

# DIVERSITY UPDATE

SUMMER/FALL 2006 • ISSUE 4

## HIGHLIGHTS

- **Human Rights Campaign Honors Covington with 2006 National Ally of Justice Award: July 24, 2006**

## RECENT EVENTS

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- **National Native American Law Student's Association (NNALSA) 3rd Annual Job Fair: September 8, 2006**
- **Harvard BLSA Job Fair: September 8, 2006**
- **Lavender Law Career Fair: September 7, 2006**
- **Hispanic National Bar Association (HNBA) Job Fair: September 1, 2006**
- **2nd Annual Bay Area Diversity Career Fair: August 12, 2006**
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- **“Diversity in Law Firms” Conference: July 25, 2006**
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- **Alden J. “Butch” Carpenter Memorial Scholarship BLSA Banquet: March 11, 2006**

## PUBLIC SERVICE

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## PROFESSIONAL ACTIVITIES

- **SABA-DC Panel on Immigration Reform: June 14, 2006**
- **New York Women’s Foundation Breakfast: May 11, 2006**

## COMMUNITY ACTIVITIES

- **Family Brunch for Lambda Legal: October 1, 2006**
- **Gay Games VII Sports and Cultural Festival: July 15-22, 2006**

## HIGHLIGHTS

### Human Rights Campaign Honors Covington with 2006 National Ally of Justice Award: July 24, 2006

On July 24, 2006, the Human Rights Campaign (HRC), the nation's largest gay, lesbian, bisexual and transgender advocacy group, awarded the firm its 2006 National Ally of Justice Award, in recognition of the outstanding work that partner **David Remes**, associates **Jimmy Kirby**, **Paul Ainsworth**, and **David Stetson**, and various C&B summer associates did to fight for equal rights for the LGBT community. Joe Solmonese, President of HRC, stated in a press release that "Mr. Remes and Covington & Burling are a vital part of our work for equality. These honorees join a distinguished group of allies whose contributions to the fight for fairness are not only lasting but make a real difference in the lives of countless Americans." The HRC National Ally of Justice Award was created to recognize legal allies, coalition partners and others in the legal profession who have made significant contributions to HRC's work in support of equality for gay, lesbian, bisexual and transgender Americans. More information can be found at: <http://www.cov.com/news/pressReleases/oid59914/details.html>

## RECENT EVENTS

### Mid-Atlantic Region of the Black Law Students Association (MABLSA) Job Fair: September 9, 2006

**Damara Griffith** met with potential summer associate candidates in Washington, DC on September 9. More than 300 students attended the fair, which was sponsored by the mid-Atlantic chapters of the National Black Law Students Association.

### National Native American Law Student's Association (NNALSA) 3rd Annual Job Fair: September 8, 2006

**Eva Gutierrez** interviewed potential summer associate candidates at the NNALSA Job Fair in Washington.

### Harvard BLSA Job Fair: September 8, 2006

Corporate and securities partner **Catherine Dargan** met with potential summer associate candidates at the Harvard BLSA Job Fair.

### Lavender Law Career Fair: September 7, 2006

**Dave Stetson**, **Paul Ainsworth**, **Chris Moody**, and **Siobhan Stewart** attended Washington's first LGBT legal career fair. The event was sponsored by the National Lesbian and Gay Law Association, and was open to both law students applying for summer associate positions and attorney candidates seeking lateral positions. Interviewers used a "table-talk" format to meet candidates, instead of an interview schedule format.

### Hispanic National Bar Association (HNBA) Job Fair: September 1, 2006

C&B lawyers **Ariadna Vazquez** (DC office), **Richard Mosier** (DC office), and **Chelsea Tanaka-Delgado** (SF office) attended the Twenty-First Annual Convention of the Hispanic National Bar Association, which ran from August 30 to September 2, 2006. The convention was very well attended and the panels were stocked with Fortune 500 General Counsels. Some panels of interest, among others, were: "Diversity in the Corporate Sector--Why it Makes Business Sense"; "General Counsel Forum"; "Selecting Outside Counsel--How to Really Run a Beauty Contest"; and "Doing Business in Latin America." The C&B lawyers were able to meet law student recruits, talk with many of the attendees, network, and attend substantive conference presentations.

In addition to the conference presentations, the C&B lawyers met with the leaders of the Latino student organizations at Stanford and Berkeley Law Schools.

### 2nd Annual Bay Area Diversity Career Fair: August 12, 2006

**Deanna Kwong** interviewed law students applying for summer associate positions, at the 2nd Annual Bay Area Diversity Career Fair in San Francisco, CA. San Francisco partner **Ken Ebanks** attended the welcome reception on August 11, 2006 at the World Trade Club. The fair is organized by the Bar Association of San Francisco (BASF).

