

LCLD Fellows Alumni

YEAR IN REVIEW

2018

LCLD FELLOWS ALUMNI

2018 Year in Review

In 2018, Fellows Alumni leveraged the power of their close-knit relationships across the LCLD community, investing in themselves and in each other, giving back to their communities, and amplifying the impact of LCLD. Fellows Alumni stayed engaged, remained connected, and promoted empowering initiatives through the Fellows Alumni network. Here are some highlights that reflect the many ways Fellows Alumni came together in 2018 to support one another and LCLD's mission.

Leadership Symposium: Annual Meeting for Fellows Alumni

In June 2018, almost 200 Fellows Alumni met in Los Angeles for the Seventh Annual LCLD Fellows Alumni Leadership Symposium: Visionary Leadership. After a community service project at The Covenant House California, the Fellows Alumni spent two days immersed in learning and networking to advance LCLD's mission of changing the face of the legal profession. General Counsel, including several from LCLD Member organizations, shared valuable leadership experiences with Fellows Alumni. General Counsel included Alan Braverman, Senior Executive Vice President, General Counsel, and Secretary, The Walt Disney Company; Carla Christofferson, Executive Vice President and Chief Legal Officer, AECOM; Kim Rivera, Chief Legal Officer and General Counsel, HP Inc.; Laura Stein, Executive Vice President and General Counsel, The Clorox Company; and Russell

PHOTOS: JAY HAAS



Fellows Alumni strike a pose at the Paramount Studios celebration dinner.

Swartz, Senior Vice President and General Counsel, Southern California Edison. Keynote speaker, Simon Tam of The Slants, delivered a moving speech about how one person can impact change with inclusion, as he explained his band's journey to the US Supreme Court to defend their name.

For the first time, LCLD Pathfinder Alumni joined the Fellows Alumni at the Welcome Reception, Coffee Chats, and an ethics CLE session entitled *Beyond Mere Compliance: Identifying and Addressing Bias in the Practice of Law*. Fellows also heard from their colleagues who have led regional and national diversity organizations, including the Hispanic National Bar Association, National Asian Pacific American Bar Association, National Bar Association, Southern California Chinese Lawyers Association, and the DC Bar Association. The Fellows Alumni capped off the Symposium with a celebration dinner at Paramount Studios and a team-building trip to the Getty Museum.



The Fellows Alumni class of 2016 had the largest number of attendees at the Leadership Symposium.



Rick Palmore, Founding Chair of LCLD, presents the 2018 Rick Palmore Award to Merisa Heu-Weller and Kassem Lucas.

For the fourth year in a row, the Class of 2012 won the Owl Community Service Award as well as the Participation is Key Award for contributing the highest percentage of funds to the *All In!* campaign.

The Fellows Alumni also recognized exceptional leadership within the alumni network. [Kassem Lucas](#), 2011 Fellow, Partner, and Partner in Charge of Diversity at Pepper Hamilton LLP, and [Merisa Heu-Weller](#), 2016 Fellow and Attorney, Global Employment and Migration at Microsoft Corporation, were awarded the fourth annual [Rick Palmore LCLD Fellows Alumni Award](#).

Many thanks to the [LCLD Member organizations](#) that sponsored the 2018 Leadership Symposium.

Fellows Alumni will meet at the [Eighth Annual LCLD Leadership Symposium](#), June 20-22, 2019, at The Procter and Gamble Company Headquarters in Cincinnati, Ohio.

Program Development: Networking Events and Substantive Programming

In 2018, the Program Development Committee, through the planning and efforts of its Chairs, five Regional Leads, 29 City Leads and LCLD staff, developed and expanded regional programming to serve our Fellows Alumni. Together with funding from Fellows Alumni *All In!* contributions, the programming team brainstorms, nourishes, and brings to life a variety of networking, charitable, and substantive regional programs. Fellows Alumni enjoyed 13 substantive events and 20 network-

ing events in 2018, including happy hours, picnics, dine-arounds, baseball games, dinner parties, backpack and toy drives, movies, and LCLD gatherings at various affinity bar conferences. Events take place in cities around the country with most substantive programs conveniently available for personal viewing via webcast. To register and learn more about these events, visit the [Fellows Alumni Events](#) page on the LCLD website.

