

Diversity & Inclusion

2016 ANNUAL REPORT





Davis Wright Tremaine LLP is a national, full-service business and litigation law firm representing clients located in the United States and around the world.

The firm was founded on a simple guiding principle:

to provide clients with high-value legal services customized to their particular needs. Today the firm has grown to include more than 500 attorneys and nine offices, covering a wide range of practice and industry areas.

Meet our diverse attorneys at:

[DWT.COM/DIVERSITY](https://www.dwt.com/diversity)

Contents

page 1 **Dear Clients & Friends**

A few words about recent achievements and future challenges from our firmwide managing partner and the chair of our Diversity & Inclusion Committee.

page 3 **Firmwide Recognition**

We were grateful to be recognized for diversity and inclusion success by clients, media, civil rights organizations, and others during 2015.

page 6 **Around the Firm**

From career-building summits to networking events to new fellowship programs, every DWT office joined the effort to boost diversity and inclusion in 2015.

page 19 **Meet the Members of Our
Diversity & Inclusion Committee**

Who's their diversity hero? What draws them to D&I work? Learn more about the lawyers who are driving our efforts.

page 24 **Individual Recognition**

Our diverse lawyers were honored this past year for legal excellence, public service, and their contributions to many other important causes.

page 30 **How We Compare**

Our latest diversity numbers for partners and associates.

page 31 **Organizations We Support**

A partial list of the diversity and inclusion organizations that we helped support this past year.

Dear Clients & Friends,

WE ARE DELIGHTED TO SHARE WITH YOU OUR 2016 DIVERSITY & INCLUSION REPORT. The report looks back at some of our accomplishments this past year and forward to some of our plans for the future.

The business case for diversity and inclusion has never been clearer. More and more of our leading clients are asking about our diversity commitment and our results. They want to work with law firm partners that share their values, and we feel the same. **Our mutual success depends on having all perspectives at the table.** Having everyone at the table, in turn, requires us to build a culture where different backgrounds and experiences are valued and where different career aspirations and needs are supported.

This past year, we achieved some significant progress in this effort. For example, we made great strides in recruiting. **We hired 85 lawyers in 2015 and more than half of them were women, ethnic minorities, and/or LGBT.** We also ensured that, once hired, support programs were in place to help our diverse attorneys build successful careers. These programs include everything from partner sponsors to help guide associates forward in their career paths to affinity groups that help new attorneys feel welcome and create opportunities for leadership and professional development.

We have expanded our “Women’s Summit,” which we launched as a pilot in 2014. The summit provides an open forum for **young women lawyers at DWT to make important connections with women partners at the firm and discuss topics of importance to them.** The summits combine networking, socializing, and discussion of issues related to business/client development, the partnership process, and other practice-related concerns. We held summits in Washington, D.C., Seattle, and Los Angeles over the

past six months and are looking at expanding these highly successful forums to attorneys of color within the next 18 months.

The firm has also instituted significant changes to our employment policies in order to **improve work-life balance and provide alternative career paths** for our attorneys. While these changes apply to all non-partner attorneys, they were made with women attorneys particularly in mind. This past year was the first full year the changes were in effect, and we will be watching closely for their impact.

We recently launched a new website—dwt.com/diversity—that provides information related to our diversity initiatives and programs. We hope you will check it out.

Looking forward, our goals remain the same: to ensure Davis Wright Tremaine is a firm where talented professionals of all backgrounds can flourish and succeed. Thank you for your continued support.

> **Jeffrey P. Gray**
Managing Partner

> **Portia R. Moore**
Partner, Chair, D&I Committee

Leading the Way

Our commitment to diversity and inclusion is shown with our diverse workforce and begins with leadership.

50%

of the executive management committee is diverse*

30%

of practice group chairs are diverse*

50%

of the attorney evaluation committee is diverse*

25%

of our U.S. partners-in-charge are diverse*

*Diverse includes women, minorities and LGBT.





Firmwide Recognition

“The firm is clearly committed to creating an environment where high-performing attorneys of all backgrounds can succeed and thrive.”

“Excellence in Diversity” Award

FOR THE SECOND CONSECUTIVE YEAR, the Law & Corporate Affairs department at Starbucks Coffee Company honored DWT with its Excellence in Diversity Award.

“Davis Wright Tremaine’s consistent innovation demonstrates true leadership in diversity and inclusion in the law firm environment,” said Lucy Lee Helm, executive vice president, general counsel, and secretary of Starbucks in a September letter. “The firm is clearly committed to creating an environment where high-performing attorneys of all backgrounds can succeed and thrive.”

“We are inspired every day by the commitment to diversity and inclusion that Starbucks displays in all its business and philanthropic activities,” said Jeff Gray, managing partner of DWT. “To receive this recognition from such a global leader affirms the value of our own work and inspires us to renew our dedication to this important effort.”

Joining Gray to accept the award last year at Starbucks’ Seattle headquarters were Rob Maguire, chair of the firm’s litigation practice, and Portia Moore, chair of the firm’s Diversity & Inclusion Committee and a partner in the employment practice.

For more than a decade, Starbucks has developed a process for monitoring and recognizing the work of its top outside law firms on diversity issues. This includes reviewing a detailed annual report submitted by each firm.

“Once again, Davis Wright Tremaine submitted an impressive response,” said Helm, “excelling both in quantitative measures and programmatic efforts.” Helm said the firm performed highly in all evaluated areas: pipeline development, associate diversity, promotions to partnership, firm management, and retention.

“We know your firm’s progress has not been accidental,” said Helm. She singled out a number of recent DWT activities, such as:

- The IL Diversity Scholars Program, which the firm recently expanded to four cities.
- The firm’s investments in its own attorneys through programs like the “Path to Partnership,” which focuses on high-performing diverse attorneys.
- The firm’s efforts to create a work environment that accommodates competing demands through flexible work arrangements, part-time schedules, and graduated-hours programs, which are open to all attorneys, not just those with children.

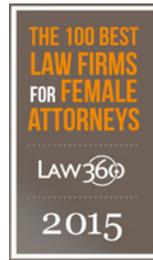
Helm also recognized the work of DWT’s Diversity & Inclusion Committee, whose activities include the development of firmwide goals focused on recruitment, retention, and development of women and minority attorneys.





NAMED ONE OF THE COUNTRY'S 50 BEST LAW FIRMS FOR WOMEN

In recognition of the firm's high numbers of women in leadership positions, family-friendly policies, and success in retaining and promoting women lawyers, DWT was named one of the country's Best Law Firms for Women for the second consecutive year. The Best Lawyers for Women survey ranks firms on a wide variety of metrics. These include female representation in the partnership ranks, availability of flex-time work, and business development opportunities specifically tailored to women. The survey is conducted by *Working Mother* magazine and the consulting firm Flex-Time Lawyers, which co-founded the 50 Best Law Firms for Women initiative in 2007.



