

DIVERSITY 2014 & INCLUSION REPORT

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COMMITTEE

» **OUR DIVERSITY & INCLUSION COMMITTEE** reflects the range of talents, perspectives, and achievements that comprise our firm's culture. The Committee meets regularly and works with firm management to develop diversity-related goals and programs.

COMMITTEE MEMBERS »



PORTIA MOORE | SEA
PARTNER | EMPLOYMENT
COMMITTEE CHAIR



DAVE BACA | PDX
MANAGING PARTNER



CAMILO ECHAVARRIA | LA
PARTNER | EMPLOYMENT



ROXANNE ELINGS | NYC
PARTNER | INTELLECTUAL PROPERTY



CHRIS HELM | SEA
PARTNER | IMMIGRATION



WENDY KEARNS | SEA
PARTNER | INTELLECTUAL PROPERTY



WARREN KOONS | BEL
PARTNER | REAL PROPERTY



SANJAY NANGIA | SF
ASSOCIATE | LITIGATION



VANESSA NORMAN | ANC
ASSOCIATE | BUSINESS
& CORPORATE FINANCE



CHRIS SAVAGE | WDC
PARTNER | COMMUNICATIONS



PAUL SOUTHWICK | PDX
ASSOCIATE | LITIGATION



SHEEHAN SULLIVAN WEISS | SEA
PARTNER | EMPLOYMENT

PROFESSIONAL DEVELOPMENT »



MARTINELLE COLE | SEA
DIR. OF PROF. DEV.



KAREN RUSSELL | SEA
DIR. OF DIVERSITY & INCLUSION

Dear clients & friends—

We're pleased to present to you Davis Wright Tremaine's 2014 Diversity & Inclusion Report. Diversity and inclusion remain top priorities at our firm and this past year we were pleased to partner with dozens of clients and organizations to build the pipeline for diverse lawyers, to support and advance diverse lawyers at our firm and elsewhere, and to help build multicultural awareness.

At Davis Wright, we seek to build and sustain a culture of inclusion and respect. By paying attention to our firm's core values of collegiality, teamwork, and commitment to service, we are able to strengthen our dedication to ourselves and each other. These efforts allow us to continue to attract and retain the best and the brightest talent across a spectrum of diverse backgrounds and interests and make this firm a better place to work and help us better serve our clients.

We know there is a great deal of work still to do in this ongoing endeavor, and we thank you for your support and participation in this important initiative.

DWT DIVERSITY STATISTICS »

24% OF DWT PARTNERS ARE WOMEN

21% INDUSTRY*

46% OF DWT ASSOCIATES ARE WOMEN

45% INDUSTRY*

7% OF DWT PARTNERS ARE ETHNIC MINORITY

7% INDUSTRY*

23% OF DWT ASSOCIATES ARE ETHNIC MINORITY

19% INDUSTRY*

* BASED ON 2013 NALP STATISTICS FOR FIRMS WITH 251-500 LAWYERS.



*"Our associates' views matter,"
says Camilo Echavarria, a partner
in the employment group.*

Life Experience & Community Commitment: The Diversity of DWT's L.A. Office

» **LIKE THE CITY IT SERVES**, Davis Wright Tremaine's Los Angeles office is a place where diverse individuals thrive. Even by the standards of L.A.'s legal community, our team is remarkably diverse. Over two-thirds of our L.A. attorneys are either female, ethnic minority, and/or openly LGBT.

Ask the team in L.A. how this came to be, and you'll hear a diversity of reasons: leaders who have gone out of their way to reach out; a uniquely supportive atmosphere; and simply hiring the best lawyers available, with a focus on people who will fit with such an inclusive group.

"We try to create an environment that fosters advancement and excellence for everyone," says the L.A. office partner-in-charge, Mary 'Missy' Haas. "That not only furthers diversity, it results in even better service to our clients."

"I think that companies generally, including our clients, are coming to understand the advantage and power of having different perspectives at play," says partner Emilio Gonzalez.

This is particularly true in Gonzalez's field—employment counseling and defense—where lawyers advising clients, and representing them in the courtroom, have to be sensitive to the country's highly varied workforce and bring a broad cultural understanding and awareness.

It's well-known in the legal profession that hiring tends to be the easy part of the diversity and inclusion mission. Retention and promotion are the greater challenge. Here, too, DWT's L.A. office has excelled.

Gonzalez has been with the firm since he joined as an associate in 2001. "There's a momentum that's created when you have diversity in the partnership ranks," he says. "It has an impact on diverse associates when they see someone like myself being successful. They say, 'I can do it too.' A challenge for diverse associates can be, 'Are people looking out for me and giving me access to the tools and information I need to succeed?'"

"We stay in close touch with our associates, make sure they're developing, joining outside organizations, gaining client exposure," says Camilo Echavarria, also in the employment group, who rose to partner at DWT in 2010. "Our practice

group chair, John LeCrone, sets that tone. Our associates' views matter. When we interview lateral candidates, our associates are part of that process. And if they don't think that person is a good fit for our culture, we don't hire."

"Missy [Haas] seems to be invested in the individual attorney," observes Karen Henry, a senior associate in

our media and First Amendment practice, who is African-American. "I've received tremendous support, but I'm not sure it's part of a concerted diversity effort. I've been fortunate enough to be connected with programs and coaches to develop the skills I need [see related story, p. 12]—in part, because I'm not ashamed to say what I don't know. If you vocalize what you need, you get help. The firm is very good at that in my experience."

The L.A. office maintained its strong diversity commitment even during the recent economic

"I think that companies generally, including our clients, are coming to understand the advantage and power of having different perspectives at play."