Looking ahead to 2019, the Program Development Committee is excited to announce a new set of Experiential Learning programs designed for in-house counsel. The programs will provide in-depth “boot-camp” type training to bring counsel up to speed on cutting-edge issues, such as GDPR compliance and regulatory enforcement, blockchain and smart contracts, and artificial intelligence.

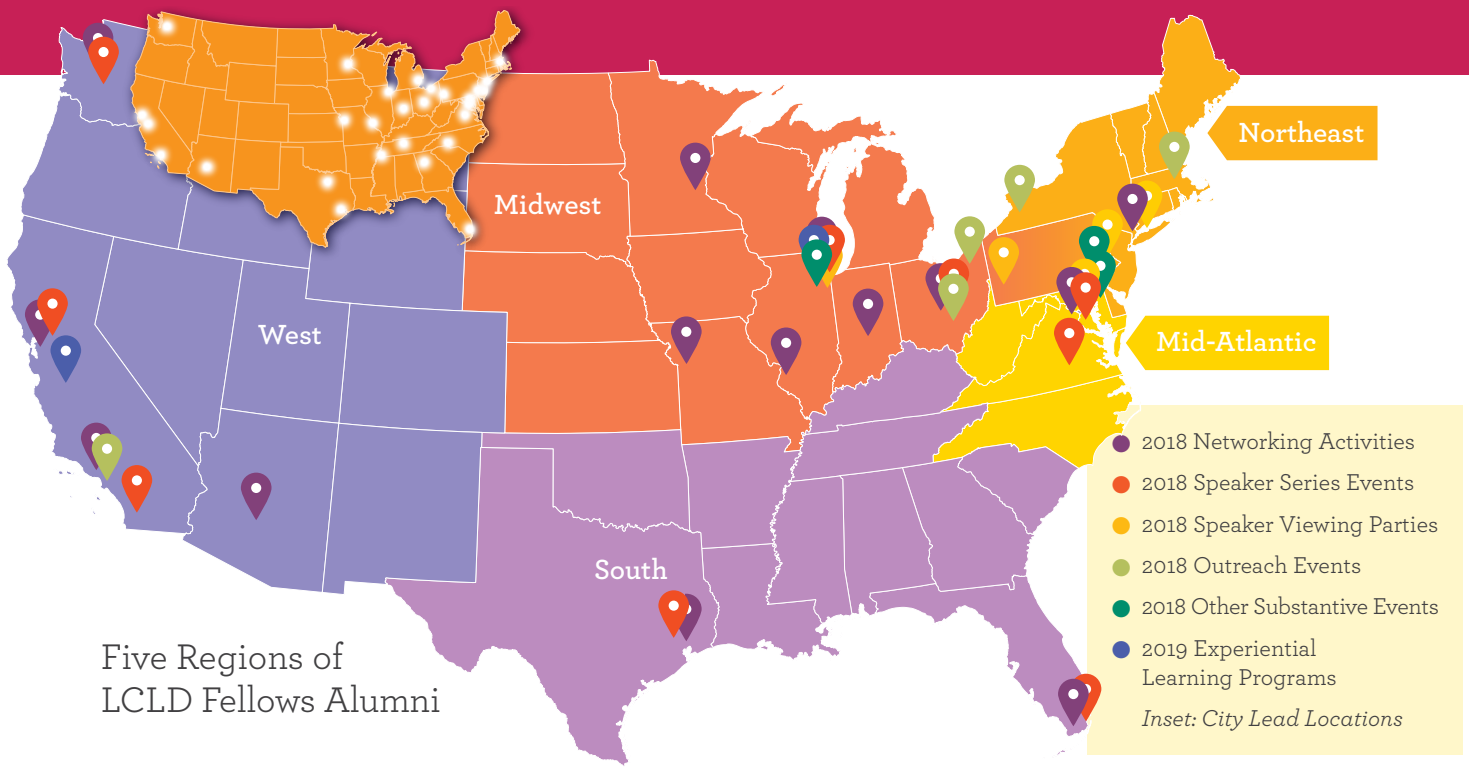
The Program Development Committee welcomes the ideas and enthusiasm of Fellows Alumni who want to get involved in bringing alumni together. Organizing events provides a unique opportunity for Fellows Alumni to build relationships with other Fellows and Pathfinders in their area and to work closely with 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 Bonnie Lau](#).

Many thanks to our Regional Leads and City Leads for their tireless efforts to provide robust programming throughout the country for all of our Fellows Alumni!