NAMED ONE OF THE COUNTRY'S 100 BEST LAW FIRMS FOR WOMEN

For the first time, the legal news website Law360 ranked the 100 best U.S. law firms for women. The ranking was based on each firm's female representation at the partner and non-partner levels and its total number of female attorneys. DWT was ranked at No. 69.



NAMED ONE OF THE COUNTRY'S BEST PLACES TO WORK FOR LGBT EQUALITY

For the third year in a row, DWT received a perfect score of 100 on the Human Rights Campaign Foundation's annual Corporate Equality Index and was recognized as one of the country's "Best Places to Work for LGBT Equality." The Human Rights Campaign is the nation's largest civil rights organization dedicated to LGBT issues, and it annually researches and rates large U.S. employers on their policies and practices pertinent to LGBT employees. Included in the 40 policies and practices tracked by the Index are: nondiscrimination workplace protections, domestic-partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. DWT's success in satisfying all of the criteria resulted in a 100-percent ranking and the designation as a Best Place to Work for LGBT Equality.



AWARDED GOLD CERTIFICATION BY THE WOMEN IN LAW EMPOWERMENT FORUM

For the fifth consecutive year, DWT was awarded Gold Certification by the Women in Law Empowerment Forum (WILEF), recognizing the significant number of women in top leadership positions at the firm. WILEF, a nationally recognized educational venue for women in the largest law firms and corporate law departments, awarded its Gold Certification in 2015 to just 44 of the country's largest law firms. WILEF Certification emphasizes the leadership roles achieved by equity women partners, rather than the policies or practices of the firm. Law firms with 200 or more practicing lawyers in the U.S. are eligible for the Gold Certification if they meet at least four of six criteria. Davis Wright Tremaine met five.



Around the Firm

“DWT was featured as one of the firms ‘flipping the script,’ and our success accommodating flexible schedules was particularly highlighted.”



> **Sheehan
Sullivan Weiss**

SUPPORTING “FLEXIBLE SCHEDULES” AND HELPING WOMEN SUCCEED IN BIG LAW

In July, *Working Mother* magazine published an article titled, “Why Women Quit Big Law, and 3 Things the Best Law Firms for Women Are Doing to Flip the Script.” DWT was featured as one of the firms “flipping the script,” and our success accommodating flexible schedules was particularly highlighted. The article profiled **Sheehan Sullivan Weiss** of our Employment Services Group in Seattle. The mother of two young children, Sheehan works a reduced-hours schedule and was promoted to equity partner while doing so. “Despite working a reduced-hour schedule,” the article said, “Sheehan herself serves on committees and volunteers whenever her practice group chair or managing partner asks for assistance. For her, it’s a way to keep her profile high. Says Sheehan, ‘Even though I don’t bill as many hours as a lot of my colleagues do, they view me as being invested at a higher level because I do so much outside of billing time that is contributing to firm management and culture and being a colleague.’” Two other leading DWT lawyers—**Danielle Frappier**, the co-chair of our national Communications practice group in D.C., and **Jenna Mooney** of our Employment group in Portland—were also promoted to equity partner while working reduced-hours schedules. Danielle and Jenna, along with two of their clients, were recently named winners of the “Flex Success” Award and were honored during the first quarter of 2016 by the Diversity & Flexibility Alliance, a think tank dedicated to helping organizations create inclusive cultures.



> **Danielle Frappier**



> **Jenna Mooney**

SPOTLIGHTING INNOVATIVE ACTION TO IMPROVE OPPORTUNITIES FOR DIVERSE LAWYERS

It's often the case that organizations with good intentions around diversity and inclusion just don't know where to start. So Marci Rubin, Executive Director Emeritus of the California Minority Counsel Program (CMCP), together with DWT partner and longtime CMCP board member **Jimmy Nguyen**, set out to assemble concrete and specific recommendations from top counsel at leading companies across multiple industries. In December, they publicly released their illuminating report. It outlines a host of actions that law firms and in-house legal departments can take to become more diverse and inclusive—actions that, if all key stakeholders were engaged, could measurably improve diversity in the business law community in the next five years.

To coincide with the release of the report, Jimmy also published a column in the Huffington Post, where he's a frequent commentator. "While the report focused on the legal world," wrote Jimmy, "its lessons can be used in all professions and industries. I also hope its suggestions spark even more ideas for tomorrow." The report is titled, "Diversity Action Matters - Innovative Action to Improve Opportunities for Diverse Business Lawyers." It collects insights from leaders at: AXA Distributors/AXA Equitable Life Insurance Company; Chevron Corporation; Fox Group Legal (Fox Entertainment Group); Freddie Mac; Gap Inc.; Gateway One Lending & Finance; LEGO Systems; Microsoft Corporation; Newegg Inc.; Southern California Edison; Toyota Financial Services; Univision Communications Inc.; and Viacom Inc.



CONNECTING OUR WOMEN ASSOCIATES WITH PARTNER ROLE MODELS

Following up on a highly successful pilot project launched last year, DWT held two Women's Summits in 2015 to connect rising women lawyers at the firm with successful partners. More than a dozen senior DWT women came together with associates and counsel at two events—one in D.C., and one in Seattle—for networking, Q&A, and discussions related to business/client development, partnership process, and more. Each full-day event wrapped with a reception and dinner. The firm held a third summit in L.A. in February 2016.

HELPING FIRST-YEAR LAW STUDENTS ATTAIN DIVERSITY SCHOLARSHIPS

Three young associates from DWT volunteered at a February 2015 event held at the Seattle University School of Law where first-year law students were engaged in mock interviews to help them successfully apply for 1L diversity scholarships. The event was spearheaded by the Washington State Bar Association's Diversity Committee and attended by DWT's **Mimi Gentry**, **Julien Kern**, and **Laura Turczanski** (an alumna of the school).



> **Mimi Gentry**



> **Julien Kern**



> **Laura Turczanski**

JOINING WITH CLIENTS AND FRIENDS TO ENGAGE MEN IN THE ADVANCEMENT OF WOMEN

During the summer, DWT came together with Liberty Mutual Insurance, Moss Adams, and lead underwriter Alaska Airlines to sponsor the “Seattle Forum on Engaging Men, Advancing Women.” The forum focused on how men can become better allies in support of women’s advancement into leadership roles, how they can influence other men to do the same, and how women can develop positive relationships with these male allies. “It’s beyond mentoring and sponsoring,” says **Mark Hutcheson**, firmwide chairman of DWT, who spoke at the event’s executive panel. “It requires changing the culture of the organization and having systems and processes in place to improve the odds of success. The first thing is to just get people talking about it.” Mark was joined at the forum by male DWT partners **Mark Berry**, **Pete Johnson**, **Warren Koons**, **Sean McCann**, and **Dan Waggoner**, as well as women partners **Portia Moore** and **Lawton Penn**.