**Gonzalez experienced
“the transformative
power of education.”**

downturn, as many other firms were making cutbacks. The office has grown over the last five years, from 47 lawyers to 52. Here are the stories of some of them:

BORN IN NEW YORK. Emilio Gonzalez spent his earliest years in Bolivia. He returned to this country with his mother at the age of 6, where he joined an L.A. kindergarten, not knowing a word of English. After five years of public school, Gonzalez was able to attend parochial school, and an all-boys Catholic high school, thanks to his mother's hard work to afford the tuition. After doing well on standardized tests, Gonzalez found himself admitted to Columbia University, where his world opened up.

“For me,” he says, “the road out of a cycle of poverty was getting into and completing my four years at Columbia.” The degree not only provided him a sense of being connected to, and having earned his way into, a rich Western intellectual history that he might otherwise not have known, it also provided him with a powerful credential among future employers and clients. “Rightly or not, it makes a difference in what things are checked off in people's minds when they think of me,” he says.

Having personally felt “the transformative power of education,” Gonzalez devoted his first years out of college to teaching. He was part of the “charter corps” of 500 in the inaugural Teach for America program in 1990, working at a mostly low-income and immigrant elementary school in Central L.A. until 1995, at which point he headed to law school.

Today, Gonzalez continues to pursue his passion for education by serving on the board of a charter school in East L.A. The school is in its

fourth year of operation and is “knocking it out of the park in API scores,” Gonzalez says, referring to the California Department of Education's Academic Performance Index.

Gonzalez came to Davis Wright after three somewhat unsatisfying years in commercial litigation at a Big Law firm in San Francisco. “I didn't feel I was learning enough or getting enough autonomy,” he says. “I thought maybe I wasn't cut out to be a go-getter associate; maybe it's me, maybe it's the type of law, maybe it's the firm. It turned out to be all three.”

At DWT, he says, “my contribution was taken more seriously, and as a result my commitment increased.” A turning point came when Gonzalez undertook pro bono representation of a convicted felon, who claimed he'd been beaten, punched, and choked by several deputies during confrontations in the Los Angeles County Jail. Five years after taking the case, Gonzalez served as first chair at the client's jury trial, and won a unanimous verdict. “The ability to take ownership—that really changed the game for me,” says Gonzalez. “Instead of doing enough to complete the task, I was doing what was necessary to win.”

In his billable work, Gonzalez was also getting more responsibility. The firm had brought in LeCrone to grow its California employment practice, and the new partner took Gonzalez under his wing. “He was confident enough in me to introduce me to his clients, have me work with them, and help me learn how he cultivates business,” says Gonzalez. “I was able to flex muscles by training with him, and ultimately become a business generator—the key to making partner.”

John LeCrone, who graduated law school in 1984 and is openly gay, says that, coming up in the profession in his early years, he had often felt different and not included, so he understood that feeling. He had made it a priority to be inclusive with partners and associates alike, and he has always tried to insure that associates are a visible, vocal part of the client relations team.

"I like hearing from our associates about what they think we should be doing," says LeCrone. "You will often get very valuable suggestions."

LeCrone has since built a highly diverse employment team of 11 in L.A. One of the firm's largest health care clients, which surveys its outside counsel on diversity every year, reports that the DWT employment team is its second-most diverse in California, just behind that of a small, minority-owned firm.

"Every one of the partners in this office is very positive about diverse opportunities," says LeCrone. "That has resulted in a successful process overall." This past year, he was the recipient of the firm's H. Stewart Tremaine Award, recognizing a partner who exemplifies the role of being a team player within the firm.

FOR KAREN HENRY, DWT's diversity-awareness also helped provide a pathway to a successful career. In 2003, she was in her fifth and final year attending law school at night, while working full-time as a courtroom clerk by day, when

she heard about a job fair being put on by the Western Region of the National Black Law Students Association. Her own school had not been invited to the fair, but she decided to show up nonetheless. "I pulled together my résumé and some things I had written and tried to talk to the interviewers between their scheduled appointments," she recalls.

One of those interviewers at the fair was Alonzo Wickers IV, an openly gay partner from DWT's media team. Henry approached him between his other scheduled interviews, and impressed him so much during a five-minute conversation that he invited her for a callback interview and to dinner with a colleague. "Then one night Al called and offered me a job," Henry says. She had offers as well from the L.A. District Attorney's office, but accepted. "I came to DWT not because I wanted to do media law," she says. "I didn't know the firm and I didn't even know that was an area of practice. I came here because everybody was so nice to me and it seemed like a really great place to be."

Henry's background by no means suggested a future on one of the country's most renowned media law teams. Most of her formative years were spent in rough L.A. neighborhoods such as Compton. "It was like going to school in a war zone," she recalls. "There were fights and weapons. We lost a lot of friends, people going to jail or being killed. It was not an ideal learning environment."

Nevertheless, Henry managed to go on to college, attending a small Catholic university near San Francisco. With a degree in Legal Studies, she returned to L.A., where she succeeded in getting a job as a municipal courtroom clerk. "I thought it was super interesting," says Henry. "You're literally at the judge's right hand, making sure the wheels of justice spin."

But while Henry was savoring her new life, her boss had other ideas. Recognizing potential in her bright, young clerk, Judge Teresa Sanchez-Gordon asked her: "Why aren't you furthering your education and continuing to move forward?" She suggested Henry attend law school. "I was a twenty-something with a super job, a salary, vacation, a car, and clothes. I was having a great time," she says. "I wondered: 'Why would I want to go back to school?'"



"If you vocalize what you need, you get help," says Henry.

But soon enough, Henry showed up in the judge's chambers with an application. She continued working for, and receiving guidance from, Judge Sanchez-Gordon through law school. "I'm so lucky that our paths crossed," says Henry of the judge, who is now on the bench at L.A. Superior Court. "She was a tremendous unofficial mentor to me—for no reason, other than that she's just that kind of person."

Henry is now returning the favor in multiple ways—such as participation in a mentoring program at Dorsey High, a school in South Central L.A. During visits to the school, "we just talk about ourselves and how we became lawyers," says Henry of the program, which is sponsored by the Black Women Lawyers Association of Los Angeles. "We're all products of public school systems. We're there to show these students that there are avenues available to them, and that their current circumstances don't have to define their future. We show them, 'Someone in circumstances very similar to you has made this change, and there's no reason you can't set and reach your goals.'"