### 23rd Annual Cook County Bar Association (CCBA) Minority Student Job Fair : August 11, 2006

**Keir Gumbs** met with law students applying for summer associate positions, at the 23rd Annual CCBA Minority Student Job Fair in Chicago, IL. This year, approximately 750 students attended the event. The CCBA is the nation's oldest African-American Bar Association.

## **New York University's Annual BLAPA Spring Dinner: April 21, 2006**

Covington & Burling LLP sponsored the Annual Spring Dinner of New York University School of Law's Black, Latino, Asian Pacific American Law Alumni Association ("BLAPA"). The dinner took place on April 21, 2006, at the turn-of-the-century/Art Deco-inspired 24 Fifth Avenue ballroom in Manhattan and was attended by C&B lawyers **Linda Goldstein, Richard Mosier, Keir Gumbs, Siobhan Stewart, Dan Cendan, and Gina Merrill**. BLAPA honored NYU law professor Gerald Lopez -- who delivered a moving speech about his heroin-addicted brother and the power of hope and service to others. The group also honored NYU Law alumni Mallika Dutt (executive director of Breakthrough, an international human rights organization) and Anthony Welters (CEO of AmeriChoice Corporation). Several C&B attorneys hosted an après-event at Mario Batali's restaurant/bar, Otto.

## **"Diversity in Law Firms" Conference: July 25, 2006**

The Lawyer, a weekly magazine for the legal profession in the UK, organized a conference in London on July 25, 2006, entitled "Diversity in Law Firms." **Peter Cooke** chaired a panel (Tim Proctor, GC of Diageo PLC, Rosemary Martin, GC and Company Secretary of Reuters Group PLC and Jane-Anne Thomas, Assistant GC of Bank of Montreal) on the subject of client requirements on diversity. **Tom Williamson** addressed the conference on the topic of "Best Practice in Action: Monitoring the Progress of your Diversity Programme". The conference was well-attended by major London law firms, several U.S. law firms with London offices, and a number of large corporations.

## **Human Rights Campaign Honors Covington with 2006 National Ally of Justice Award: July 24, 2006**

On July 24, 2006, the Human Rights Campaign (HRC), the nation's largest gay, lesbian, bisexual and transgender advocacy group, awarded the firm its 2006 National Ally of Justice Award, in recognition of the outstanding work that partner **David Remes**, associates **Jimmy Kirby, Paul Ainsworth, and David Stetson**, and various C&B summer associates did to fight for equal rights for the LGBT community. More information can be found at: [http://www.hrc.org/Content/ContentGroups/News\\_Releases/2006/Human\\_Rights\\_Campaign\\_to\\_Honor\\_Covington\\_and\\_Burling\\_and\\_David\\_Remes\\_with\\_2006\\_National\\_Ally\\_of\\_Justice.htm](http://www.hrc.org/Content/ContentGroups/News_Releases/2006/Human_Rights_Campaign_to_Honor_Covington_and_Burling_and_David_Remes_with_2006_National_Ally_of_Justice.htm)

## **New York Office Summer Associate Event: June 26, 2006**

The New York office's women lawyers and summer associates were treated to a private showing of the Guggenheim Museum's exhibit on Zaha Hadid, the first woman architect to win the Pritzker prize. The evening was organized by C&B corporate partner **Carey Roberts**.

## **Front Line Reception, ACLU's Lesbian Gay Bisexual Transgender and AIDS Project: June 22, 2006**

In June, Covington hosted the Front Line Reception of the ACLU's Lesbian Gay Bisexual Transgender and AIDS Project, in our San Francisco office. The event was attended by nearly 150 attorneys, summer associates, Judges, and elected officials. The Hon. Herbert Donaldson, who stood up to the San Francisco police in the "West Coast Stonewall" in 1965, was honored for a lifetime of advocacy on behalf of LGBT issues. Matt Coles, Director of the LGBT & AIDS Project, and Dorothy Ehrlich, Executive Director of the ACLU of Northern California, made brief remarks. San Francisco partner **Bruce Deming** was part of the group who had initially helped to start the Front Line receptions in San Francisco three years ago, and he has continued to organize the annual events since then.

## **New York Office Diversity Committee Dinner for Summer Associates: August 8, 2006**

The New York Office's Diversity Committee hosted a dinner for diverse summer associates and lawyers at Restaurant 5 Ninth, in the trendy Meatpacking District. The evening was an opportunity for summer associates to talk directly to Diversity Committee members and others about the firm's efforts to attract, retain and promote diverse lawyers. The event was organized by C&B litigation partner (and Diversity Committee Co-Chair) **Linda Goldstein**.