> **Mark Hutcheson**



> **Mark Berry**



> **Pete Johnson**



> **Warren Koons**



> **Sean McCann**



> **Portia Moore**



> **Lawton Penn**



> **Dan Waggoner**

> **Jaime Drozd Allen**



JOINING THE CHALLENGE TO ELEVATE MORE WOMEN TO EQUITY PARTNER

Boosting the number of women equity partners at law firms is a major goal of the National Association of Women Lawyers (NAWL), and in 2015 DWT was pleased to join NAWL’s Challenge Club—a group of corporate legal departments and law firms committed to making change happen together. The club sponsors a series of networking and business development events for in-house lawyers and women in private practice with the express goal of helping women develop a strong book of business that they have originated—the key to making equity partner. DWT’s participant is **Jaime Drozd Allen**, a litigator and contract partner at the firm. She got started in 2015 and will continue to be a part of Challenge Club events this year.

LEADING THE SOUTH ASIAN BAR ASSOCIATION OF NORTHERN CALIFORNIA

In 2015, DWT partner **Vidhya Prabhakaran** continued to serve as co-president of the South Asian Bar Association of Northern California. In March, he spoke at the group's 22nd annual gala at the San Francisco Design Center, where he said: "From fighting discrimination in our justice system, to curbing police brutality, to providing access to free legal services to low-income members of our community, there is still much work to be done." Vid likes to encourage other diverse lawyers at DWT to be a part of their relevant bar associations. "Being involved in minority bar associations helps build your brand within your minority community, the broader legal community, and within the firm," he says. "My active participation in the South Asian Bar Association has led to referrals and invaluable mentorship."

> **Vidhya Prabhakaran**



"From fighting discrimination in our justice system, to curbing police brutality, to providing access to free legal services to low-income members of our community, there is still much work to be done."

> **Camilo Echavarria**



SERVING ON THE BOARD OF THE CALIFORNIA MINORITY COUNSEL PROGRAM

Camilo Echavarria was elected to the board of the California Minority Counsel Program (CMCP) and assumed his duties in January 2015 at the program's board and staff retreat. CMCP is a nonprofit dedicated to promoting diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development. The 24-member board previously included DWT Los Angeles partner **Jimmy Nguyen**.



> **Diego Atencio**



> **Sophia Jeewon Choi**



> **Mackenzie Tudor**

BUILDING THE SKILLS OF 1L DIVERSITY SCHOLARS AND EXPANDING THE PROGRAM

Since DWT first launched its 1L Diversity Scholarship Program in 2002, we have awarded 37 scholarships to diverse first-year law students who have a record of academic achievement and are committed to civic involvement that promotes diversity. The program offers a 10-week summer position, plus \$7,500 for second-year tuition and expenses. In 2015, we expanded our scholarship program to include positions in three offices: Seattle, Portland, and New York.

Diego Atencio, a student at the University of Oregon School of Law, joined us in Portland. “My summer at DWT was an incredible experience,” he reports. “Summer associates are given the freedom to pursue projects in the practice groups of their choosing, which is important for 1Ls, who are typically still exploring the possibilities of the profession. I was able to explore unfamiliar and intriguing areas of the law under the guidance of accomplished partners and associates. It was a privilege to work with attorneys who value your work and want to help develop your professional skill set. The attorneys and staff at DWT are phenomenal teachers and even better people.”

Sophia Jeewon Choi was our first 1L Diversity Scholar in New York and had a great summer with us. “I was surrounded everyday by people who were the best in their field and cared about making my experience meaningful,” says Sophia, who’s now in her second year at Harvard Law School. “No one ever hesitated to take the extra time to contextualize matters, explain the law, or offer career advice. I worked with the best superiors, colleagues, role models, teachers, and mentors I could ask for.”

Our third scholar was **Mackenzie Tudor**, a student at Stanford Law School, who was with us in Seattle. Says Mackenzie: “DWT exemplified the idea that work can be enjoyable when you surround yourself with smart, collegial individuals.”



> **Ken Payson**



> **Maya Yamazaki**

ASSESSING WHAT WORKS AND WHAT DOESN'T

DWT was pleased to sponsor and participate in an Institute for Inclusion in the Legal Profession symposium held at Starbucks' Seattle headquarters in September. DWT partner **Ken Payson** spoke as part of a panel discussion on "Diversity and Inclusion: What Works and What Doesn't." Ken is co-chair of the firm's Class Action Defense Group and chair of the firm's Seattle hiring committee.

SUPPORTING NETWORKING OPPORTUNITIES FOR DIVERSE LAW STUDENTS

For the sixth year, DWT's Seattle office hosted a Diversity Speed Networking Event, organized by the Asian Pacific American Law Student Association at the University of Washington School of Law. Co-sponsored by DWT and Microsoft, the event was an opportunity for first-year law students to engage with practitioners from Seattle's legal community—including judges, public defenders, in-house lawyers, and lawyers working for private firms and the government.

DWT partner **Wendy Kearns** gave opening remarks, along with Mary Hotchkiss, senior associate dean for students at the law school.



> **Wendy Kearns**

Three DWT associates—**Audy Marton**, **Ruben Bolivar Pagan**, and **Maya Yamazaki**—participated in speed-networking with the students.



> **Audy Marton**



> **Ruben Bolivar Pagan**



JOINING MICROSOFT AND OTHER PARTNERS TO ENHANCE DIVERSITY IN THE LEGAL PROFESSION

DWT was delighted last year to help launch a new pilot project called the Gregoire Fellows program, which aims to promote and enhance diversity at the University of Washington School of Law and in the Seattle region's legal profession. Twelve fellows who have the potential to increase diversity within the legal profession were named to the UW School of Law's entering class in the fall of 2015. After their first year of study, they will each receive a paid summer fellowship at one of seven law firms, including DWT, and in the legal department of one of seven major participating companies, including Microsoft, Amazon, and Starbucks. The fellows will also benefit from ongoing opportunities to participate in a mentorship program sponsored by Christine Gregoire, the former governor of Washington. At the end of their studies, they will receive financial assistance with bar exam preparation. In addition to hosting a fellow this year and next, DWT is helping underwrite the program. This year's fellows are pictured above, along with Governor Gregoire and the dean of the UW law school, Kellye Y. Testy.