Henry has received many honors for her public service and pro bono work over the years. Her billable work, too, lets her "feel like a champion of justice," she says. "You're seeking access to court proceedings and public records, making sure media entities are able to provide the public with information they should know about. I got into media just because that was AI's practice area. It's just worked out that I've been trained by some of the country's top First Amendment lawyers."

DIVERSITY OF BACKGROUND can take many forms, of course. Kristen Blanchette, a third-year associate on the health care team at DWT, was raised in a small New Hampshire mill town in a family where college, much less law school, was not part of the picture. Her great-grandfather immigrated to Berlin, N.H., from Montreal, and the auto body shop he founded, Blanchette's Garage, lasted three generations. Her father has worked as a logger and general jack-of-all trades. The closure of the mill ten years ago led him to pick up construction work. Blanchette's mother has worked a variety of odd jobs. "That's part of being in a town like that," says Blanchette. "You have to adjust and change."

Blanchette's academic promise and ambition were evident early. She spent a summer at the famed prep school St. Paul's, participating in its college-level Advanced Studies Program, which draws public and parochial high school juniors from around the state. "I grew up with all white Catholic kids," says Blanchette. "The experience opened my eyes a little bit to the diversity that exists in New Hampshire."

Blanchette went on to win admission to Dartmouth College. "It was my dad who encouraged me," says Blanchette. "He had spent some time in the Dartmouth Grant," a rugged area owned by the college that is reserved for forestry and recreation. "He was talking to the guy controlling the gate and decided I should apply!" An anonymous donor funded Blanchette's education. "I can't put into words how much I changed in four years," she says.

From there, Blanchette entered the University of New Hampshire School of Law, where she spent her last two years in an honors program—unique in the country—that gives students admission to the state bar at the end, without further exam.

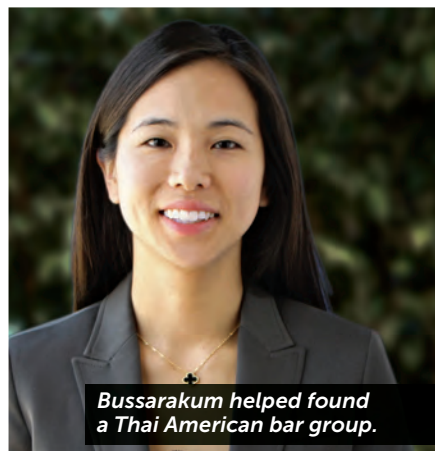
"It's a small legal community," says Blanchette. "This program provided a way to make contacts and get greater opportunities." She spent two years working at a New Hampshire firm doing health care law. Through a Dartmouth alumni contact, she later connected with the health care practice at DWT, and came for an interview—her first time visiting Los Angeles.

She has since been working with various health-care partners in the Los Angeles office, including two senior woman partners, Kathy Drummy and Terri Keville. With Drummy and Keville, Blanchette has worked on medical staff and bylaws issues, Medicare and Medi-Cal administrative appeals, and general regulatory and compliance matters. Recently, she's also been assisting clinical labs under the tutelage of a new partner in Seattle, David Gee. "He's really taken me under his wing," says Blanchette. "I truly feel like my department wants me to succeed."

Blanchette has always shown a serious commitment to public service, and in the year since she arrived at DWT, she has joined the firm's Pro Bono Committee as well as the Associate Leadership Board of Public Counsel. Among her clients is the Achievable Foundation,



Blanchette grew up in a New Hampshire mill town.



Bussarakum helped found a Thai American bar group.

which assists low-income individuals with developmental disabilities and their families. The Foundation recently opened a medical clinic in Culver City, and Blanchette used her experience to advise the clinic on regulatory compliance and create an employee handbook.

PUBLIC SERVICE has also been a big driver this past year for senior associate Michelle Bussarakum, who, together with some other young lawyers, recently founded the Thai American Bar Association (TABA)—the first organization to support Thai and Thai-American legal professionals in the United States. “Before this, I literally didn’t know any other Thai lawyers, except my younger sister,” says Bussarakum. “It seemed strange, since there are so many Western companies doing business in Bangkok, and a lot of American law offices there. We now have over 50 TABA members—nationwide, but based mostly in Southern California. It’s been great to find and support each other.”

While professional networking is a benefit, the organization has also wasted no time in finding ways to help the large Thai community that exists in L.A., home to the nation’s only Thai Town. In November, TABA joined with the Asian Pacific American Bar Association of Los Angeles to put together a law clinic at a low-income senior housing facility. “Living by yourself, and needing to protect yourself, as an elder are foreign ideas in Thai culture, so these people are particularly vulnerable,” says Bussarakum. “We tried to educate them about wills and powers of attorney. We had translators on hand. It was fun and challenging.”

TABA is looking to do more of this kind of work,

Bussarakum says. “There are many issues that the Thai community needs help with. Immigration is always a hot topic and we are waiting for the new reforms to pass so that we can educate the community. We also have some amazing Thai restaurants here, but a lot of them have run into trouble with wage and hour laws—both on the employer and employee side. There can be cultural issues, as well as language barriers. We’re hoping to establish ourselves in the community as a resource so we can reach out to them and other small businesses. We’d like to hold workshops and clinics. We want to give the law legitimacy, let people know it’s not something to be afraid of, that we can help.”

Bussarakum herself grew up in the community to immigrant parents. “We had no lawyers in the family,” says Bussarakum. “But my father, a physician, was very struck by how litigious America is—the law comes into play whether you’re buying a house or getting medical care. He serves the Thai community here, most of whom are low-income and uneducated, and they can get taken advantage of. He was struck by how helpful it would be to know something about the law, and he encouraged me to enter the field. It didn’t hurt that I had interests, like reading and writing, that lent themselves to the profession.”