## **Columbia University BLSA Twelfth Annual Alumni Gala: March 31, 2006**

On March 13, 2006, **Benjamin Duke, Christine McMillan, and Brent Starks** attended the Columbia University Black Law Student Association's Twelfth Annual Alumni Gala. The goal of the event was to foster an environment in which current BLSA members could connect with alumni of the Law School.

### **Alden J. “Butch” Carpenter Memorial Scholarship BLSA Banquet: March 11, 2006**

**Tom Williamson, Christopher Moody, and Brent Starks** attended the University of Michigan Black Law Student Association’s annual Alden J “Butch” Carpenter Memorial Scholarship Banquet in Ann Arbor, Michigan, held on March 11, 2006. “Butch” Carpenter was dedicated to using his Michigan law school education to improve conditions in poor communities. The goal of the evening was to honor current BLSA members of like mind and focus.

## **PUBLIC SERVICE**

### **Prep for Prep Sends Summer Legal Assistant to C&B’s New York Offices**

For the second consecutive year, the New York office hired a summer legal assistant from Prep for Prep. This year Nikita Dyer, who will begin her junior year at Cornell this fall, joined us, assisting on both corporate and litigation projects. Prep for Prep is a New York-based organization that develops the leadership potential of minority students. Prep’s strategy is to identify talented students from minority group backgrounds, prepare them for placement in independent schools, and provide a sense of community, peer support, post-placement services and a range of leadership development opportunities. C&B corporate partner **Bruce Bennett** is active in the organization.

## **PROFESSIONAL ACTIVITIES**

### **SABA-DC Panel on Immigration Reform: June 14, 2006**

Covington hosted a panel discussion organized by the South Asian Bar Association of Washington, DC (“SABA-DC”). The bipartisan panel brought together individuals with substantial experience in immigration law and policy from a variety of backgrounds, including Capitol Hill, NGOs, and private practice. The panel discussed immigration reform generally, focusing on bills passed recently by the U.S. Senate and House of Representatives, and their impact on the South Asian American community. C&B associate **Hrishi Karthikeyan** assisted in organizing this event.

### **New York Women’s Foundation Breakfast: May 11, 2006**

Twenty Covington women lawyers and their clients attended a breakfast for the New York Women’s Foundation, a charity that raises money for organizations serving women and girls in New York City. This event is a magnet for New York’s leading women in business, law and the arts. C&B’s participation was organized by corporate partner **Ellen Corenswet**, head of the Women’s Forum in the New York office.

## COMMUNITY ACTIVITIES

### Family Brunch for Lambda Legal: October 1, 2006

On October 1, 2006, **Bruce Deming** and his partner Jeff Byrne hosted a Family Brunch for Lambda Legal at their home. The event is part of a pilot program by Lambda Legal to build stronger connections with LGBT families. Therese Stewart, Chief Deputy City Attorney of San Francisco who argued the recent marriage equality case before the California Supreme Court, and Jenny Pizer, Legal Director of Lambda Legal's West Coast Office, who worked on the case, will make short presentations on marriage equality and other family law topics.

### Gay Games VII Sports and Cultural Festival: July 15-22, 2006

Washington attorney **Andrea Reister** won two gold medals in cycling events at this year's Gay Games, held in Chicago, IL. Andrea defended her gold medal from Gay Games VI in Sydney, Australia, in the criterium, a short loop bicycle race. She also won gold in the 18-mile road race. Andrea's cycling team, Velo, won more medals than any other cycling team at the Games. The Gay Games is held every four years and is "built on the founding principles of Participation, Inclusion, and Personal Best." 12,000 athletes from seventy countries participated in this year's week-long event.

Andrea's triumphs were featured in a July 28, 2006 article in the Washington Blade, available at <http://www.washblade.com/2006/7-28/locallife/feature/heroes.cfm>. More information about the Gay Games can be found at <http://www.gaygameschicago.org/welcome/home.php>.

## Covington & Burling LLP Diversity Committee

**Michael Labson, Co-Chairperson**

**Linda Goldstein, Co-Chairperson**

If you have an event or activity to be included in the next issue of the Diversity Update, please contact Deanna Kwong ([dkwong@cov.com](mailto:dkwong@cov.com)) or Fuad Rana ([frana@cov.com](mailto:frana@cov.com)).

The Committee welcomes feedback and comments on the Diversity Update. Please contact [Michael Labson](mailto:labsonms@cov.com) ([labsonms@cov.com](mailto:labsonms@cov.com)) or [Linda Goldstein](mailto:goldstein@cov.com) ([goldstein@cov.com](mailto:goldstein@cov.com)) if you have suggestions for future editions.