; commented on a NYS bill to establish a K9 Veterans Day; commented on a NYS bill to provide a tax credit for the adoption of pets from animal shelters; and submitted a letter to the U.S. Fish and Wildlife Service urging the uplisting of African elephants on the endangered species list. Presented a program with the NYC Department of Design and Construction on wildlife in the urban built environment in October and will be presenting a program on updates on the law and animal testing on November 2; as well as a screening of "The Champions" on December 1, followed by a discussion of the law and animal fighting.

Antitrust & Trade Regulation

Hosted monthly meetings addressing hot topics in antitrust law, including the recent Second Circuit decision in the LIBOR litigation; the state of the law regarding antitrust challenges to reverse payment patent settlement agreements; and European Union antitrust enforcement. Co-sponsored a program on "Women in Financial Services" with the City Bar's Women in the Legal Profession Committee and the Antitrust Sections of the ABA and NYSBA. Planning to host similar events this upcoming year, as well as the Milton Handler Lecture.

Art Law

Hosted a panel on "Fraud in the Contemporary Art Market." A panel of art law experts analyzed the legal issues highlighted by the Knoedler and Jasper Johns scandals from a variety of perspectives, including litigation, due diligence, and transactional practices. Also, the Committee will present another "Hot Topics" CLE in the fall entitled "'Double Agents' and the Legal Risk in Multiple Dealer Art Sales."

Career Advancement & Management

Launched an Alternative Legal Careers Subcommittee with the goal of supporting law students, JDs, and licensed attorneys who either currently work in a non-traditional setting or seek to pursue a quasi-legal and/or non-legal career path. The Subcommittee seeks to inform JDs, through networking opportunities, informational programs, and reference materials, about how to best leverage their legal education in an alternative career setting. The Subcommittee's first Alternative Legal Careers networking event is scheduled for November 29.

Consumer Affairs

Sponsor CLE programs annually on advertising law and sweepstakes law; issue comments on consumer-related proposed legislation and/or rulemaking; give opinions on comment letters from other committees; invite guest speakers concerning a variety of consumer-related topics; and collaborate with other committees. Activities for the coming year are expected to include guest speakers on topics concerning a major debt collection settlement, updates from Consumer Reports, advertising/privacy law, and arbitration vs. class-action lawsuits.

Corrections & Community Reentry

Issued a report in support of the Fair Access to Education Act in Albany, which would prohibit institutions of higher education from discriminating against applicants previously convicted of crimes. Co-wrote an amicus brief with the Sex and the Law Committee to the Second Circuit in support of the proposed class of women suing over alleged sexual abuse in the women's jail on Rikers Island. Sent a letter to Governor Cuomo about his plan for conditional pardons of certain persons convicted of crimes in their teens, supporting it and making recommendations. Along with City Bar leaders, toured Rikers Island, focusing particularly on the DOC's efforts to reduce jail violence and end solitary confinement for persons under age 22.

Council on the Profession

Saw major developments in each of its active projects in the past year. In August, the ABA adopted a rules change that, for the first time, permits students to receive academic credit for paid legal internships. Consistent with its recommendation that law schools increase the availability of supervised hands-on experience for their students, the Council has long advocated for this change, which was required to permit the expansion of law school "Bridge to Practice" programs into the private sector. Active in the launch of the Court Square Law Project, a joint project of the City Bar and CUNY School of Law. The Uniform Bar Exam, strongly supported by the Council, was administered in New York State for the first time. The City Bar's New Lawyer Institute has begun its third year of operations.

Disability Law

Sponsored various programs including a diversity and inclusion program for lawyers with disabilities and a program on improving accessibility of state courts for lawyers and litigants with disabilities. Prepared comments on various proposed legislation including legislation relating to staffing ratios in nursing homes and service and companion animals in housing. Presented half-day disability law symposium on accessibility in education, housing, and technology, and planning annual diversity program.

Education & the Law

Working in support of a change to New York's Education Law, which will provide specific language to advance the treatment of dyslexia and related disorders. Developing a panel on homeless and foster youth, in collaboration with the Family Law Committee, to engage a multifaceted community of lawyers, teachers, guardians, and parents in a discussion about issues specific to the education of this population of students. Working to draft amendments and suggestions to the New York State Constitution on matters of education. Providing support to representatives of families with special needs children in a class-action lawsuit aimed at obtaining particular services from City schools.