After a few years at a Big Law firm in San Francisco, Bussarakum joined DWT’s L.A. employment group in 2011, and says it was just what she was looking for. “I walked in the door and they said, ‘Here are 12 cases you are going to run.’ It’s a really collaborative and collegial group. They pay attention to personality fit, as well as substantive skill. The diversity we have is not accidental.” ■



**Named One of the 40 Best
LGBT Lawyers Under 40,
Associate Pursues
“Enormously Significant”
Discrimination Case**

» **IN OUR 2013** Diversity & Inclusion Report, we highlighted the efforts of our Portland associate, Paul Southwick, to promote greater LGBT acceptance at Christian universities, including his own alma mater. In addition to those ongoing efforts, Southwick has taken on pro bono representation of a student in Riverside County, Calif., whose admission to California Baptist University was revoked after school officials discovered she was transgender. The suit is currently pending.

In recognition of his work on behalf of the LGBT community, and his achievements as a litigator, the National LGBT Bar Association named him to its 2013 list of the country's 40 Best LGBT Lawyers Under 40. Southwick was the only honoree from Oregon.

Southwick's California client, Domaine Javier, was born in the Philippines and lived there until she was 19. Though assigned the male sex at birth, she has viewed herself as female for as long as she can remember, and has presented herself as female since she was a child. After arriving in the U.S., she attended Riverside City College, where she was crowned Homecoming Queen for the years 2010-2011. She also sang alto in the choir of her Catholic church.

In 2011, she applied to transfer to California Baptist University (CBU), with plans to study nursing. She was accepted "with honors at entrance" for the fall semester, and was awarded academic scholarship funds. Following an audition, she was also accepted into the CBU women's chorus, and won additional scholarship money for her singing skills.

But several weeks before the school year was to begin, Ms. Javier received a letter from the CBU Dean of Students, who told her that information had been brought to his attention indicating she had violated the school's policies against "committing or attempting to engage in fraud, or concealing identity."

At a meeting with the dean, Ms. Javier was told her fraud consisted in having checked the box that said "female" in the section of the university's student application asking for gender. He mentioned an episode of MTV's "True Life," on which Ms. Javier had appeared, discussing her transgender status. Ms. Javier acknowledged being transgender and said selecting female for her gender on the application was not fraud, but consistent with her gender identity.

A few weeks later, Ms. Javier was expelled. She appealed to the university's Student Services Committee but was denied. The ruling meant she was prohibited from enrolling, or even taking courses online, though she was granted permission to attend "public events" held on campus.


Southwick offered to help file a lawsuit on her behalf in Riverside County Superior Court. The complaint states that the university breached its contract with Ms. Javier, and also violated California's Unruh Civil Rights Act, which prohibits businesses from discriminating based on gender identity.

The university immediately sought to dismiss the suit, arguing that, as a religious institution, it was not bound by the restrictions of the Unruh Act.

But Southwick's complaint contends that the university, while private and religious, "competes in the public marketplace to attract students regardless of their religious affiliation." He argues that the "economic benefits" conferred on students through the university's broad curriculum of secular subjects make CBU a "business establishment" for the purposes of the Act. He also points out that CBU was a participant in a government-backed, tax-free, bond-financing program, through which "it has raised over \$100 million...to construct educational facilities to be used exclusively in support of secular education."

In a ruling in May, Judge Matthew C. Perantoni allowed Ms. Javier to proceed with her claim. Southwick recently filed for summary judgment.

"This case stands for the proposition that a religiously affiliated institution that makes services available to the public and receives public funds can't engage in gender identity discrimination," says Southwick.

The case has received widespread attention. In a front-page article in the Los Angeles Daily Journal, Suzanne Goldberg, director of the Center for Gender and Sexuality Law at Columbia Law School, called Judge Perantoni's ruling "enormously significant." The Huffington Post called Ms. Javier's lawsuit one of the "biggest transgender moments of 2013." 

Southwick, who turned 30 in December, is working on the case with our Portland partner Timothy Volpert and in collaboration with Clifford Davidson of Sussman Shank LLP.

Fostering
**Career
Development**
for Women
Lawyers of
Color



» **IN THE SPRING**, four women attorneys from DWT attended a daylong Career Strategies Conference put on by Corporate Counsel Women of Color.

Brian Edge, an in-house counsel at longtime firm client Discovery Communications, contacted DWT partners he works with to offer the firm four complimentary registrations, which came as part of Discovery's sponsorship of the conference, held April 25 in New York. Edge said the registrations were offered to DWT "in appreciation for the firm's service to us and as part of our efforts to support the continued development of female attorneys of color at DWT."

Four DWT attorneys—Margaret Claybour (DC), Deirdre Davis (NY), Karen Henry (LA), and Karen Ross (DC)—took advantage of the opportunity, and found the experience to be highly valuable.

"I found the panelists to be very strong and inspirational," says Davis, whose practice focuses on intellectual property. "This was one of the best conferences I've ever attended."

"There were many things I could connect with," says Claybour, who is in the energy practice group. "One of the things that made this event a success for me was the concrete, practical advice coming from attorneys at firms and in-house folks who used to be at firms."

Claybour says she found many good suggestions in the panel on "branding yourself," which encouraged lawyers to see themselves as a brand internally and externally. One of the

keys, says Claybour, is staying in control of your professional development. "There are a lot of resources at DWT," she notes, "but the onus is on us to take a proactive role. It's a constant challenge to keep yourself top-of-mind for your internal clients—partners, and senior associates to the degree they're managing work for a client. You want to make yourself visible. If the firm holds an event, go to it. Write articles or blog posts. Don't just sit in your office. Yes, billing is critical to our existence, but in terms of looking long-term, and insuring the opportunity to bill continues to exist, we have to do these other things."

