

LCLD Fellows Alumni

YEAR IN REVIEW

2017

LCLD FELLOWS ALUMNI

2017 Year in Review

The Fellows Alumni Network developed at a grassroots level as a forum for **Fellows Alumni to remain connected** and promote initiatives that empower Alumni to leverage the power of relationships across the LCLD community, invest in themselves and in each other, give back to their communities, and amplify the impact of LCLD. Here are some highlights that reflect the many ways Fellows Alumni came together in 2017 to support one another.

Leadership Symposium: Nationwide Annual Meeting for Fellows Alumni

In June 2017, more than 220 Fellows Alumni met at Microsoft's Technology Center in New York City for the **Sixth Annual LCLD Fellows Alumni Leadership Symposium: Transformational Leadership**.

Current and former general counsel, including several from LCLD Member organizations, shared transformational leadership experiences in their careers. Panelists included former LCLD board members *Sandra Leung*, EVP, General Counsel at Bristol-Myers Squibb, *Wally Martinez*, Managing Partner at Hunton & Williams LLP (formerly General Counsel at Diageo), and *Michele Mayes*, VP, General Counsel, and Secretary at New York Public Library; as well as *Pilar Ramos*, EVP, General Counsel, North America, at Mastercard, *Kate Adams*, General Counsel and SVP of Legal and Global Security at Apple (formerly at Honeywell International), *Ricardo Anzaldúa*, former EVP and General Counsel at MetLife Inc., and *Kathy Card Beckles*, General Counsel—Card Services at JPMorgan Chase.

PHOTO: JAY HAAS



Fellows Alumni from the classes of 2012 and 2014 accepting class "Participation is Key" awards for contributing the highest percentage of funds to the 2017 All In! campaign.

Mission Statement and Principles

Connect. Empower. Transform.

Through our commitment to fostering personal connections and sustained and targeted investment in diverse legal talent, we strive to empower our Alumni and Fellows with the goal of cultivating leaders, transforming career trajectories, and advancing diversity in the legal profession.



Relationship Incubation



Leadership and Career Training



Support During Transitions



Access to Role Models



Support from Members



Serving the Greater Good



2017-2018
Five Strategic Areas of Focus:

- Regional Engagement and Programming
- In-House Alumni Engagement
- Financial Sustainability
- Community Outreach
- Infrastructure: Communications Platform and Data

1 Class of 2012 Fellows wins the Owlle Community Service Award for the third time; **2** 2014 Fellow Jahmal Davis with a student from Eagle Academy; **3** 2012 Fellows Jin Liu and Cassandra Headrick; **4** Kathy Card Beckles, Kate Adams, Ricardo Anzaldua, and Michele Mayes; **5** 2011 Fellow John Cu; **6** 2016 Fellow Astrid Tsang with Devaughn Branch-el of Eagle Academy.



The symposium included presentations on marriage equality by Marc Solomon, former National Campaign Director of the Freedom to Marry Campaign, and diversity in Major League Baseball by Renee Tirado, VP of Talent Acquisition and Diversity and Inclusion for MLB; as well as a workshop by Janice Marturano, Founder and Executive Director of the Institute for Mindful Leadership.