Encourage Judicial Service

Hosted a panel for law students and junior lawyers on "Careers in the Judiciary," in partnership with PALS (Practicing Attorneys for Law Students) this summer. Hosted a program for law students, summer interns, and law clerks on how to become a judge in New York City, in partnership with The Sonia and Celina Sotomayor Judicial Internship Program. The program, which over 50 participants attended, featured three federal judges and one state court judge speaking about their paths to the bench.

Fashion Law

Members from law firms, fashion companies, and academia are planning an exciting year of timely and engaging programs and meetings. Topics include "Starting Your Own Fashion-Focused Law Firm," "Immigration and Fashion, Sustainability," "Corporate Responsibility and Philanthropy," and "See Now, Buy Now and The Future of the Fashion

Show." In addition, the committee co-sponsored the Cardozo Law School's "Give Me a ©! Supreme Court Amici on the New Copyright Case Involving Cheerleading Uniforms and Fashion Design" and will co-host a Pop-Up Clinic with Fordham's Fashion Law Institute.

Foreign & Comparative Law

Co-sponsored a panel in April on global protection of intellectual property, featuring research consultants to the U.S. Chamber of Commerce, academics, and practicing lawyers from the U.S. and Italy. Planning a program on the global reach of U.S. financial regulation.

Housing and Urban Development

Hosted CLE seminar "The Future of Affordable Housing 2016 Update" this past spring and will be working on a new CLE program for next spring. Hosted members of New York City Housing Authority's development team. Issued memorandum regarding Housing Development Fund Corporations (HDFC) to the New York City Department of Housing Preservation and Development (HPD) and the HDFC Task Force. Issued a letter regarding Mandatory Inclusionary Housing to HPD and the City Council and a letter regarding the 421-a tax program to the Governor's office. Expecting to host a speaker series by HPD staff for committee members regarding new housing programs.

Law Student Perspectives

Published first edition of LSP Newsletter, which provides a forum for LSP members to share their thoughts and experiences and inform the community about past and upcoming programs and initiatives. Planning to interview leaders in legal education and the profession to share their guidance with law students for future LSP editions. Organized four programs, including "Non-Practicing Roles for Lawyers at Law Schools and Universities" and "What to Expect from the Uniform Bar Exam (UBE)." Goal is to continue building a diverse committee with members dedicated to career and education management and development skills training for law students.

Legal History

Hosted a series of authors and expert speakers at its monthly meetings. Topics included new ways of reading the First Amendment, the history and development of legal realism as a factor in American jurisprudence, the historical roots of Islamic law and its interaction with international commercial law, and the history and development of class actions and derivative litigation in the U.S., among others.

Mental Health

Hosted an event called "Lawyers and Non-Lawyers with a Mental Health Diagnosis: A Conversation About Stigma." Published a report called "Revisiting SCPA 17-A: Guardianship for People with Intellectual and Developmental Disabilities." Hosted speakers from Community Access, Inc., who discussed legal issues surrounding housing for persons with mental illness. Currently working on issues surrounding the intersection of racial justice and mental health as well as the ethical issues that arise in representing persons with diminished capacity.

Committee **ROUNDUP** *cont'd*

Middle Eastern & North African Affairs

Focused on Iran, ISIS, and the Israeli-Palestinian conflicts. Presented a CLE program entitled “The Sanctions Regime After the Iran Nuclear Agreement” and a public Meeting Hall program entitled “ISIS and Islam,” whose speakers included the Consul-General of Egypt and the former head of Harvard University’s Islamic Studies Program. Featured among monthly guest speakers were Justice Mary McGowan Davis, Chair of the United Nations Human Rights Council appointed to investigate the 2014 Gaza war; the Director of the New York Office of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) together with the Executive Director of the Israel Policy Forum; and the author of *The Coup: 1953, the CIA, and the Roots of Modern U.S. - Iranian Relations*.

New Lawyer Practice & Skills

Plans to partner with other committees on programs and projects aimed at junior and mid-level attorneys working in the private and public sector. Some potential initiatives include panel discussions on the do’s and don’ts of litigation and corporate practice, CLEs on topics of interest to young attorneys, a handbook or publication listing pro bono opportunities for young attorneys, and how-to guides on basic legal and business questions.