CELEBRATING THE LEGACY OF REV. DR. MARTIN LUTHER KING

In 2015, DWT was a Platinum sponsor of the King County Bar Association's annual Reverend Dr. Martin Luther King, Jr. Luncheon in downtown Seattle. Janai Nelson, associate director-counsel at the NAACP Legal Defense & Education Fund, was the featured speaker at the sold-out event. Attendees included DWT partners **Dirk Giseburt**, **Chris Helm**, **Jayanne Hino**, and **Ken Payson**, as well as associates **Mimi Gentry** and **Shirin Soleman**.



> **Dirk Giseburt**



> **Chris Helm**



> **Jayanne Hino**



> **Ken Payson**



> **Mimi Gentry**



> **Shirin Soleman**

PROMOTING WOMEN'S NETWORKING IN PORTLAND

In October, DWT put on another of our annual networking events for influential women in Portland. Held at the iconic loft space Union/Pine, the event featured guest speakers Keeley Tillotson and Erika Welsh of Wild Friends Foods, young entrepreneurs who started making specialty peanut butter in their University of Oregon dorm room in 2011 and whose products are now found at retailers around the country. Their short, sweet presentation was a highlight of an evening of networking, drinks, and hors d'oeuvres.

PARTICIPATING IN THE ANNUAL CONVENTION OF BLACK LAW STUDENTS

The 2015 convention of the National Black Law Students Association took place in Portland, Ore., and DWT was proud to play a part. Diversity & Inclusion Committee chair **Portia Moore**, a veteran litigator, gave some "Advocacy Tips" during lunch for the Mock Trial and Moot Court competition. The students appreciated her candor, advice, and enthusiasm. DWT also hosted a well-attended Friday happy hour at the Urban Farmer steakhouse, where students got to mingle with attorneys in a relaxed environment and get a sense of the character and culture of DWT.



STARTING A “WOMEN IN NONPROFIT” NETWORKING GROUP IN NEW YORK

In January 2015, DWT expanded its Tax-Exempt Organizations and Employment practices to New York with the addition of a number of experienced lawyers—many of them women. To celebrate that growth and the role of women in the nonprofit sector, DWT organized a springtime “Women in Nonprofit Networking Reception.” Held at a Parisian-inspired hotel in the city’s Flatiron District, the event attracted women affiliated with more than two dozen nonprofit organizations for cocktails, hors d’oeuvres, and conversation. The event was collaboratively conceived and hosted by **J.J. Leitner**, **Laura Sack**, and **Jean Tom** (who can be seen in the photo above, with Christine Schessler Poscablo of the U.S. Attorney’s Office). “We got a terrific turnout of women lawyers and execs from some of the most prominent and cutting-edge not-for-profit organizations in the New York City area,” says Laura. “Many new connections were made, existing relationships were strengthened, and enthusiasm was expressed by many in attendance for a long-term continuation of the group, including via substantive programming and networking opportunities. One client contact who attended told me ‘there is no other venue or forum for women in not-for-profits in New York City to connect, share ideas, and develop relationships—and the need and desire for such a forum is definitely there.’”

In response to the enthusiasm generated at the reception, DWT launched the Women in Nonprofits network (WiN), spearheaded by J.J. and Laura. The goal is to build the pre-eminent community for women directors, in-house counsel, and management of nonprofit organizations in New York City. WiN followed the May gathering with an October event, held at DWT’s New York offices and featuring guest speaker Carol Robles-Román, president and CEO of Legal Momentum, which focuses on advancing the rights of women and girls. More gatherings are planned for 2016.



> **J.J. Leitner**



> **Laura Sack**



SHARING DIVERSITY STORIES IN ANCHORAGE

About 175 attorneys and community members attended a highly successful diversity event in Anchorage that was organized by DWT partner **Christine Williams**. The November luncheon and CLE was titled “Diversity in Our Community: Stories Affecting Our Lives” and featured Alaska Supreme Court Justice Dana Fabe moderating a panel discussion. This is the fifth year for the event, which Justice Fabe called Christine’s brainchild and which is presented by the Anchorage Association of Women Lawyers. Christine is the past president of the association and still sits on the board. Christine is also appointed by the Alaska Supreme Court to its Fairness, Diversity and Equality Committee, a co-host of the event along with the Alaska Bar Association. This was the first year that DWT has participated in the event as the chief underwriter. In-kind sponsors included clients Doyon Ltd., BP Alaska, and Calista Corporation. Christine introduced Justice Fabe, who then led a discussion among four diverse lawyers: Alma Upicksoun, former general counsel, Arctic Slope Regional Corporation; Christian Halliburton, associate professor, Seattle University School of Law; Kirsten Kinegak-Friday, associate general counsel and shareholder, Calista Corporation; and Peter Boskofsky, corporate counsel at Afognak Native Corporation—all seen in the photo with Christine. They told the stories of how they came to practice law and who inspired them along the way.

HELPING PREPARE PEOPLE OF COLOR FOR NONPROFIT LEADERSHIP

As in past years, DWT's Seattle office was pleased to serve as home base for United Way of King County's Project LEAD (Leadership Effectiveness and Diversity), a nonprofit leadership training program that prepares highly qualified people of color to become knowledgeable, responsive, and strong civic leaders. After 23 years, the program has graduated more than 1,000 participants, including numerous lawyers from DWT. Participating in the six-session program in 2015 were DWT associates **Jose Jimenez** and **Omar Vasquez**.



> **Jose Jimenez**



> **Omar Vasquez**



FOSTERING CONNECTIONS AMONG LGBT ASIAN AMERICAN AND SOUTH ASIAN LAWYERS

In October, DWT's San Francisco office was pleased to host a networking reception for LGBT Asian American and South Asian Lawyers. About 40 attendees, including DWT associate and host **Sanjay Nangia**, came to the gathering, which was one of three held in a single week across the country that were jointly sponsored by law firms and LGBT and Asian Pacific American lawyer associations. The events drew partners and associates at corporate firms, government attorneys, solo practitioners, small firms, and public-interest lawyers to discuss the need for diversity and the importance of giving back. The receptions also raised money for the National Queer Asian Pacific Islander Alliance's legal referral program for LGBT Asian American and Pacific Islander undocumented immigrants, young people, and organizations. Frank H. Wu, dean of the University of California Hastings College of Law, was the guest speaker at the San Francisco event. He's pictured above with Sanjay on his right and with Kelly Matayoshi, co-chair of the LGBT Committee of the Asian American Bar Association of the Greater Bay Area, on his left. Says Sanjay: "The event was important because it helped recognize the intersection of LGBT and Asian legal communities in the Bay Area."