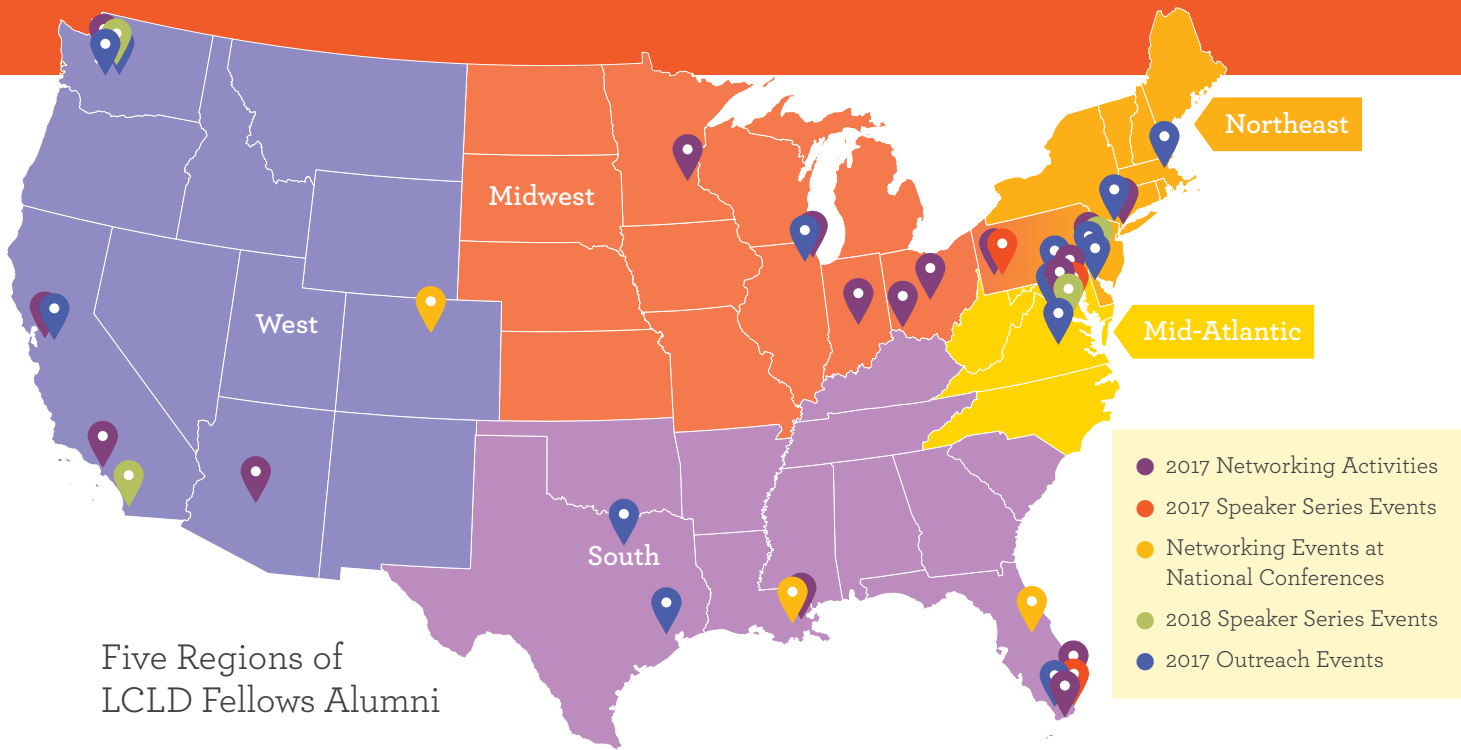
Another highlight was the [community service project](#) with Eagle Academy for Young Men II of Brooklyn. Fellows Alumni coached the high school students on self-presentation and other “soft skills” that lead to future success. The Fellows Alumni also raised more than \$12,000 to support Eagle Academy’s scholarship fund—a total that included contributions from all Alumni classes and a personal matching grant from LCLD Founding Chair Rick

Palmore. The Class of 2012 won this year’s Community Service Award for contributing the highest percentage of volunteer support and donations to the school.

The Fellows Alumni also recognized exceptional leadership within the Alumni Network. *John Cu*, 2011 Fellow and Partner at Hanson & Bridgett LLP, and *Cassandra Headrick*, 2012 Fellow and Executive Counsel at The Travelers Companies Inc., were awarded the third annual [Rick Palmore LCLD Fellows Alumni Awards](#).

Many thanks to the [LCLD Member organizations that sponsored](#) the 2017 Leadership Symposium.

Fellows Alumni will meet in Los Angeles for the [Seventh Annual LCLD Fellows Alumni Leadership Symposium: Visionary Leadership](#), June 21-23, 2018.



Five Regions of LCLD Fellows Alumni

Program Development: Networking Events and Substantive Programming

In summer 2017, the Fellows Alumni Executive Council launched a programming model that focused on a regional structure and local execution spearheaded by the *Program Development Committee*. Five regional leads and 35 city liaisons representing areas throughout the United States have been asked to brainstorm, nourish, and bring to life at least one networking event and one substantive program in their respective cities by September 2018. As a result of their grassroots efforts and support from Fellows Alumni *All In!* contributions, as well as involvement from LCLD Members and staff, regional leads and city liaisons have organized happy hours, community service events, and substantive programs across the country that bring together Fellows, Fellows Alumni, and Pathfinders.