Professional Ethics

Issued three new Formal Opinions in 2016. In Opinion 2016-1, the Committee addressed when it is permissible for an attorney to refer a prospective client to other counsel owing to a conflict of interest. In Opinion 2016-2, the Committee addressed the ethical limitations of representing a non-party witness solely for the purpose of a deposition, when the attorney also represents a party in the same proceeding. In Opinion 2016-3, the Committee addressed prosecutors’ ethical obligation to disclose information favorable to the defense.

Public Service

Held a park clean-up event in Morningside Park, planting trees and removing invasive species. Participated in a career panel at Success Academy High School of the Liberal Arts to introduce students to careers in the legal profession. Collected children’s books through a City Bar-wide book drive to donate to the New York State Unified Court System’s “Children’s Centers” located at the Family Courts in each of the City’s five boroughs as well as Kings County Criminal Court.

Pro Bono & Legal Services

Significant involvement in City Bar activities related to Right to Counsel in Housing Court advocacy, including drafting a substantial report detailing legislative recommendations. Provided comments to the City Council on Int. 958, a Local Law to amend the Administrative Code of the City of New York in relation to client satisfaction surveys for City-funded legal services for the indigent. Held four successful “Best Practices” sessions, facilitating conversations with attendees from law firms, legal services organizations, in-house legal

departments, law schools, and the courts. Held the fifth annual Corporate Pro Bono roundtable event for in-house counsel at Morgan Stanley’s offices. The Encouraging Pro Bono Outside of Big Law Subcommittee is working with Pro Bono Net to create a web page highlighting pro bono trainings and opportunities for organizations without a dedicated pro bono administrative function.

Science & Law

Held panel discussions on legal issues regarding virtual reality and advanced prosthetics. Drafted and sent letter advocating over-the-counter birth control to congressional members. Investigating self-driving car legal issues.

Senior Lawyers

Sponsoring several public affairs luncheons featuring speakers addressing matters of public and professional interest, including, in October, former New York State Attorney General Oliver Koppell. New Police Commissioner James P. O’Neill will speak in December. Hosting an evening panel discussion in May on retirement as a transition to a new lifestyle or a new career, focusing on the whole person—body, mind, and spirit. Planning a pro bono program involving aid to aged prisoners.

Securities Regulation

Co-authored a comment letter with the Financial Reporting Committee on the Regulation S-X concept release, and authored a comment letter on the SEC’s “golden leash” NASDAQ rule proposal. Several media outlets reported on the latter. Planning continued review of the SEC’s Concept Release on Business and Financial Disclosure, as well as potential joint meetings with the Committees on Securities Litigation, Structured Finance, and Financial Reporting. Plans for possible presentations by SEC staff member and commissioners during the year.

Structured Finance

Submitted a comment letter on the House of Representatives’ CMBS (commercial mortgage-backed securities) risk retention bill; a comment letter on the House of Representatives’ CLO (collateralized loan obligation) risk retention bill; and a comment letter on the U.S. Treasury Department’s white paper on marketplace lending. Sponsored “Current Issues in Securitization” in July, covering securitization in China, blockchain and structured finance, the CFPB’s proposed rule re mandatory arbitration, marketplace lending, risk retention in CLO securitizations, and risk retention in CMBS securitizations.

Women in the Legal Profession

Sponsoring several programs this fall, including “Negotiating Skills for Women,” “Managing In-House and External Counsel,” and “Securing Your Place on Boards.” In September, Committee members Teresa Brady and Marci Goldstein Kokalas led a discussion on “Social Media and the Practice of Law,” hosted by the City Bar and Coalition of Women’s Initiatives in Law.

Make referrals easy.



1

Call 212-626-7373

or request a lawyer online at www.citybarlegalreferral.org (en español 212-626-7374).

2

Discuss your legal question with one of our attorney referral counselors or submit it online.

3

Get referred to a screened and qualified lawyer or the right resource. Initial consultations are \$35 or free, depending on the type of case, and last up to 30 minutes.

“This is the simplest way to find the right lawyer to fit your client’s needs and give you peace of mind.”