> **Portia Moore**

HOSTING A “CAREERS IN LAW” FORUM FOR STUDENTS AND RECENT GRADS OF COLOR

In August, DWT’s Seattle office hosted a “Careers in Law” program to support the important work being done by the Rainier Scholars program, which provides intense, personalized support for students of color in the Seattle area. The evening consisted of a robust panel discussion and an active networking session, all geared toward providing more than a dozen high school students, college students, and recent college graduates with insights and perspectives on practicing law. DWT Diversity & Inclusion Committee chair **Portia Moore**, along with summer associate **Amanda Hailey**, joined U.S. District Court Judge Richard Jones, Erin Hebert from Rios & Cruz, and Mark Larrañaga, a partner at Walsh & Larrañaga, for a panel discussion moderated by DWT partner **Sean McCann**. Several in-house lawyers from clients Starbucks, Microsoft, and Amazon joined as participants in the networking session. Rainier Scholars is committed to eliminating barriers to educational opportunities and growing new generations of diverse college graduates, career professionals, and community leaders. Each year, 60 to 65 sixth-grade students enter the program and commit to spending the next 11 years in the program.



> **Amanda Hailey**



> **Sean McCann**



Meet the Members of Our Diversity & Inclusion Committee

“Our D&I Committee guides the firm in developing strategies and programs focused on diversifying our ranks of talented attorneys.”

Committee Q & A



How you describe your work to a kid



Diversity hero



Jeffrey P. Gray

MANAGING PARTNER | San Francisco



DIVERSITY HERO:

My wife. I've watched her overcome the many challenges women face in the legal and tech worlds. Her success is inspiring.



Kristen Bates

ASSOCIATE | Bellevue



WHY YOU SERVE ON THE DIVERSITY COMMITTEE:

There were few resources for attorneys returning from parental leave when I returned after having my first child in 2010. Now DWT offers various support for re-integrating. I want to make even greater strides for new parents re-entering firm life.



Camilo Echavarria

PARTNER | Los Angeles



DIVERSITY HERO:

My mother. As a widow, my mother moved to the United States with me and my brother. She worked menial jobs to give us a better life and send us to top schools. Now she helps political asylees get their green cards.



Portia R. Moore

PARTNER, CHAIR,
D&I COMMITTEE | Seattle



PERSONAL GOAL IN FIVE YEARS:

To be a federal judge.



Martinelle Cole

DIRECTOR OF PROFESSIONAL
DEVELOPMENT | Seattle



PERSONAL GOAL IN FIVE YEARS:

Travel to at least 10 countries.



G. Roxanne Elings

PARTNER | New York



HOW YOU DESCRIBE YOUR WORK TO A KID:

I used to tell my children that part of my job is to learn the truth as a way of letting them know they couldn't hide anything from me. That worked until they became teenagers. I've also told them my work is like school, where I'm always learning, there is a lot of homework, and I have to pull all-nighters!



Why you serve on the diversity committee



Personal goal in five years



Richard A. Gibbs

ASSOCIATE | Washington, D.C.



HOW YOU DESCRIBE YOUR WORK TO A KID:

I help protect people's ideas.



Sandra Hong

PROFESSIONAL DEVELOPMENT & INCLUSION MANAGER | Los Angeles



DIVERSITY HERO:

Chang-Rae Lee. He writes wonderful, moving stories about people and places that don't get much attention.



Wendy Kearns

CO-CHAIR, TECHNOLOGY, ADVERTISING, TRADEMARK & ENTERTAINMENT GROUP | Seattle



DIVERSITY HERO:

Trish Millines Dziko, founder of Technology Access Foundation, which makes STEM education available to people of color.



Christopher R. Helm

PARTNER | Seattle



DIVERSITY HERO:

Takuji Yamashita, who was part of the first graduating class at the University of Washington Law School. He was refused entry to the state bar because he wasn't a U.S. citizen, yet he couldn't obtain citizenship because he was a Japanese immigrant. In 2001, the Washington Supreme Court admitted Takuji to the bar, 50 years after he died in obscurity in Japan.



Everett Jack, Jr.

VICE CHAIR, LITIGATION PRACTICE | Portland

PERSONAL GOAL IN FIVE YEARS:



Get closer to figuring out what I want to be when

I grow up, and staying personally and professionally satisfied in the interim.



Jisoo Kim

ASSOCIATE | New York



DIVERSITY HERO:

Anne Shirley for defying the odds of a difficult upbringing to succeed in life. Also Storm from X-Men, who being black and female is an all-too-rare portrayal of a superhero.



Sanjay M. Nangia

ASSOCIATE | San Francisco



PERSONAL GOAL IN FIVE YEARS:

My two-year-old son is my heartbeat. I want a great foundation for him to explore every opportunity that life has to offer.



Vidhya Prabhakaran

PARTNER | San Francisco



WHY YOU SERVE ON THE DIVERSITY COMMITTEE:

To continue DWT's thoughtful progress on diversity issues and to see the firm continue to benefit from the actions it takes to make a more diverse and inclusive workplace.



Warren Koons

PARTNER | Bellevue



DIVERSITY HERO:

Abraham Lincoln because he understood the value and the cost of human freedom and was willing to pay the price.



Vanessa Norman

ASSOCIATE | Anchorage



DIVERSITY HERO:

Anyone who takes the time to understand:

1. why diversity at DWT is important, beyond just the economic benefits; and
2. how the lack of diversity creates hurdles and barriers in law firms; and then
3. takes action, whether small or large.



Bahareh Samanian

SENIOR MANAGER, ATTORNEY RECRUITING INITIATIVES | Seattle



HOW YOU DESCRIBE YOUR WORK TO A KID:

I work for a law firm that cares about people and I help bring the best people to come work with us.

READ MORE AT DWT.COM/DIVERSITY



Christopher W. Savage

CO-CHAIR, COMMUNICATIONS
PRACTICE | Washington, D.C.



DIVERSITY HERO:

The performing arts team at my son's (former) high school. The choral director, music director, and drama director are all openly gay. They have created a safe space for gay students, but also created a space where straight kids can learn to accept gay kids while focused on producing good music and drama. What matters is the performance.



Shirin Soleman

ASSOCIATE | Seattle



PERSONAL GOAL IN FIVE YEARS:

Scuba diving in the Maldives.



Paul Carlos Southwick

ASSOCIATE | Portland



HOW YOU DESCRIBE YOUR WORK TO A KID:

I wear a suit, listen to people tell me about their problems, and then fight for them with my words, not my fists.