In 2017, *All In!* funds sponsored a live and webcast event on resilience featuring career coach *Ebony Smith*. At a dinner event in Pittsburgh, Geovette Washington, Chief Legal Officer of the University of Pittsburgh, shared insights about her time in the Obama administration and her new position with the University.



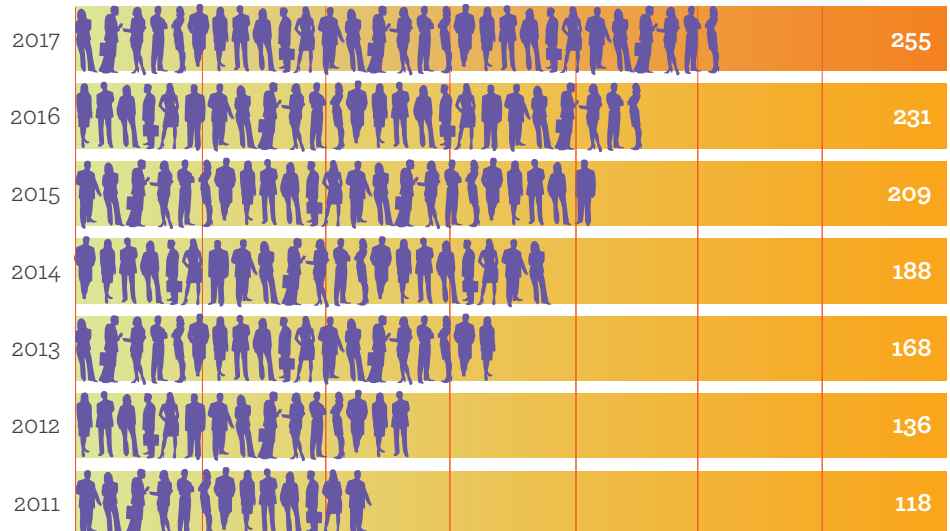
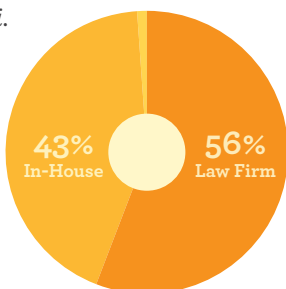
KENNY PERRY
2012 Fellow

In Washington, DC, David Cruickshank, Principal at Edge International, presented on law firm compensation models as part of the *Sustainable Partnerships Program* sponsored in part by *All In!* funds. The program was designed by *Brian Brooks*, EVP, General Counsel, and Corporate Secretary, and *Kenny Perry*, 2012 Fellow and Deputy General Counsel, both at Fannie Mae, to help Fellows who have recently been promoted to partner acquire the necessary skills to succeed in their elevated roles.

Fellows Alumni: 1,000+ Strong

The Fellows Alumni began building their network in March 2012. Today, the Fellows Alumni Network has 1,049 members spanning six Fellows classes. The 2017 Fellows class will add 255 more Alumni.

1,049
FELLOWS
ALUMNI



2018 Fellows Alumni Speaker Series

Looking ahead to 2018, the Program Development Committee is excited to announce the following programs planned as part of the 2018 Fellows Alumni Speaker Series. Events will take place in cities around the country, with most programs conveniently available for personal viewing via webcast. Register and learn more about these events by visiting the [Fellows Alumni Events](#) page on the LCLD website.

▶ JANUARY 11, 2018

Courageous Leadership and Decision Making

with Carolyn Frantz, VP and Deputy General Counsel at Microsoft

Live in Seattle, with viewing parties in Chicago, New York, Philadelphia, Pittsburgh, and Washington, DC; webcast available (co-sponsored by Dentons US LLP, K&L Gates LLP, and Microsoft)

▶ FEBRUARY 27, 2018

Partner Performance and Law Firm Compensation Systems

with David Cruickshank, Principal at Edge International

Webcast (co-sponsored by Sheppard, Mullin, Richter & Hampton LLP)

▶ MARCH 8, 2018

General Counsel Roundtable

with Greg Jordan, LCLD Founding Member and General Counsel at The PNC Financial Services Group, Inc., and Mike Holston, EVP and General Counsel at Merck & Co.