— Sherri P., LRS Lawyer

NEW
YORK
CITY
BAR

LEGAL
REFERRAL
SERVICE



FLIK Hospitality Group Joins City Bar as New Caterers

The City Bar’s meeting and catering services are now offered through Flik Hospitality Group, a global company with a strong presence in New York. Flik provides a wide array of healthy food and beverage options at all our events and CLEs. Additionally, committee members can now choose from customized menu options for their meetings, and Flik can work with you on your own personal or work-related events.

To find out more about the City Bar’s new meeting services and catering options for outside events, please contact **Frank Carlisi**, Director of Catering & Meeting Services, at events@nycbar.org or call 212-382-6637.

For more information about Flik, please visit www.flik-usa.com.

LEGISLATIVE UPDATE: CONTINUED FROM P. 5

LOOKING AHEAD

Our Mass Incarceration Task Force and our Civil Rights Committee, along with several other committees that focus on criminal and corrections law, will continue working to address the need for reform in our criminal justice system. We will advocate for passage this year of City Council legislation that would provide a lawyer to any tenant living at or below 200% of the poverty level who is facing eviction and, more broadly, for the continuation of funding in the Judiciary Budget to support civil legal services. We will be keeping a close eye on the outcomes of local and national elections to see how they might affect or inform our advocacy in the coming year. We will also be working with committees to communicate policy ideas to the transition team of the incoming President of the United States in order to introduce the President’s advisers to the City Bar, our committees, and our work. Finally, over the coming months, we will develop our 2017 State Legislative Agenda, and our committees’ legislative proposals will continue to be a priority as we work to gain sponsors and supporters for our bills.

To stay up to date on these issues and all of the policy work of our committees, be sure to keep an eye on our website and weekly eNews for future write-ups, and remember to follow us on Twitter and Facebook. ■



Member Moves & News

Ulysses Smith has been recognized as one of ten UN Global Compact SDG Pioneers, for his efforts that align with the UN's Sustainable Development Goal 16, which relates to governance, rule of law, peace and security; **Thomas Baxter Jr.** is joining Sullivan & Cromwell after serving for two decades as General Counsel of the Federal Reserve Bank of New York; the Federal Reserve Bank of New York has promoted **Michael Held** from Deputy General Counsel to General Counsel and head of its legal group; **Katharine Parker**, a Partner at Proskauer Rose and Chair of the City Bar Disability Law Committee, has been appointed to be a U.S. Magistrate Judge in the Southern District of New York effective November 4; Cravath, Swaine & Moore has elected **Faiza Saeed** as the firm's first female Presiding Partner; **Monica Shulman** has been appointed Family Court Judge by Mayor Bill de Blasio; **Hanna Rubin** has joined the New York State Attorney General's Charities Bureau as Director of Registrations; **Judge Leslie Leach** has been appointed to a vacant seat on the New York State Commission on Judicial Conduct; **Katherine Milgram** has been promoted to chief of New York Attorney General Eric Schneiderman's investor protection bureau; **Jeffrey Haber**, a member of the City Bar's Securities Litigation Committee, started his own firm, the Law Office

of Jeffrey M. Haber; **Thomas Russo**, the General Counsel for American International Group, has announced his retirement; **Jay C. Carlisle, II** will become Emeritus Professor at the Elizabeth Haub School of Law at Pace University and will be Senior Counsel at the law firm of Collier, Halpern, Newberg & Noletti; **Brendan McGuire**, who served as chief of the Terrorism and International Narcotics Unit in the U.S. Attorney's office for the Southern District, has joined Wilmer Cutler Pickering Hale and Dorr; **Pasqualino Russo**, former Inspector General for the NYC Department of Investigation, has been promoted to Partner at Windels Marx's New York office; **Karen Shaer** joined New York City Mayor Bill de Blasio's Office of Criminal Justice as First Deputy Director; **Judge Jeffrey Lebowitz**, New York Supreme Court (Ret.) and Special Counsel at Jaspan Schlesinger LLP, has been appointed by Governor Cuomo to Chair the Second Department Judicial Screening Committee; **Donna Tobin** has joined Frankfurt Kurnit Klein & Selz as a Partner and Co-Chair of its trademark and brand management group; **Edward M. Spiro** was nominated by Governor Cuomo and confirmed by the New York State Senate to serve on the SUNY Board of Trustees; **Hassen Sayeed** joined Paul Hastings as a patent litigator; **Andrea Pacelli**, PhD has joined the IP Litigation group at Mishcon de Reya New York LLP as a Senior Counsel.