2018-2019

Four Strategic Areas of Focus:

- Expansion of Sustainable Partnership Program
- Introduction of Experiential Learning Programming and In-House Toolkits
- Building Collaborative Connections with Pathfinder Alumni
- Infrastructure: Implementing a Repeatable Process



Five Regions of LCLD Fellows Alumni

Program Highlights from 2018:

▶ JANUARY 11, 2018

Courageous Leadership and Decision Making

with Carolyn Frantz, Vice President and Deputy General Counsel, Microsoft Corporation

Live in Seattle; viewing parties; webcast (sponsored by *All In!* campaign funds; Dentons US LLP; K&L Gates LLP; and Microsoft Corporation)

PHOTO: JASON BARNWELL



Seattle community gathers for insights on leadership with Carolyn Frantz.

▶ FEBRUARY 27, 2018

Partner Performance and Law Firm Compensation Systems

with David Cruickshank, Principal, Edge International
Webcast (sponsored by *All In!* campaign funds and Sheppard Mullin Richter & Hampton LLP)

▶ MARCH 8, 2018

General Counsel Roundtable

with Gregory Jordan, LCLD Founding Member and General Counsel, PNC Financial Services Group Inc., and Michael Holston, EVP and General Counsel, Merck & Co. Inc.

Live in Philadelphia (sponsored by *All In!* campaign funds and Duane Morris LLP)

▶ APRIL 5, 2018

Career Advancement and Transitions

with Keikoh Park, 2016 Fellow and SVP & Global Counsel, Jones Lang LaSalle Incorporated; Ryan Harding, 2016 Fellow and Assistant General Counsel, Litigation, Exelon Corporation; Rodney Perry, 2015 Fellow and Partner, Riley Safer Holmes & Cancila LLP; Monica Mosby, 2014 Fellow and Senior Counsel, McDonald's Corporation; and Christina Conlin, 2011 Fellow and Counsel, Baker & McKenzie LLP

Live in Chicago (sponsored by *All In!* campaign funds and Winston & Strawn LLP)

▶ APRIL 24, 2018

Becoming Fluent in Leadership Temperament

with Tracy Spears, Co-Founder, Exceptional Leaders Lab
Live in Washington DC; viewing parties; webcast (sponsored by *All In!* campaign funds; Pillsbury Winthrop Shaw Pittman LLP; Hunton Andrews Kurth LLP; Finnegan, Henderson, Farabow, Garrett & Dunner, LLP; Miller & Chevalier Chartered; Saul Ewing Arnstein & Lehr LLP)

Program Highlights from 2018: *[Continued]*

PHOTO: JAY HAAS



The Chicago LCLD community enjoys an evening at the Chicago History Museum.

▶ JUNE 5, 2018

Power of Networks

with Keynote address by Robert Grey Jr., President, LCLD
Live in Chicago (sponsored by *All In!* campaign funds; Schiff Hardin LLP; Morton Salt, Inc.; and Jones Lang LaSalle Incorporated)

▶ AUGUST 8, 2018

Fellows Alumni Leadership Roundtable: Finding and Developing Law Firm Leaders

with Shanna Cohn, 2011 Fellow and Corporate Counsel, AEP Energy Inc.; Stacia Marie Jones, 2016 Fellow and Vice President, Associate General Counsel and Chief Diversity and Inclusion Officer, Abercrombie & Fitch Co.; Parag Shah, 2015 Fellow and Associate Vice President, Nationwide Mutual Insurance Company; Moderated by Albert Lin, 2014 Fellow and Counsel, BakerHostetler
Live in Columbus, Ohio (Sponsored by BakerHostetler)

PHOTO: JAY HAAS



Mid-West regional lead, Albert Lin, welcomes Columbus Fellows and Pathfinders.

▶ SEPTEMBER 18, 2018

Navigating Narrative Change

with Christy Coleman, CEO, The American Civil War Museum

Live in Richmond (sponsored by *All In!* campaign funds and Hunton Andrews Kurth LLP)

▶ OCTOBER 22, 2018

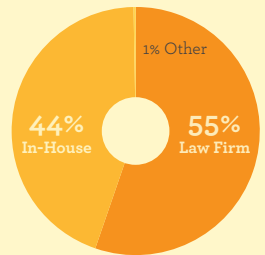
Bragging Rights: How to Better Draft your Self-Evaluation

with Monica Blacker, founder of BAX Advisors, LLC

Live in Houston; webcast (sponsored by *All In!* campaign funds; Thompson & Knight LLP; and McGlinchey Stafford PLLC)

Fellows Alumni: 1,304 and Growing

The Fellows Alumni began to build their network in March 2012. Today, the Fellows Alumni Network has 1,304 members spanning seven Fellows classes. The 2018 Fellows class will add 301 more Alumni.