Karen Henry, who is in media litigation and has done a fair amount of work for Discovery over the last two years, says one of the best takeaways for her came from a presentation on what in-house counsel are seeking from their law firm attorneys. "You should think at every juncture whether what you're doing adds value to the client," says Henry. "You have to

keep in mind their overall goal and be sure that what you're doing is helping to further that."

Henry notes that sometimes the most important work in this regard can be non-billable—such as "making sure your in-house counsel is aware of cases that have come down that are relevant to his or her practice area, or helping them polish an upcoming presentation. You want to be helping their development and making sure they look good to their bosses—everybody has one! That strengthens the relationship, builds rapport and trust."

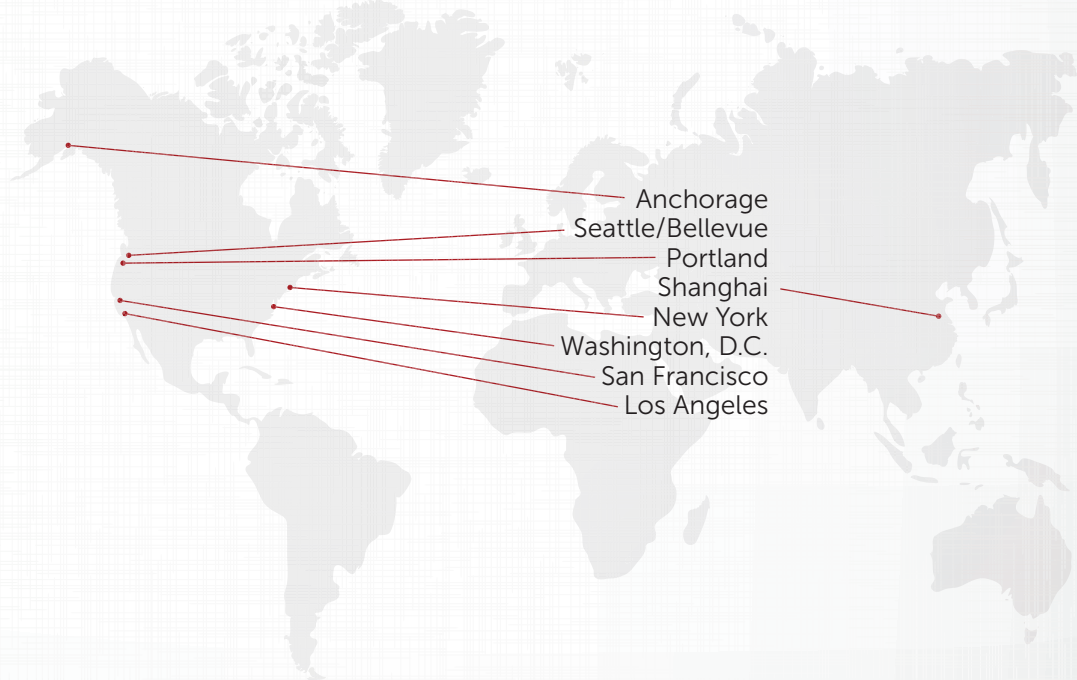
Claybour recalls one of the panelists observing that, most of the time, conference attendees fail to take advantage of the fact that the panelists are putting themselves out as potential contacts. "I made it a point to connect later with at least one of the women on a panel," she says. ■

"It's a constant challenge to keep yourself top-of-mind for your internal clients."



*Margaret Claybour, Deirdre Davis,
Karen Henry, and Karen Ross*

AROUND THE FIRM



A roundup of diversity and inclusion happenings across our nine offices.

1. MENTORING AND JUDGING A MOOT COURT FOR NATIVE AMERICAN STUDENTS

For over two decades, the Native American Law Students Association (NALSA) has been annually holding a national moot court competition. Vanessa Norman, a first-year associate in our Anchorage office, served as president of NALSA while at Lewis & Clark Law School, and was also a member of her school's national NALSA moot court team. So when Lewis & Clark played host to the NALSA competition this past year, Norman was eager to help out—and to get the firm involved as well.

She volunteered to serve as a judge, and four senior attorneys in our Portland office volunteered to assist. Greg Chaimov, Tim Cunningham, Eric Dahlin, and Tim Volpert met with students at our offices in mid-February and helped them with their oral arguments, focusing on presentation, poise, and more. The students were very grateful for the guidance. DWT also sponsored the event.

2. GIVING BIG SUPPORT TO THE WASHINGTON LGBT BAR ASSOCIATION

QLaw, the LGBT bar association for the state of Washington, held its annual gala dinner in April, followed by a major CLE the next

day. DWT provided high levels of support, in tribute to the extensive participation of our team members in the organization. Under the leadership of Seattle associate Zana Bugaighis, the outgoing president of QLaw, the group partnered with other equality organizations in 2012 for joint fundraisers and community outreach in the successful campaign to approve same-sex marriage in Washington. Alex Liberato, creative services specialist in the firm's Marketing department, and a QLaw board member, created a deeply moving video about the same-sex marriage victory that screened at the banquet and brought attendees to tears. Molly Klein, firmwide Senior Events Director and a member of QLaw's events committee, helped organize the highly successful daylong CLE on LGBT legal issues, hosted at DWT's Seattle offices. Seattle associate Dipa Sudra led one of the CLE sessions, speaking on domestic partner and same-sex marriage issues in employee benefits plans.

"WHAT ARE THE MOST EFFECTIVE STEPS THAT OREGON'S LEGAL COMMUNITY COULD TAKE TODAY TO INCREASE DIVERSITY OF THE LEGAL PROFESSION?"