Sheehan Sullivan Weiss

PARTNER | Seattle



PERSONAL GOAL IN FIVE YEARS:

Learn how to play tennis at a level that justifies a bona fide tennis outfit.



Bradley W. Tubbs

ASSOCIATE | Seattle



WHY YOU SERVE ON THE DIVERSITY COMMITTEE:

Because real innovation and progress is only possible through diversity of ideas, personalities, experience, and individuals.



Giancarlo Urey

ASSOCIATE | Los Angeles



PERSONAL GOAL IN FIVE YEARS:

I'd like to convince my mom to get on a plane (she is terrified of air travel) and go with me to Italy—the one place in the world she has always wanted to visit.



Individual Recognition

“I am lucky and honored to be surrounded by colleagues who have gone above and beyond to make me feel welcome and affirmed.”



Taking a Nontraditional Path to Partnership

DIPA SUDRA knows that the route to partnership need not be narrow and direct. A practicing attorney for 17 years, she was promoted to partner at DWT as of January 2016, and the timing was exactly right. "It's important to have the courage to step back and say, 'I need a different route,'" says Dipa. "The firm has been supportive in allowing me to do that." Dipa's own path started in England with degrees from the University of Oxford, Law Society-mandated attendance at The College of Law, plus another stop at the Chartered Institute of Taxation. She started as a practicing attorney in the U.K., then she moved to the U.S. (her husband is a Seattleite), where, she notes good-naturedly, she had to start "at the bottom of the pile again because nobody wanted a U.K. tax lawyer." She also soon had a son, which made maintaining work-life balance more important than getting ahead. When she arrived at DWT after another several years, she was pregnant with her daughter and working a reduced-hours schedule—something she

continues to this day. Making partner wasn't a priority until a few years ago, when she participated in the firm's Emerging Leaders program. "I realized I could actually be a partner and that my peers had the same concerns and questions that I had," she says. She approached her practice group chair and together they devised a three-year plan. To boost her credits for originating work—a key to making partner—Dipa became more involved in client relationships, she says, "setting up monthly calls, getting to know clients better." It worked. Dipa is now a partner in the Employment Services Group, where she focuses on benefits counseling, ERISA and tax code issues in particular. "It's super technical, and I thrive on detail," she says. Dipa's found lots of mentors, official and unofficial, along the way, including champions of reduced-hour and flexible work schedules. "It was great to have people to look up to," she says. "I have a deep affinity for the working mum, and I hope to encourage as many attorneys as I can."

CAMILO ECHAVARRIA AND JIMMY NGUYEN NAMED AMONG THE “TOP 100 UNDER-50 DIVERSE EXECUTIVE LEADERS”

Camilo Echavarría and **Jimmy Nguyen**, partners in our Los Angeles office, were named to *Diversity MBA* magazine’s 2015 list of “Top 100 Under-50 Diverse Executive Leaders.” The awards recognize “talented professionals who have made a tremendous impact on leadership in their companies and communities.”

Camilo is an experienced employment litigator who also handles complex business and entertainment litigation for financial, retail, health care, and media clients. His two decades of experience includes more than three years as in-house counsel for NBC Universal. In 2014, he was named one of the Top 75 Employment Lawyers in California by the *Daily Journal*. In addition to serving on the board of directors of the California Minority Counsel Program (see P.TK), Camilo is a member of the board of trustees for the Mexican American Bar Foundation and is the Southern California regional president for the Hispanic National Bar Association.



Jimmy handles litigation, transactions, and counseling work involving intellectual property, entertainment, digital media, advertising, privacy, and technology matters. He is also a Certified Information Privacy Professional/US, and technology advisor. Jimmy has chaired the State Bar of California’s IP Law Section and co-chaired the Beverly Hills Bar Association’s IP, Internet & New Media section. In 2010 he was named one of the Top 20 Lawyers Under 40 in California by *The Daily Journal* and one of the Best LGBT Lawyers Under 40 by the National LGBT Bar Association. In 2015, Jimmy was named to the Diversity Leader Hall of Fame by the California Minority Counsel Program, whose executive committee he served on for almost a decade.

PORTIA MOORE NAMED ONE OF THE “MOST INFLUENTIAL BLACK LAWYERS”

Portia Moore, a partner in DWT’s Employment Services Group and chair of the firm’s Diversity & Inclusion Committee, was named to the 2015 list of “Most Influential Black Lawyers” by *Savoy* magazine. Portia and the other honorees from major companies and law firms around the country were featured in the magazine’s March edition.



Portia has decades of experience defending employers in complex litigation. She has regularly won positive outcomes for her clients at trial, even in the face of difficult facts and inflammatory allegations. Her experience also includes the successful defense of major product liability claims. With an undergraduate degree in nursing, Portia has special knowledge of the health care arena and has had considerable success defending two of the country’s largest hospital systems. Prior to practicing employment law, Portia served as an assistant U.S. attorney for the Western District of Washington, where she presented criminal indictments to federal grand juries, conducted jury and bench trials, and presented oral arguments before the 9th Circuit.

Portia is an active member of the Loren Miller Bar Association—the oldest minority bar and the largest organization of African-American attorneys in the U.S. She is also a former board member of Big Brothers/Big Sisters of Puget Sound. She became chair of DWT’s Diversity & Inclusion Committee in 2013.

Savoy magazine is published by Savoy Media Group, based in Atlanta.



PAUL SOUTHWICK HONORED BY BASIC RIGHTS OREGON AND FEATURED IN VIDEO

Paul Southwick, a litigator in our Portland office, was honored by Basic Rights Oregon (BRO) for his work helping pass a statewide legislative ban on the use of “conversion therapy” against LGBT children. Paul was recognized at BRO’s annual fall gala and featured in a video produced by the organization.

In February 2015, Paul testified in front of the Oregon state legislature about his own experience undergoing two years of conversion therapy during college, which he said left him “depressed and full of self-loathing.” An extensive story about Paul’s testimony was published in *The Oregonian*. The online version of the story was shared more than 1,000 times.

Finding people who have gone through the therapy and are willing to talk about it publicly is not easy, Jeana Frazzini, BRO’s executive director, told the *Oregonian*. “Because there’s so much trauma associated with it, people just don’t talk about it freely. It’s very much a practice that remains in the shadows.” At the BRO event in October, Paul again shared his story, and Oregon Gov. Kate Brown came up to personally thank him.

Paul says he is extremely grateful for the support he’s received from the firm. Partners in DWT’s Portland office together made a \$6,300 gift to BRO in Paul’s honor at the gala. “This kind of affirmation is rare,” says Paul. “It is even rarer in a big law firm. It is what makes this place so special. I am lucky and honored to be surrounded by colleagues who have gone above and beyond to make me feel welcome and affirmed.”