▶ DECEMBER 12, 2018

General Counsel Roundtable: Inclusive Leadership in a Global Business Community

with Ruchi Kaushal, General Counsel, Cable & Wireless Communications; Richard Tong, Executive Vice President and General Counsel, NV5 Global Inc.; and Nisha Bhatia, General Counsel, Pensam Residential

Live in Miami (sponsored by *All In!* campaign funds and Duane Morris LLP)

▶ DECEMBER 17, 2018

Understanding Affirmative Action: Race, Politics, and Higher Education

with Erwin Chemerinsky, Dean of University of California, Berkeley School of Law

Live in San Francisco; webcast (sponsored by *All In!* campaign funds and Morgan, Lewis & Bockius LLP)

Outreach: Giving Back to Homeless Youth, Backpack and Toy Drive, and Furthering the Mission

The Fellows Alumni Network Outreach Committee focuses on identifying opportunities and organizing events for alumni to have personal and local impact on our communities.

The 2018 committee kicked off the year at the Alumni Symposium by giving back to homeless youth in Los Angeles. Over 50 Fellows Alumni spent the afternoon volunteering at the Covenant House of California, a nonprofit organization founded in 1998 that serves more than 2,300 homeless and trafficked young people in Los Angeles every year. The alumni divided themselves into small groups assisting as needed. One group met with a handful of youth to promote job skills through a mock game of Family Feud. Other groups helped clean and organize clothes, books and other donated materials.

“A Fellow is one in a network of many and this a powerful and invaluable thing. You don’t have to do it alone.”

REENA GANJU | 2015 Fellow

In August and September 2018, building on its success from the prior year, the Outreach Committee organized backpack drives for children in need. The Fellows Alumni once again showed commitment to helping the less fortunate in local communities. In Buffalo, 45 backpacks filled with supplies were delivered to Our Lady of Black Rock and NativityMiguel Schools. In Columbus and Cleveland, Fellows participated in operation backpack through Volunteers of America and the Hanna Perkins Center for Child Development, respectively.

On December 20, 2018, the Fellows Alumni co-sponsored a happy hour toy drive with the Hispanic National Bar Association in Boston.

In 2019, the Outreach Committee is looking to identify and develop long-term community partnerships that further the mission of LCLD. To get involved in the Fellows Alumni Network’s outreach efforts, please contact [Outreach Committee Chair Lisa Harris](#), 2016 Fellow and [Vice Chair Richik Sarkar](#), 2017 Fellow.

PHOTO: JAY HAAS



Fellows Alumni put organizational skills to work cleaning, sorting, and moving items for Covenant House residents.

Advocacy Groups: Career Advancement Through Peer Support

This year marks the sixth installment of the Advocacy Group Program, a collaborative system where Fellows Alumni come together in small groups to promote each other’s careers.

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 experienced a dramatic increase for the 2018-2019 program, from 85 Fellows Alumni to 139 Fellows Alumni divided into 17 small groups. As in prior years, the Advocacy Groups include representation from all Fellows Alumni classes with a

“The Fellows program is where I met some of my best friends. For that, I will be forever grateful.”

VALYNIA SAUNDERS | 2011 Fellow

huge influx of current 2018 Fellows. Of this year’s participants, 33% are in-house counsel, 66% practice at law firms, and 1% are in government practice.

For the first time, the program will offer a round of group calls that will discuss an array of topics, from the challenges of managing a work-life balance to building one’s brand as a lawyer. Those calls will be open to all of the program participants.

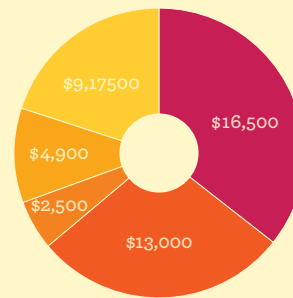
All In! Campaign: Funds to Build a Sustainable Fellows Alumni Network

Fellows Alumni raised \$35,385 in 2018 and raised more than \$90,000 through the *All In!* campaign from 2016-2018. The Fellows Alumni have already put some of the funds to good use by sponsoring the 2017 and 2018 Leadership Symposiums and numerous regional events administered by the Program Development Committee and highlighted in this publication.