3. SUPPORTING THE PIPELINE IN PORTLAND

The "Explore the Law" program at Portland State University helps diverse students explore, prepare for, and pursue careers in law. A partnership between Portland State University, the Oregon State Bar, and the Multnomah Bar Association, the program connects students with role models, assists them in identifying ways to prepare for and finance law school, and



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helps them access pre-law advice and other resources. As part of its contribution to the program, DWT sponsored a student essay contest this past year, with the prize being a free LSAT prep course. Students were asked to write 2-3 pages answering this question: "What are the most effective steps that Oregon's legal community could take today to increase diversity of the legal profession?" The winner, Christine Selvy, received the award from our Portland associate Alan Galloway at an end-of-the-year Explore the Law ceremony.

4. FOSTERING A GLOBAL VIEW AMONG STUDENTS

Once again in 2013, DWT sponsored a program at Lewis & Clark Law School to encourage global thinking among students. The annual Davis Wright Tremaine International Law Writing Awards provide a \$2,000 stipend for the best student research paper written on any topic in private or public international law, with a \$500 stipend provided for the second-best paper. The judges are members on the school's Global Law Committee.

The winning paper explored Egypt's crackdown on pro-democracy NGOs and how

investment treaties could provide protection and redress for these organizations. The runner-up paper highlighted recent WTO decisions striking down U.S. measures aimed at protecting dolphins and combatting tobacco use by minors, and explored how treaty provisions could allow governments to regulate in the public interest.

5. HOSTING A MINORITY JOB FAIR

DWT has been involved in the Northwest Minority Job Fair since the fair's inception in 1987, and this year we were honored to serve as host at our Seattle office. The Job Fair provides employers with an opportunity to interview applicants from national and local law schools while offering law students a forum to interact with both potential employers and fellow students. With sponsorship and funding from a consortium of private and public sector employers, this year's job fair attracted over two-dozen employers, and about 150 participants.

6. LEARNING ABOUT IMPLICIT BIAS

DWT was pleased to offer a firmwide webinar in May entitled "Building Competitive Teams: A Look at Implicit Bias." The presentation from the Leadership Council on Legal Diversity featured UCLA School of Law Professor Jerry Kang, who presented his research on

how implicit bias influences the choices we make at work and how we build teams and work together. The webinar was viewed by people at all levels of the firm, including partners-in-charge.

7. RECEIVING 'WOMAN OF THE YEAR' HONORS

Michele Radosevich, a longtime partner at the firm and leader in the Washington state legal community, received the 2013 Woman of the Year Award from Seattle University School of Law and its Women's Law Caucus. A 1994 graduate of the law school, Radosevich is the immediate past president of the Washington State Bar Association and spent 10 years on the WSBA Legislative Committee, where she was chair and vice chair. She serves the law school as an adjunct professor and as a member of the Law Alumni Board. In remarks upon receiving the award at the Rainier Club in downtown Seattle, Radosevich encouraged women to take advantage of networking opportunities, saying: "Remember to support each other."

8. HELPING YOUNG ATTORNEYS BUILD PROFESSIONAL NETWORKS

In July, the firm held its annual Summer Associate Diversity & Inclusion Luncheon and CLE. The theme this year was "Lessons Learned: Building Your Professional Network and Reputation." Young associates heard from several leaders at the firm, including Seattle partner-in-



charge Bob Blackstone, who shared their experiences leveraging specialty and local bar associations as well as community and industry organizations.

9. TAKING A LEADERSHIP POSITION IN OPEN SOURCE

In last year's Diversity Report, we told the story of Joanne van Erp Montague, who graduated summa cum laude from Seattle University Law School at the age of 49, after two decades spent raising her children and out of the full-time workforce. She is now a successful DWT associate with particular skill in technology licensing, open source, and standards. In 2013, she was named chair of the American Bar Association SciTech Section's Open Source Software Committee.



10. BEING SALUTED BY BROADWAY

Gray Coleman, a partner in our New York City office, was among the honorees at the annual "Broadway Salutes" celebration. Presented annually by The

Broadway League (the national trade association of Broadway producers) and the Coalition of Broadway Unions and Guilds, "Broadway Salutes" honors a wide range of select professionals who have dedicated their careers to the Broadway industry. In more than 25 years as an attorney, Coleman has served as production counsel to numerous theatrical productions and he also represents a number of leading theatrical producers and theater companies, as well as the authors and owners of such legendary works as *Annie*, *The Sound of Music*, and *Anything Goes*.

11. FINDING NOVEL WAYS TO SUPPORT JUSTICE AND DIVERSITY

Our San Francisco associate Vidhaya Prabhakaran has been a longtime supporter of the Justice & Diversity Center, a project of the Bar Association of San Francisco. The center's mission is to advance fairness and equality by providing pro bono legal services to low-income clients and educational programs that foster diversity in the legal profession. To overcome the belief that donations of \$20, \$50 or \$100 have no impact, Prabhakaran looked for a fun way for individuals to see their donations bundled together—and he enlisted his 8-month-old son to help. He set out to try to raise \$2,500 by building a holiday picture tree on his office door (a twist on the old fundraising thermometer). For every \$50 raised,



a cute picture of his son would be added to the tree—or a picture of the donor's own loved one (or pet, or celebrity crush). Thanks to over 30 individual donations, the fundraising drive raised well over \$10,000 for the center and its programs and produced a wonderful and diverse picture tree on Prabhakaran's office door. In a bar association blog post about his efforts, Prabhakaran wrote that he hopes his son "will feel passionately about giving back to his community, and that he will understand the important role that he can play in galvanizing others to also give back to their community. So I figured why not start him off now?"

12. NETWORKING WITH PROMISING, UNDERREPRESENTED STUDENTS

In June, Microsoft and DWT co-hosted a panel discussion and reception at John Jay College of Criminal Justice, a school whose students are primarily members of minority groups. The event provided networking and advice for students with

an interest in pursuing law school, and was driven by Vielka V. Holness, director of the college's Pre Law Institute. About 60 undergraduate and graduate students attended the discussion, moderated by Heather Wilde, a senior attorney from Microsoft. DWT contributed three of the six panelists: associate Collin Peng-Sue, summer associate Tim Fleming, and former summer associate Dan Murphy, an in-house lawyer at the *New York Daily News*. The speakers stayed for an hour after the discussion to meet the students and provide individual guidance and insight.