Switching firms or made partner? Receiving an award? Send your news to MemberNews@nycbar.org; select announcements may appear in the 44th Street Notes, eNews, or other City Bar materials.

13TH ANNUAL

SMALL LAW FIRM PRACTICE MANAGEMENT SYMPOSIUM

LEARN HOW TO GROW YOUR PRACTICE

The 13th Annual Small Law Firm Practice Symposium will include a choice of eight workshops, from "Moneyball for Lawyers" to "The Basics of Small Firm Startup" to "How to Effectively Grow Your Firm Through Social Media, Online and In the Cloud." There are two important plenary sessions: "Entity Choice: Corporations vs. LLCs," for which attendees will receive one CLE credit for "Professional Practice" and "Unleashing the Power of Casemaker: A One-Hour Live Session," which will provide one CLE credit for Practice Management for attendees. Most importantly, there will be lots of networking and brainstorming, including a breakfast, a luncheon, a wine reception and an Exhibit Hall of vendors catering to the needs of solo and small law firm owners. This event is offered at a nominal rate of \$65 for members, which includes access to all workshops, the breakfast, luncheon, wine reception, and two CLE credits.

THURSDAY
NOVEMBER 10
8:30 AM - 5:00 PM

NEW YORK CITY BAR

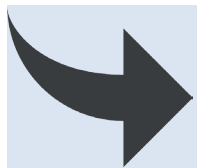
2 CLE Credits Available

www.nycbar.org

New Committee Chairs

If the City Bar's approximately 160 committees are the heart and soul of the Association, the committees' chairs are its voice. This is literally true when the chairs speak with the media regarding the City Bar's reports, statements, and positions. The chairs are responsible for setting the agenda and guiding the work of their committees. Committee chairs are appointed by the president and serve three-year terms. Following are this year's new committee chairs.

Steven R. Schindler, Art Law Committee; **Angus F. Ni**, Asian Affairs Committee; **Sara L. Hiltzik**, Children & the Law Committee; **Heather A. Hatcher**, Co-Chair, City Bar Chorus Committee; **John C. Miras**, Co-Chair, City Bar Chorus Committee; **Philip Desgranges**, Civil Rights Committee; **Michael McMaster**, Compliance Committee; **Ronald Jay Gold**, Cooperative & Condominium Law Committee; **Cynthia S. Arato**, Copyright & Literary Property Committee; **William Alexander Lesman**, Corrections & Community Reentry Committee; **Kerry Ward**, Criminal Courts Committee; **Ariel Joseph**, Diversity Pipeline Initiatives Committee; **Daniel S. Meyers**, E-Discovery Working Group; **Martin E. Connor**, Election Law Committee; **Hon. Rosalyn Heather Richter**, Co-Chair, Enhance Diversity in the Profession Committee; **Jaime M. Wolf**, Entertainment Law Committee; **Evelyn M. Capassakis**, Estate & Gift Taxation Committee; **Victor P. Muskin**, European Affairs Committee; **Glenn Metsch-Ampel**, Family Court & Family Law Committee; **Laura G. Birger**, Federal Courts Committee; **Hon. Kiyo A. Matsumoto**, Honors Committee; **Darryl W. Gibbs**, In-House Counsel Committee; **Louis A. Craco, Jr.**, Co-Chair, In-House/Outside Litigation Counsel Working Group; **Joseph V. DeMarco**, Co-Chair, Information Technology and Cyber Law Committee; **Maia T. Spilman**, Co-Chair, Information Technology & Cyber Law Committee; **David H. Flechner**, Inter-American Affairs Committee; **Richard L. Mattiaccio**, International Commercial Disputes Committee; **Hon. Carolyn E. Demarest**, Council on Judicial Administration; **Kevin S. Schwartz**, Judiciary Committee; **David Mark Karnovsky**, Land Use Planning & Zoning Committee; **Kathleen C. Waterman**, Lawyer Assistance Program Committee; **Barbara L. Seniawski**, Litigation Committee; **Joshua Robert Cohen**, Medical Malpractice Committee; **Naomi Weinstein**, Mental Health Law Committee; **Byron M.X. Huang**, Co-Chair, National Moot Court Competition (New Lawyer Council); **Daniel Rothschild**, Co-Chair, National Moot Court Competition (New Lawyer Council); **Mark R. Shulman**, National Security & the Rule of Law Task Force; **Amit Shertzer**, New Lawyer Practice and Skills (New Lawyer Council); **Taa Grays**, NYS Bar House of Delegates; **Hon. Debra James**, Nominating Committee; **Jennifer Ilyse Reynoso**, Non-Profit Organizations Committee; **Philip L. Hirschhorn**, Patents Committee; **Leonard A. Feiwus**, Product Liability Committee; **Prof. Bruce A. Green**, Professional Ethics Committee; **Stephanie Teplin**, Public Service Committee (New Lawyer Council); **Daniel H.R. Laguardia**, Securities Litigation Committee; **Travis Meserve**, Co-Chair, Social Events and Networking (New Lawyer Council); **Susan E. Welber**, Social Welfare Law Committee; **Laurie Stoeckmann**, State & Local Taxation Committee; **Hon. Elizabeth S. Stong**, Co-Chair, Council on the Profession; **James Bilsborrow**, Co-Chair, Tort Litigation Committee; **James J. Walsh, III**, Co-Chair, Tort Litigation Committee; **Sanford E. Balick**, Transportation Committee; **Eruch P. Nowrojee**, Co-Chair, Vance Center for International Justice Committee; **Sabrena Silver**, Co-Chair, Vance Center for International Justice Committee; **Melissa Colon-Bosolet**, Women in the Legal Profession Committee