Paul is now taking his interest in public policy even further: He’s running for a seat in the Oregon House of Representatives.

EMILIO GONZALEZ NAMED A 2015 “LITIGATION TRAILBLAZER” BY THE NATIONAL LAW JOURNAL

Emilio Gonzalez, a partner in DWT’s Employment Services Group, was named to the *National Law Journal’s* 2015 list of “Litigation Trailblazers.” The list recognizes professionals who are “going above and beyond the norm and bringing about meaningful change through their work,” according to the *NLJ*. The winners “are truly models of innovation in the legal community.”

Emilio, who practices in our Los Angeles office, was recognized in particular for a litigation-management tool he developed in partnership with the firm’s in-house innovation team, DWT De Novo. The tool “utilizes technology to create a detailed project plan clarifying what needs to be done” at each stage of a case, wrote the *NLJ* in a profile of Gonzalez published in December. “The tool, rolled out in 2015, helps to answer questions about efficiencies...and allows for more visibility into the budget,” the publication said. Emilio told the paper that by improving transparency for clients, “it’s a relationship management tool as well as a project management tool.”



Emilio’s clients include international technology and software companies, national and international banks and investment firms, major film and media companies, hospitals, medical groups, manufacturing companies, telecommunication companies, and restaurants. He has won jury verdicts in state and federal courts in cases dealing with civil rights, discrimination, harassment, retaliation and wrongful discharge claims. In 2014, Emilio was named one of the top employment lawyers in California by *The Daily Journal*, a leading statewide legal newspaper.

Outside of the firm, Emilio serves as vice chair of the board of directors of Endeavor College Prep, a public charter school serving students in East Los Angeles.

KAREN HENRY HONORED FOR OUTSTANDING PUBLIC SERVICE BY LOS ANGELES COUNTY BAR AND CITY OF COMPTON

Karen Henry, counsel in our media and litigation practice groups, was honored for “Outstanding Public Service” by the Los Angeles County Bar Association. She was one of five legal professionals recognized with the Hon. Benjamin Aranda III Outstanding Public Service Award at a reception in May. The award is named for a longtime Los Angeles municipal court judge who was a nationally known leader for minorities in the legal profession and an innovator in the administration of law.



Karen was recognized for her successful effort to win asylum for a Salvadoran man who had escaped to this country after being subjected to ongoing gang threats on his life when it became known he was gay. “There was no place in El Salvador, or in Central America, to escape the persecution he was subject to,” says Karen, who handled the case pro bono. Her client is now living and working in Los Angeles.

Karen was also honored in October by the city council of Compton, Calif., for her work organizing two expungement clinics that helped ex-offenders remove barriers to employment. Karen, a native of Compton, was recognized along with the Crossroads United Methodist Church, the Legal Aid Foundation of Los Angeles, and Southwestern Law School, who were all key contributors to the clinics’ success. Nearly 100 individual petitions were handled, with more than two dozen other people receiving counseling. In a formal letter, Compton’s mayor, the Honorable Aja Brown, thanked Karen “for the compassion you have for our community and your vision to assist our residents.” Mayor Brown added: “It was evident that you were truly led by love to touch the lives of our community through service.”

KELLI SAGER RECOGNIZED FOR EXCELLENCE BY MULTIPLE SOURCES

Kelli Sager, a partner in DWT’s media and First Amendment practice, is regularly recognized as one of the top professionals in her field, and this year was no exception. Among the 2015 honors she received:

- One of just four lawyers in the country named a “Star Individual” for First Amendment Litigation by Chambers USA
- Named Los Angeles “Lawyer of the Year” in Media Law by Best Lawyers
- Named to *The Hollywood Reporter’s* “Power Lawyers” list of the top 100 entertainment attorneys in America
- Freedom of Information Award, California Newspaper Publishers Association
- “Legends of the 500”: 50 lawyers who’ve appeared on the Lawdragon 500 list every year since its inception a decade ago
- Top 75 litigators in California - *The Daily Journal*
- Top 50 Women Lawyers in Southern California - *The Daily Journal*
- Top 50 Women Lawyers in Southern California - Super Lawyers



ADDITIONAL RECOGNITION:

James Corning was honored with the 2015 Davis Wright Tremaine “Heart of Justice” Award, which is presented each year to an associate who has exhibited exceptional pro bono commitment and performance.

Nancy Felsten was appointed vice chair of the American Bar Association Section of Antitrust Law’s Consumer Protection Committee in recognition of her national reputation as a leading advertising lawyer.

Laura Handman and **Connie Pendleton** were recognized by *Washingtonian* magazine as among D.C.’s 15 best First Amendment and media lawyers.

Karen Henry was named to The National Black Lawyers: Top 100 in Southern California. The list is composed of 100 black lawyers in each state or region who best exemplify superior qualifications and leadership in their area of specialty.

Christin McMeley, chair of DWT’s privacy and security practice, was recognized with a 2015 Distinguished Legal Writing Award by the Burton Awards, a nonprofit program run in association with the Library of Congress, for an article she wrote with **John Seiver**.

Portia Moore was named one of Washington state’s “Most Powerful and Influential Women” by the Washington Diversity Council. At a breakfast event in March 2015, she and the other honorees were recognized “for not only achieving personal success, but for making it possible for others to more easily follow in their footsteps.”

Al Wickers was named to *The Hollywood Reporter’s* “Power Lawyers” list of the top 100 entertainment attorneys in America.

LAWYERS OF THE YEAR

Best Lawyers names six DWT women as the top practitioners in their city in their practice area:

- **Ingrid Brydolf** - Portland (Health Care Law)
- **Cindy Caditz** - Seattle (Trademark Law)
- **Laura Handman** - Washington, D.C. (First Amendment Litigation)
- **Judith Droz Keyes** - San Francisco (Labor & Employment Litigation)
- **Elizabeth McNamara** - New York (Copyright Law)
- **Kelli Sager** - Los Angeles (Media Law)

NATIONWIDE LEADERS

Chambers USA recognizes six DWT women as among the top practitioners in the country in their practice area:

- **Nancy Felsten** (Advertising: Transactional & Regulatory)
- **Laura Handman** (First Amendment Litigation)

- **Elizabeth McNamara** (First Amendment Litigation)
- **Kelli Sager** (First Amendment Litigation)
- **Rochelle Spandorf** (Franchising)
- **Linda Steinman** (First Amendment Litigation)