Live in Philadelphia (co-sponsored by Duane Morris LLP)

▶ APRIL 24, 2018

Personality Types: Becoming Fluent in Leadership Temperament

with Executive Coach Tracy Spears

Live in Washington, DC; webcast available (co-sponsored by Finnegan LLP, Hunton & Williams LLP, Miller & Chevalier Chartered, Pillsbury Winthrop Shaw Pittman LLP, and Saul Ewing Arnstein & Lehr LLP)

The Program Development Committee welcomes the ideas and enthusiasm of Fellows Alumni who want to get involved in bringing Alumni together. Organizing programs provides a unique opportunity for Fellows Alumni to build relationships with other Fellows and Pathfinders in their area and to work closely with general counsel, managing partners, and their favorite clients. It is also an opportunity for Alumni to develop leadership skills and raise their profiles in a supportive environment. To get involved, please contact Program Development Chair [Reena Ganju](#).

Many thanks to the regional leads, city liaisons, and Erin Hess and Courtney Nolde of LCLD for their tireless efforts to ensure that programming is coming soon to a city near all Fellows Alumni!

Outreach: Backpack and Toy Drives

A reflection of the Fellows Alumni's commitment to paying it forward, the Alumni Network's [Outreach Committee](#) is focused on identifying opportunities and organizing events for Alumni to have personal and local impact on our communities.

In August and September 2017, the Outreach Committee organized [Backpack Drives](#) for children in need of school supplies. This was the first year that the Fellows



Left to right: Bonnie Lau, 2013 Fellow, Lily Chinn, 2012 Fellow, Michelle Park Chiu, 2016 Fellow, and Ray Sheen, 2016 Fellow, of the San Francisco Fellows Alumni with donated backpacks full of school supplies.



Left to Right: Gerard Gregoire, 2012 Fellow; Jason DeJonker, 2013 Fellow; Keikoh Park, 2016 Fellow; Rodney Perry, 2015 Fellow; Greg Wu, 2012 Fellow; and Yolanda Gamboa, 2016 Fellow.

Alumni organized a school drive and the outpouring of generosity across the country was remarkable. Alumni participated in the following nine cities around the US: Baltimore, Boston, Buffalo, Houston, New York, Richmond, San Francisco, Seattle, and Washington, DC.

In San Francisco, the backpack drive benefitted The Embarcadero YMCA's Youth Chance High School student organization. In Seattle, Fellows Alumni raised more than \$1,700 for Treehouse, an organization that supports foster children. In New York City, Alumni partnered with the Metropolitan Black Bar Association. In Richmond, the LCLD national office staff joined in for the benefit of the YMCA's Bright Beginnings. In Buffalo, the drive supported the Harriet Ross Tubman Academy.



PHOTO: NABIL FOSTER, 2012 FELLOW

Left to right: Marissa Holob, 2016 Fellow; Brian Seaman, 2013 Fellow; Adine Momoh, 2013 Fellow; Marissa Parker, 2016 Fellow; and Darwin Conner, 2013 Fellow.

In December 2017, the Fellows Alumni Network sponsored toy drives and networking events in various cities, including Boston, Dallas, Chicago, Miami/Ft. Lauderdale, New York, Philadelphia, Richmond, Seattle, and Wilmington.

All In! funds raised in 2016 were donated to many of the events where Alumni dropped off backpacks and toys and networked with each other.

To get involved in the Alumni Network's outreach efforts, please contact Outreach Committee Chair [Joe Hanna](#), 2014 Fellow, and Vice Chair [Lisa Harris](#), 2016 Fellow.

Advocacy Groups: Promoting Careers

This year marks the fifth installment of the [Advocacy Group Program](#), which is a collaborative system where Fellows Alumni come together in small groups to promote each other's careers.

PHOTO: DON BELT



2013 Fellow Reena Bajowala, on the left, with a student from Eagle Academy.

The program offers a unique way for Fellows Alumni and current year Fellows to benefit from peer-to-peer mentoring in an intimate, confidential environment. Participants receive invaluable feedback and suggestions from other Fellows Alumni and make connections on a deeper level.

Participation in Advocacy Groups has increased to 85 Fellows Alumni in 2017-2018, up from 65 Fellows in the prior year. This year, Advocacy Groups include representation from all of the Fellows Alumni classes. One-third of this year's participants are in-house counsel and two-thirds practice at law firms.

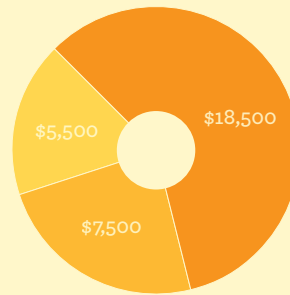
All In! Campaign: Funds to Build a Sustainable Fellows Alumni Network

The Fellows Alumni Network raised \$60,000+ through the *All In! Campaign* in 2016 and 2017. The Fellows Alumni have already put some of the funds to good use by sponsoring the 2017 Leadership Symposium and various regional events administered by the Program Development Committee and highlighted in this publication.



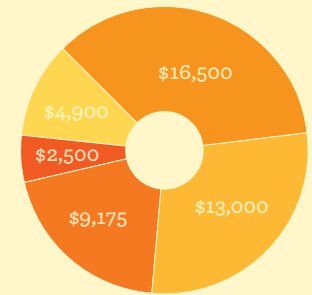
The Fellows Alumni look forward to utilizing funds to sponsor future events and initiatives. See the graphs to the right for 2017 and 2018 budget allocations.

All In! More than \$60,000 raised in 2016 and 2017



2017 Budget Allocations:

- Program Development
- Leadership Symposium
- Miscellaneous



2018 Budget Allocations:

- Program Development
- Leadership Symposium
- Strategic Initiatives
- Communications
- Miscellaneous

PHOTOS: JAY HAAS



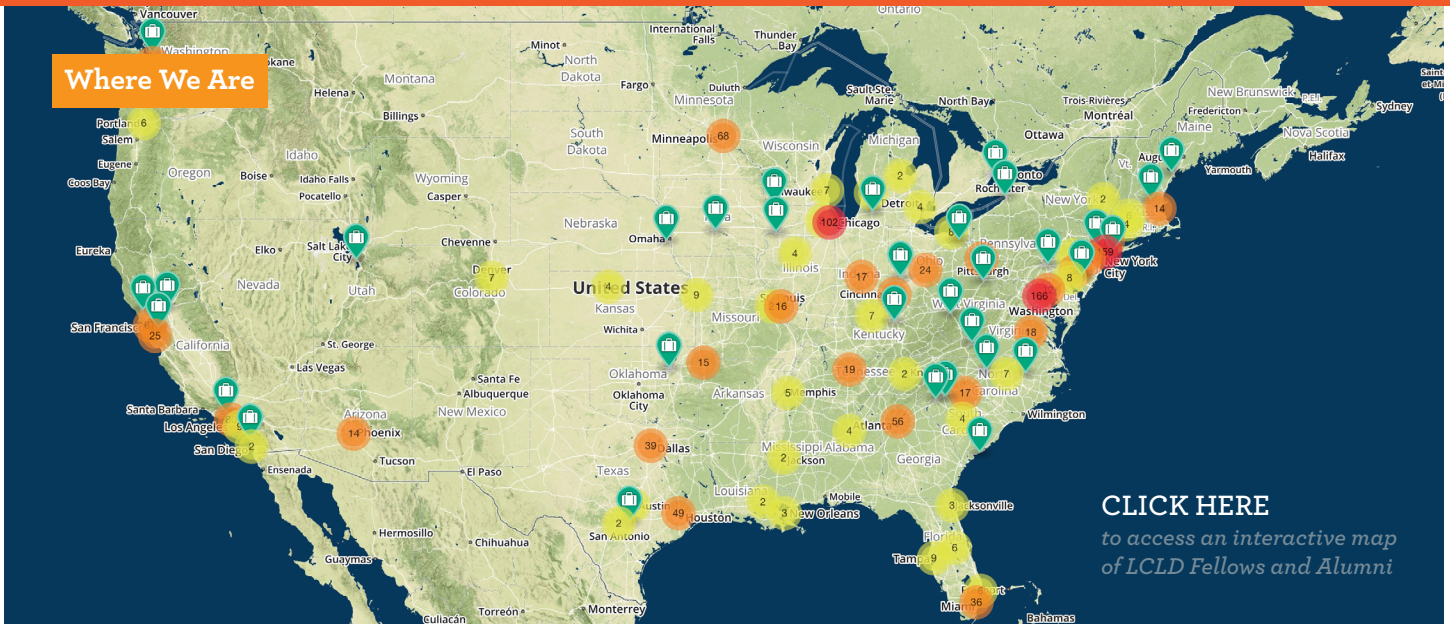
Jacqueline Katzel with LCLD President Robert Grey.