13. SPEED-NETWORKING WITH DIVERSE LAW STUDENTS

For the fourth year in a row, DWT hosted and co-sponsored (with Microsoft) a speed-networking event for diverse students from the University of Washington Law School. The event at our Seattle office drew about 40 students, as well as 17 guest attorneys representing a variety of practice areas, including DWT partner Wendy Kearns and associate Joanne Morton.

14. HELPING EVALUATE JUDICIAL CANDIDATES ON DIVERSITY

As a member of the Loren Miller Association, an organization of African-American legal professionals in Washington state, DWT partner Portia Moore has been helping lead the revival of a judicial evaluation committee, which now meets bi-monthly in DWT's Seattle offices. "We need diverse members of the community on the bench," says Moore, "and judges who are sensitive to the needs of the diverse people who'll come before them." The committee has begun interviewing and issuing ratings—from "not qualified" to the coveted "exceptionally well qualified"—for candidates for Superior Court, Court of Appeal, and state Supreme Court positions. "It's becoming a highly sought-after recommendation," Moore says.

15. CREATING A VETERANS DAY LUNCH TO HONOR AND EDUCATE

The generation with first-hand knowledge and experience of World War II is slowly being lost. But lawyers and staff in our Bellevue office got to meet three of them, and learn a little WWII



history, thanks to a Veteran's Day lunch organized by partner Warren Koons, whose own father was a radio operator on B-24s during WW II and the recipient of the Distinguished Flying Cross. Koons brought three eminent World War II pilots in the area to speak about their remarkable experiences: one a friend he's known for years (a glider pilot whose unit was greeted by Winston Churchill and General Eisenhower on its return from behind enemy lines); one the father-in-law of a DWT staff member (a B-24 pilot); and one a gentleman Koons met in the locker room of the Bellevue Club (a B-17 pilot shot down on his first mission and a German POW for 13 months). The group was also joined by DWT partner Rich Elliott, a nuclear submarine officer during the Vietnam War. Elliott brought along his

"WE NEED DIVERSE MEMBERS OF THE COMMUNITY ON THE BENCH," SAYS MOORE, "AND JUDGES WHO ARE SENSITIVE TO THE NEEDS OF THE DIVERSE PEOPLE WHO'LL COME BEFORE THEM."

Meritorious Unit Citation ribbon, his officer's sword, and his Navy dress uniform jacket—which still fit! Elliott spoke passionately about his service on the USS Stonewall Jackson, whose crew was awarded MUC for its excellent performance in major nuclear submarine warfare exercises (test-firing the sub's Poseidon missiles). The several dozen people who attended the lunch also heard from Kathy Ulrich, donor stewardship officer for Seattle's Downtown Emergency Service Center, a shelter serving the chronically homeless, who spoke about her organization's efforts to connect with veterans.

16. HOSTING A STATEWIDE DIVERSITY SUMMIT

In May, DWT's Seattle office played host to a major summit on diversity and inclusion in the legal profession. The Initiative for Diversity, whose chair is DWT partner Roger Leishman, convened its 2013 Managing Partners Summit on the topic: "From Diversity to Inclusion: Managing Legal Employment in a Changing Profession." The event attracted a host of leaders from law firms, corporations, the judiciary, bar associations and elsewhere, for a frank and inspiring discussion on diversity and inclusion issues. The co-hosts were Washington State Supreme Court Chief Justice Barbara Madsen and Microsoft GC Brad Smith. Seattle partner-

in-charge Bob Blackstone gave welcoming remarks. The four-hour long session included several moderated panels and an hour-long open dialogue. Washington State Supreme Court Justice Steven González gave the closing remarks.

17. PROVIDING SUPPORT AND OPPORTUNITY TO DIVERSE YOUNG LAW STUDENTS

Our 1L Diversity Scholarship Program offers a paid summer position in our Portland or Seattle office, plus \$7,500 for second-year tuition and expenses. It is open to diverse first-year law students who have a record of academic achievement and who are committed to civic involvement that promotes diversity. Since the program began in 2002, DWT has awarded

32 scholarships to diverse students. This year we were pleased to have two scholarship winners. Jose Hernandez joined us in our Seattle office. Born in Guadalajara, Mexico, Jose immigrated to the U.S. with his family and grew up in Portland, Ore. While in high school, he spent his summers as a migrant farm worker, and was the first in his family to attend college, where he earned a degree in Psychology while working full-time in the tech industry. He is a student at the University of Washington School of Law. Kalia Bush joined us in our Portland office. A native of Detroit, Kalia is a Trustee Scholarship recipient at the Michigan State University School of Law and formerly worked in the Treasury Services division of JP Morgan Chase & Co. in New York City.





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18. RANKING HIGH ON DIVERSITY SCORECARD

Again this year, DWT was ranked among the Top 100 firms nationally in American Lawyer's annual Diversity Scorecard, which surveys firms on their percentage of minority attorneys and partners.

19. WORKING TO CLOSE THE DIGITAL DIVIDE

The Minority Media and Telecommunications Council (MMTC) honored us this year with a Distinguished Pro Bono Service Award. MMTC is a national nonprofit organization dedicated to promoting and preserving equal opportunity and civil rights in the mass media, telecommuni-

cations, and broadband industries. DWT received the honor, which was shared with Akin Gump, at the Council's 11th Annual Access to Capital and Telecom Policy Conference in July. MMTC said DWT has "generously supported MMTC by providing mentoring, office infrastructure, and general operational support, above and beyond the call of duty."

Wes Heppler, a partner in our Washington, D.C., office, who is MMTC's relationship partner and a member of the organization's New Telecom and Internet Policy Taskforce, accepted the award on behalf of the firm.