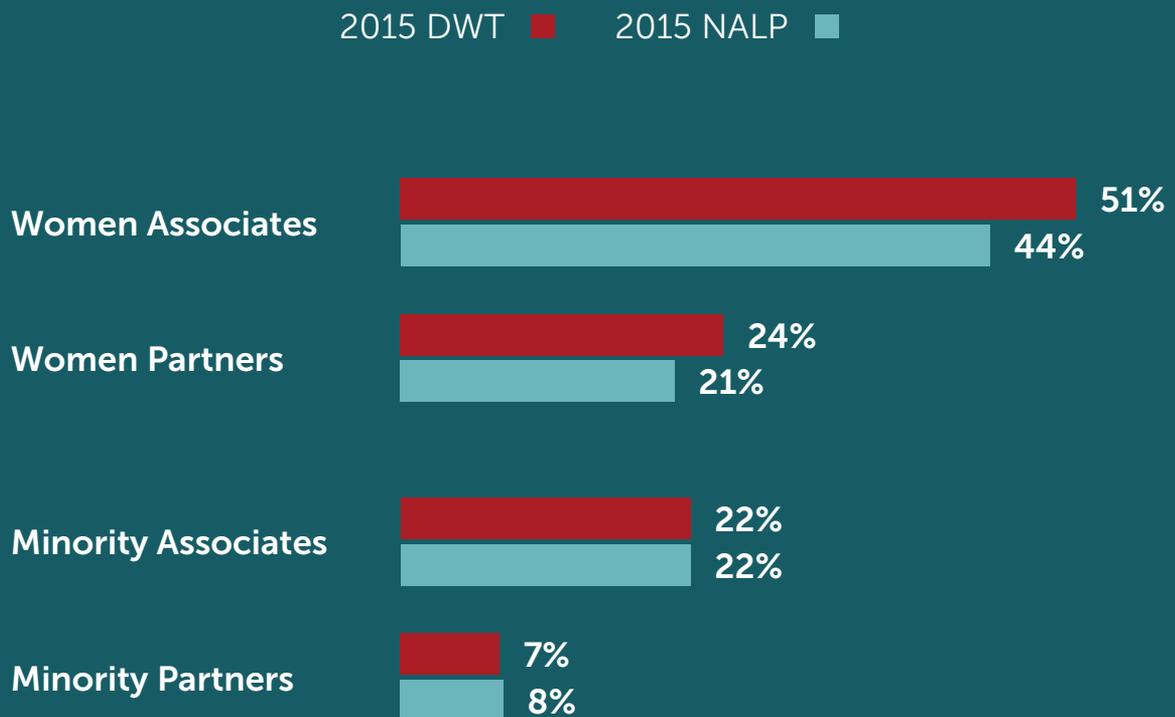
TOP LISTS

Super Lawyers names four DWT women as top legal professionals in their regions:

- **Laura Handman** – Top 50 Women Lawyers, Washington, D.C.
- **Lisa Marchese** – Top 50 Women Lawyers and Top 100 Lawyers, Washington state
- **Chrys Martin** – Top 25 Women Lawyers, Oregon
- **Kelli Sager** – Top 50 Women Lawyers, Southern California.

How We Compare

Our numbers of women and minority attorneys at DWT closely mirror national averages for law firms our size. We are striving to raise the bar and surpass these numbers.





Organizations We Support

DWT worked with a wide variety of organizations focused on diverse or marginalized communities in 2015. Here is a selection of the groups we are proud to have supported.

Asian American Bar Association of the Greater Bay Area
Asian Bar Association of Washington
Alaska Native Heritage Center
California Bar Foundation
DirectWomen
Equity Foundation
Filipino Lawyers of Washington
King County Bar Association
Korean American Bar Association of Washington
Lambda Legal
Latina/o Bar Association of Washington
Latino Gay Pride Festival
Loren Miller Bar Association
National Association for Urban Debate Leagues
National Association of Women Lawyers
National Black Law Students Association
National Diversity Council
Northwest Indian Bar Association
Opportunities for Law in Oregon
Oregon Gay and Lesbian Law Association
South Asian Bar Association of Northern California
Southwestern Law Moot Court Program
The LGBT Bar Association of Greater New York
The Institute for Inclusion in the Legal Profession
University of Washington Office of Minority Affairs & Diversity
US-Korea Law Foundation
Vietnamese American Bar Association
Washington Minority Bar Association
Women in Law Empowerment Forum
American Civil Liberties Union
American Constitution Society for Law and Policy
American Immigration Lawyers Association
Asian American Association of Washington
Bar Association of San Francisco Justice & Diversity Center
Black Women Lawyers Association
California Minority Counsel Program
Hispanic National Bar Association
Lawyers' Campaign for Equal Justice
Lawyers' Committee for Civil Rights Under the Law
The Legal Foundation of Washington
Los Angeles Center for Law and Justice
Martin Luther King Celebration, King County Bar Association
Mexican American Bar Association
Minority Corporate Counsel Association
Mother Attorneys Mentoring Association of Seattle
National Asian Pacific American Bar Association
National LGBT Bar Foundation

Northwest Immigrant Rights Project
OLIO Diversity Sponsorship, Oregon State Bar
Oregon Asian Pacific American Bar Association
Oregon Hispanic Bar Association
Oregon Minority Lawyers Association
Oregon Women Lawyers
Portland Latino Gay Pride
Qlaw: The GLBT Bar Association of Washington
South Asian Bar Association of Washington
Thai American Bar Association
Vietnamese American Bar Association of Washington
The Walter Kaitz Foundation
Washington State Initiative for Diversity
Washington Women Lawyers
AIDS Legal Referral Panel
Asian American Journalists Association
Basic Rights Oregon
Bet Tzedek
Campaign for Equal Justice/LAW FUND
CASA Latina
Center for Children & Youth Justice
Columbia Legal Services
Eastside Legal Assistance Program
Family Law CASA
Family Equality Counsel
King County Sexual Assault Resource Center
Seattle Stand Down Veterans Event
Tahirih Justice Center
Youth, Rights and Justice
Alliance for Education
Food Lifeline
German American School of Portland
GirlVentures
Habitat for Humanity
Hartley House
Jewish Family Services
Jewish Federation of Seattle
OneAmerica
Outdoor Industries Women's Coalition
Rainier Scholars
SHAWL (Support for Harbor Area Women's Lives)
Special Olympics of Washington
Washington Appleseed
Wellspring Family Services
United Way
YWCA
Japan-America Society



[DWT.COM/DIVERSITY](https://www.dwt.com/diversity)

Anchorage | Bellevue | Los Angeles | New York | Portland
San Francisco | Seattle | Shanghai | Washington, D.C.