Log into City Bar Central,
the online community for members!

- 1** Log into your membership account on www.nycbar.org and click on the City Bar Central button.
- 2** Upload your headshot.
- 3** Join the discussion!

CITY BAR
CENTRAL

44TH STREET NOTES is published three times a year by The Association of the Bar of the City of New York, 42 W. 44th St., New York, NY 10036-6604. Postmaster: Send address changes to 44th Street Notes, 42 W. 44th St., New York, NY 10036-6604. For subscription information, call 212.382.6656.

EDITOR

Eric Friedman

ASSOCIATE EDITOR

Catherine Favorite

GRAPHIC DESIGNER

Arlene Mordjikian

ADVERTISING

Kim Howard 212.382.6753

EXECUTIVE DIRECTOR

Bret I. Parker

NYC BAR MEMBERS

To register for an event please visit www.nycbar.org. To change your address, please contact 212.382.6665 or membership@nycbar.org.

This publication is printed with soy-based, environmentally friendly inks on paperperfect, which is produced from renewable resources and is FSC-certified.

www.nycbar.org

Upcoming Events & CLE

EVENTS

THURSDAY, NOVEMBER 10, 2016
8:30 AM - 5:00 PM

13th Annual Small Law Firm
Practice Management
Symposium

TUESDAY, NOVEMBER 15, 2016
RECEPTION 5:00 PM; PROGRAM
6:00 PM - 8:00 PM

A New President, A New
Approach to Criminal Justice
Reform

THURSDAY, DECEMBER 1, 2016
7:00 PM - 9:00 PM

Lawyers Connect -
Pass the Bar Reception

TUESDAY, DECEMBER 6, 2016
12:00 PM - 2:00 PM

Public Affairs Luncheon
with NYPD Commissioner
James P. O'Neill

CLE

MONDAY, NOVEMBER 21, 2016
6:00 PM - 9:00 PM

Uber and the Gig Economy:
Re-Defining the Employment
Relationship

THURSDAY, DECEMBER 1, 2016
9:00 AM - 11:00 AM

Persuasion and Decision-Making
Skills for Lawyers

FRIDAY, DECEMBER 2, 2016
9:00 AM - 2:00 PM

Corporate Counsel Symposium:
The Art of In-House Lawyers

MONDAY, DECEMBER 5, 2016
6:00 PM - 9:00 PM

The Do's & Don'ts of Zoning Lot
Mergers & Development Rights
Transfers in NYC