20. ADVANCING WOMEN TO LEADERSHIP POSITIONS

For the third year in a row, DWT was recognized for the significant number of women in top leadership positions at the firm. The firm was awarded Gold Certification by the Women in Law Empowerment Forum (WILEF), a nationally known educational venue for women in the largest law firms and corporate law departments. WILEF Certification emphasizes the leadership roles actually 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 met five. Nationwide, Gold Certification went to just 42 firms last year.

21. EARNING A PERFECT SCORE FOR LGBT WORKPLACE EQUALITY

DWT received a perfect score on the Human Rights Campaign Foundation's annual Corporate Equality Index. The Human Rights Campaign is the nation's largest civil rights organization dedicated to LGBT issues and has researched and rated large U.S. employers on their policies and practices pertinent to LGBT employees for 12 years. Among the 40 policies and practices tracked by the Index are: non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. Davis Wright's efforts in satisfying all of the criteria resulted in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality. 

FOR THE THIRD YEAR IN A ROW, DWT WAS RECOGNIZED FOR THE **SIGNIFICANT NUMBER OF WOMEN IN TOP LEADERSHIP POSITIONS** AT THE FIRM.

DIVERSE LEADERS AT DWT »

CAROL BERNICK, RON CAI, CLAUDE GOETZ, MARY HAAS – Four of the firm's nine partners-in-charge

INGRID BRYDOLF, CAMILO ECHAVARRIA, CLAUDE GOETZ, EMILIO GONZALEZ, JANET GRUMER, KELSEY SHELDON, TIFFANY SWITZER, SARAH TUNE – Eight of the firm's 14 Future Leaders

MARY DROBKA – Chair of the Attorney Evaluation (Associate) Committee

DANIELLE FRAPPIER, ELIZABETH MCNAMARA – Two of the firm's Top 3 revenue generators in 2013

SHARON SCHNEIER – Chair of the Executive Committee

PROMOTIONS »

Congratulations to these diverse DWT attorneys who were promoted to **CONTRACT PARTNER** as of 2014



NANCY CLAPP
LOS ANGELES | Real Estate



AMBIKA KUMAR DORAN
SEATTLE | Media & First Amendment



CARLA A. MCCAULEY
LOS ANGELES | Litigation



HEATHER G. WIGHT-AXLING
SEATTLE | Business Transactions

Congratulations to these diverse DWT attorneys who were promoted to **EQUITY PARTNER** as of 2014



DANIELLE M. FRAPPIER
WASHINGTON, D.C. | Communications



JANET L. GRUMER
LOS ANGELES | Employment



PORTIA R. MOORE
SEATTLE | Employment



KELSEY M. SHELDON
BELLEVUE | Employment



SHEEHAN H. SULLIVAN WEISS
SEATTLE | Employment

ORGANIZATIONS

WE SUPPORT

Whether we contributed legal counsel, financial help, or sweat equity, DWT worked with a **wide variety of organizations** focused on diverse or marginalized communities in 2013. Here is a selection of the groups we are proud to have supported over the past year.

AIDS Legal Referral Panel
Alaska Native Justice Center
American Civil Liberties Union
American Constitution Society
for Law and Policy
American Immigration Lawyers Association
American Indian College Fund
American Jewish Committee
Arizona Diversity Pipeline Project,
State Bar of Arizona
Asian American Journalists Association
Asian Bar Association of Washington
Asian Law Caucus
Bar Association of San Francisco Justice
& Diversity Center
Basic Rights Oregon
Bet Tzedek
Black Women Lawyers Association
California Minority Counsel Program
Campaign for Equal Justice
Diversity Story Wall, Oregon State Bar Association
Eastside Heritage Center
Eastside Legal Assistance Program
Eastside Nihon Matsuri Association
Equity Foundation
Explore the Law Pipeline Program,
Portland State University
Family Equality Council
Filipino Lawyers of Washington
German American School of Portland
GirlVentures
Hartley House
Hispanic National Bar Association

Hope Community Resources Inc.
Hopelink
Human Rights Campaign
International Women's Media Foundation
Japan Business Association of Seattle
Japan-America Society
Jewish Home of San Francisco
Korean American Bar Association
Lambda Legal
Lan Su Chinese Garden
Latina/o Bar Association of Washington
Lawyers' Campaign for Equal Justice
Lawyers' Committee for Civil Rights Under the Law
Legal Action Center
Loren Miller Bar Association
Los Angeles Center for Law and Justice
Martin Luther King Celebration, King County
Bar Association
Mexican American Bar Association
Minority Bar Association
Minority Corporate Counsel Association
Minority Media & Telecom Council
Mother Attorneys Mentoring Association of Seattle
National Asian Pacific American Bar Association
National LGBT Bar Foundation
National Native American Law
Students Association
National Women's Law Center
OLIO Diversity Sponsorship, Oregon State Bar
Oregon Asian Pacific American Bar Association
Oregon Hispanic Bar Association
Oregon Minority Lawyers Association
Oregon Women Lawyers

Outdoor Industries Women's Coalition
Portland Latino Gay Pride
Portland Suzhou Sister City
QLaw: The GLBT Bar Association of Washington
Rainier Scholars
Seattle Stand Down Veterans Event
Seattle Urban League
SHAWL (Support for Harbor Area Women's Lives)
South Asian Bar Association of Washington
Statewide Diversity Conference, Washington State
Bar Association
Step Up Women's Network
Tahirih Justice Center
Thai American Bar Association
The Legal Foundation of Washington
The United States Holocaust Memorial Museum
The Urban League of Metropolitan Seattle
The Walter Kaitz Foundation
Third & University Limited Partnership
Tuality Healthcare Foundation
United Way of King County's Project LEAD
US China Business Council
Vietnamese American Bar Association
of Washington
Volunteer Advocates for Immigrant Justice
Washington State China Relations Council
Washington State Holocaust Education
Resource Center
Washington State Initiative for Diversity
Washington Women Lawyers
Youth, Rights and Justice



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