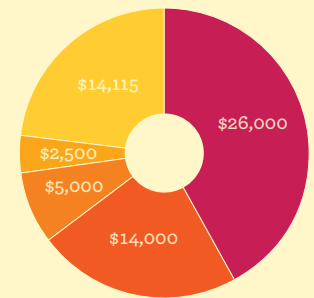
The Fellows Alumni look forward to utilizing funds to sponsor future events and initiatives. See the graphs to the right for 2018 and 2019 budget allocations.

All In! More than \$90,000 raised since 2016



2018 Budget Allocations:

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



2019 Budget Allocations:

- Program Development
- Leadership Symposium
- Communications
- Miscellaneous
- Reserve



“Authentic engagement. The Fellows Alumni experience demonstrates

day-to-day (and year-to-year) the distinct value of being surrounded by outstanding friends, leaders, and professionals who are authentically engaged with each other and with the commitment to truly diversifying our legal community. The fact that the Fellows Alumni network continues to grow and flourish is a testament to the genuine worth and significance of living out that authentic engagement.”

SHANNA COHN
Corporate Counsel
AEP Energy Inc.
2011 Fellow



“Involvement with the LCLD Fellows Alumni program allows me to continue the professional growth and pivotal leadership development that my LCLD Fellows

year provided. As I move forward in my career, the LCLD Fellows Alumni network has proved a critical source of advice, insights, and a sounding board, much like a personal executive board for me. I truly feel grateful for the chance to have participated in the LCLD Fellows Program, and for the inspiring group of friends I gained, who give me the courage to ask for and tackle new professional challenges that stretch me.”

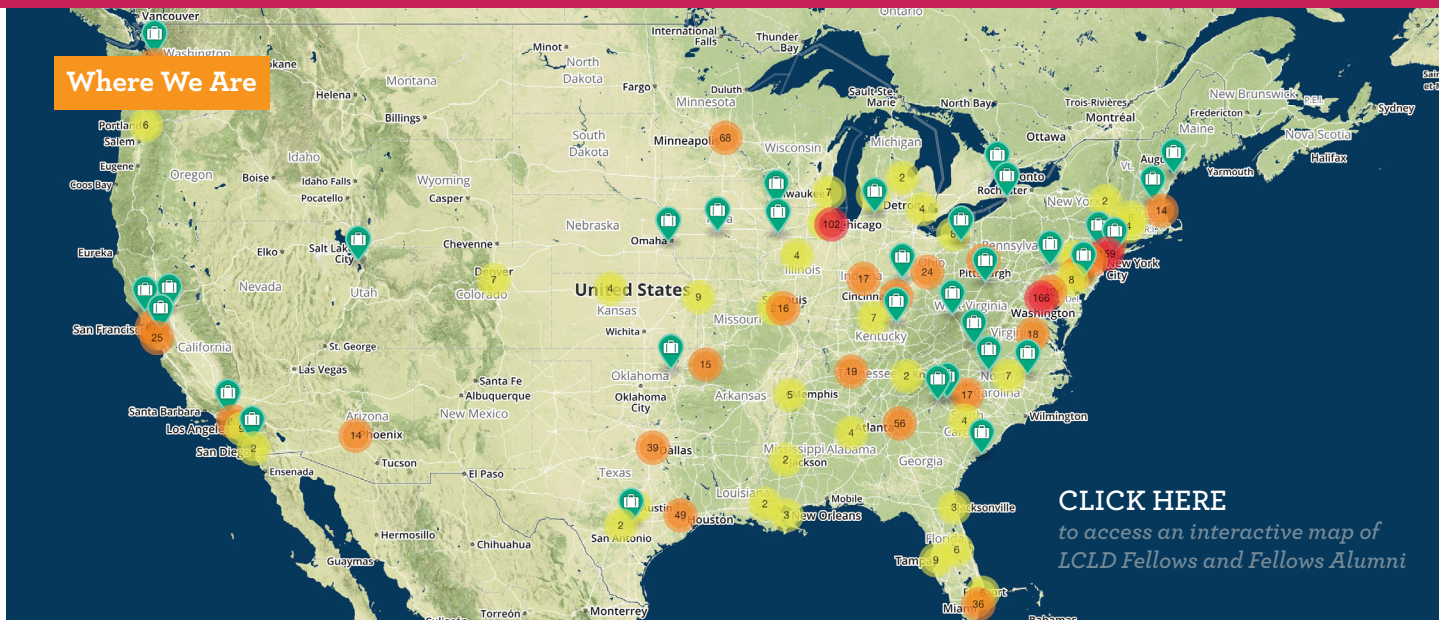
KEIKOH PARK
Director of Ethics and Compliance
Coldwell Banker Richard Ellis
2016 Fellow