“None of the Fellows Alumni programming was part of the initial Fellows Program. The alumni network that we have now is something that the Fellows Alumni created to forward the success and institutional knowledge of

the LCLD Fellows Program. As a result, we have a very robust, active alumni network today.”

JACQUELINE KATZEL
 Assistant General Counsel | Honeywell International Inc.
 Founding Fellows Alumni Executive Council Chair
 2011 Fellow





Governance: Fellows Alumni Executive Council

The Fellows Alumni Network is governed by the Executive Council (EC), which is made up of 26 active members:

- CHAIR:** Maritza Okata | *Vinson & Elkins LLP*
- CHAIR ELECT:** Corey Lee | *Hunton & Williams LLP*
- IMMEDIATE PAST CHAIR:** Jason DeJonker | *Bryan Cave LLP*
- SECRETARY:** Brian Seaman | *Stradley Ronon Stevens & Young LLP*
- TREASURER:** Marilyn McClure-Demers | *Nationwide Mutual Insurance Co.*
- CHIEF DATA OFFICER:** Cassandra Headrick | *The Travelers Companies, Inc.*

- ADVOCACY GROUPS CHAIR:** Caryn Boisen | *Larson King LLP*
- VICE-CHAIR:** Aja Sae-Kung | *Washington Gas*

- COMMUNICATIONS CHAIR:** Rakesh Gopalan | *McGuireWoods LLP*
- VICE-CHAIR:** Danielle Rawls | *Ditech Financial LLC*

- LEADERSHIP SYMPOSIUM CHAIR:** Patricia Palacios | *Steptoe & Johnson LLP*
- VICE-CHAIR:** Amy Ahn-Roll | *The Procter & Gamble Company*

- OUTREACH CHAIR:** Joseph Hanna | *Goldberg Segalla*
- VICE-CHAIR:** Lisa Harris | *Sheppard Mullin Richter & Hampton LLP*

- PROGRAM DEVELOPMENT CHAIR:** Reena Ganju | *The PNC Financial Services Group, Inc.*
- VICE-CHAIR:** Greg Wu | *United Airlines, Inc.*

REGIONAL LEADS:

- Patrice Jean | *Hughes Hubbard & Reed LLP (Northeast)*
- Jean Kuei | *Pillsbury Winthrop Shaw Pittman LLP (Mid-Atlantic)*
- Bonnie Lau | *Dentons US LLP (West)*
- Demetra Liggins | *Thompson & Knight LLP (South)*
- Albert Lin | *Ice Miller LLP (Mid-West)*

AT-LARGE MEMBERS:

- Darwin Conner | *Sullivan & Worcester*
- Gerard Gregoire | *Allstate Insurance*
- Heather Hubbard | *All Rise, LLC*
- Jin Liu | *Carlton Fields*
- Monica Patel | *IBM Corporation*

Acknowledgements: The Executive Council would like to thank the following for supporting the continued momentum of the Fellows Alumni Network: The LCLD Board of Directors; LCLD staff members Robert Grey, Joe Slay, Lori Lorenzo, Don Belt, Courtney Nolde, Erin Hess, Jessica Sabesan, Caitlin Puffenberger, and Stella Askin; and the Fellows Alumni Network Committee members.

The Leadership Council on Legal Diversity is an organization of more than 275 corporate chief legal officers and law firm managing partners—the leadership of the profession—who have dedicated themselves to creating a truly diverse US legal profession. Our action programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in the lives of talented individuals, we work to promote inclusiveness in our institutions, our circles of influence, and our society, with the ultimate goal of building a more open and diverse legal profession.



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DIVERSITY

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