“After spending my year as a Fellow cultivating relationships with attorneys across the country and sharpening my personal and professional development skills,

participating in the Fellows Alumni network has served as a catalyst in reinforcing the lessons I learned, introducing me to other LCLD participants, and strengthening the bonds I’ve made with my class of Fellows, all of which have enhanced the benefits I have reaped as a Fellow.”

TRAVIS TORRENCE
Vice President, Legal
Jiffy Lube International Inc.
2015 Fellow



Governance: Fellows Alumni Executive Council

The Fellows Alumni Network is governed by the Executive Council (EC), which is made up of 22 active members:

- CHAIR:** Corey Lee | *Hunton Andrews Kurth LLP*
- CHAIR ELECT:** Monica Patel | *IBM Corporation*
- IMMEDIATE PAST CHAIR:** Maritza Okata | *Vinson & Elkins 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.*

- COMMUNICATIONS CHAIR:** Danielle Rawls | *Ditech Financial LLC*
- VICE-CHAIR:** Patrice Jean | *Hughes Hubbard & Reed LLP*
- LEADERSHIP SYMPOSIUM CHAIR:** Amy Ahn-Roll | *The Procter & Gamble Company*
- VICE-CHAIR:** Kelly Lipinski | *McGlinchey Stafford PLLC*
- OUTREACH CHAIR:** Lisa Harris | *Sempra Energy*
- VICE-CHAIR:** Richik Sarkar | *McGlinchey Stafford PLLC*
- PROGRAM DEVELOPMENT CHAIR:** Bonnie Lau | *Dentons US LLP*
- VICE-CHAIR:** Janeen Lofton | *Liebler Gonzalez & Portuondo*

REGIONAL LEADS:

- Jean Kuei | *Pillsbury Winthrop Shaw Pittman LLP (Mid-Atlantic)*
- Demetra Liggins | *Thompson & Knight LLP (South)*
- Albert Lin | *BakerHostetler LLP (Mid-West)*
- Patricia Palacios | *Steptoe & Johnson LLP (Northeast)*
- Stacie Yee | *Pillsbury Winthrop Shaw Pittman LLP (West)*

AT-LARGE MEMBERS:

- Gerard Gregoire | *Allstate Insurance Company*
- Heather Hubbard | *All Rise, LLC*
- Aja Sae-Kung | *Washington Gas*

For a list of Advocacy Leads, Class Liaisons, and City Leads, visit our [website here](#).

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 team members Robert Grey, Don Belt, Courtney Nolde, Erin Hess, Jessica Sabesan, Caitlin Puffenberger, Grace Chi, and Stella Askin; and the Fellows Alumni Committee members.



See you in Cincinnati!

Eighth Annual LCLD Fellows Alumni
Leadership Symposium
June 20-22, 2019
The Procter and Gamble Company
Cincinnati, Ohio

New LCLD Directory: Action Needed

LCLD launched new and improved directories for Fellows and Pathfinders in December 2018. These directories include enhancements that were requested by many Fellows and Fellows Alumni over the past several years. The directories are more secure, private, and detailed in presenting vital information such as practice areas that can help with business referrals. The new directories are also easier to search and update.

The most obvious change is that the directory is now password-protected, meaning that an LCLD account will need to be created in order to update the existing profile and access the personalized data contained in other

Fellows' and Pathfinders' profiles. There is also a new and improved menu of practice areas for display in the new directory. Because the previous lists are now obsolete, practice area searches will become more robust as alumni populate the new fields.

Setting up an LCLD account is easy. Please note that full access to directory information will not be available, nor will personal data appear in searches until profiles are updated. The class that has the highest percentage of claimed profiles will receive bragging rights and a special prize from LCLD. Claim and update your profile today! [Click here](#) for detailed instructions. For additional information or questions, please contact fellowsdirect@lclldnet.com.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY