

# DIVERSITY

2013

## & INCLUSION REPORT

### empower 04

DWT women are raising  
their leadership profile

### Late Start 10

Older associates find  
a warm welcome

### Change Makers 12

Two LGBT leaders take charge



# COMMITTEE

Formed in 1999, 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.



**DUANE BOSWORTH** | PDX  
Partner | Communications, Media, Litigation  
Committee Chair



**KAREN RUSSELL** | SEA  
Of Counsel | Employment & Labor  
Director of Diversity and Inclusion



**SONA BALACHANDRAN** | NYC  
Associate | Business Transactions



**WARREN KOONS** | BEL  
Partner | Commercial Real Estate



**KAREN BALTIER-LONG** | SF  
Office Administrator



**ROGER LEISHMAN** | SEA  
Partner | Litigation



**PEG BENSON** | SEA  
Administrative Assistant



**ALEX LIBERATO** | SEA  
Marketing



**ED DAVIS** | NYC  
Partner | Media, Intellectual Property &  
Commercial Litigation



**RICHARD PEARSON** | SEA  
Professional Development



**SHEILA GIBSON** | LA  
Partner, Intellectual Property



**VIDHYA PRABHAKARAN** | SF  
Associate | Energy



**PETER GOWELL** | SEA  
Controller



**KAREN ROSS** | DC  
Associate | Business Transactions



**CHRIS HELM** | SEA  
Partner | Business and Immigration



**NICOLE SANDOZ** | LA  
Associate | Employment & Labor



**LESLIE HENSON** | PDX  
Professional Development



**KATHLEEN SHAW** | SEA  
Recruiting

# WELCOME

*Dear clients and friends—*



Welcome to Davis Wright Tremaine's 2013 Diversity & Inclusion Report. We're delighted to provide you this window into the efforts of our attorneys, staff, and management during the past year. The advancement of diversity and inclusion is a core value at this law firm, and takes many forms. One of those forms is this report itself, which is meant to engage and inspire clients and friends—as well as our own attorneys and staff—with stories of our work.

While we're grateful for results achieved, and recognition received, we know we're still in the early stages of a challenging and ongoing campaign to improve diversity in the legal profession and promote cultural understanding in the world at large. This year we are redoubling our own efforts with the launch of a firmwide assessment of where we stand on diversity—what we're doing best and where we can improve—with a particular focus on retention, advancement, and promotion.

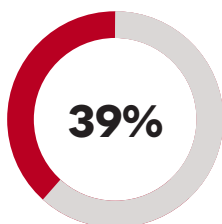
We have also continued to integrate diversity and inclusion even deeper into all parts of our work, structure, policies, and practices. Measurable improvements are now part of our firmwide strategic plan, the annual goals of the managing partner, and the goals of each practice. Our diversity and inclusion activities are now formally part of our overall professional development efforts, which allows us to leverage what we are doing in training, mentoring and retention.

We look forward to having your support and participation in this important effort. Our best wishes for 2013,

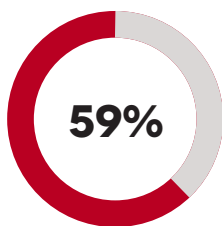
*Dave & Karen*

Dave Baca | Managing Partner

Karen Russell | Of Counsel | Director of Diversity and Inclusion



OF DWT PARTNERS AND OF COUNSEL ARE DIVERSE\*



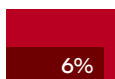
OF DWT ASSOCIATES ARE DIVERSE\*



23% OF DWT PARTNERS ARE WOMEN



49% OF DWT ASSOCIATES ARE WOMEN



7% OF DWT PARTNERS ARE ETHNIC MINORITY



23% OF DWT ASSOCIATES ARE ETHNIC MINORITY

\*"DIVERSE" MEANS FEMALE, ETHNIC MINORITY, LGBT, AND/OR VETERAN. <sup>†</sup>BASED ON NALP 2012 STATISTICS FOR LAW FIRMS BETWEEN 251-500 LAWYERS.

empower



# NETWORKING, SUPPORT, AND CAREER DEVELOPMENT: DWT WOMEN ARE DOING IT FOR THEMSELVES

 *Mark Fefer*

 *Sara Psachos*

## FIRMWIDE



**01.**

Lynn Loacker, Partner, Davis Wright Tremaine LLP,  
a co-founder of empoWer.



**02.**

Terry Jones, Senior Vice President,  
US Bank, a co-founder of empoWer.



**03.** Rebecca Pomeroy, CEO,  
Moss Adams Wealth Advisors LLC,  
a co-founder of empoWer.

A move to build more business, camaraderie, and networking opportunities for DWT women has spread across the firm, with events this past year at multiple offices. These efforts include the formal launch in Seattle and Bellevue of a new initiative in collaboration with US Bank and Moss Adams, both leaders in promoting the advancement of women.

The Seattle/Bellevue project, called empoWer, aims to promote the professional and personal growth and success of women attorneys at DWT, and pave their way to leadership roles. While many law firm initiatives focus on the development of women attorneys within the firm, empoWer recognizes the importance of developing books of business through collaboration with referral sources from other companies and industries.

"A basic tenet of the project is that lawyers who control business and client relationships have the ability to be agents of change and persons of influence in the firm and the community," says partner Lynn Loacker, one of the co-founders of the initiative.

Another co-founder, partner Sarah English Tune, says: "The importance of empoWer is that it helps women attorneys expand their networks as part of their professional and business development."

A preliminary event was hosted by the firm on April 9th. Over drinks and hors d'oeuvres, Loacker introduced Tammy Young, who was then a managing director at Moss Adams, a company that has its own established and successful women's networking group, called Forum\_W.

Young told the attorneys that the women at her firm were "fired up to get to know you." She noted that "building a book of business" is essential to success in professional services, and that networking is the key to making it happen.

Seattle partner-in-charge Bob Blackstone was in attendance at the empoWer kickoff, where he pledged to support the effort "120 percent" and said he viewed the advancement of women as "critical to our success."

The empoWer initiative formally launched with a cocktail reception at DWT's offices on Thurs., May 24, followed by a series of gatherings over the year. These included a Rainmakers Panel and a Networking 101 session. Membership includes over 40 women attorneys from DWT.

In December, empoWer members gathered for a reception at the Seattle Art Museum, followed by a tour of the current exhibition: "Elles: Women Artists From the Centre Pompidou, Paris." Like the

**01-03.** DWT attorneys from San Francisco gathered for an evening of group cooking, eating, and drinking.  
**04.** A December empoWer event at the Seattle Art Museum. **05-06.** Portland's fall event for women.

exhibition, the reception celebrated women: All the food and drink was sourced from women farmers, food artisans, winemakers, and distillers.

The project is just one of many efforts in 2012 to leverage network effects for women at Davis Wright. Here are a few others:

- About 15 women from the D.C. office gathered in February for dinner at the home of partner Laura Handman, where they discussed work/life balance, as well as business development.
- In March, nine women from the Bellevue office gathered for dinner at a local restaurant, a social event organized by Lynn Manolopoulos and Crissa Cugini.
- Also in March, nine women from the San Francisco office met at a small wine shop in the SOMA neighborhood for an evening of group cooking, eating, and drinking, run by the company Parties That Cook.
- In the summer, Seattle partner Cassi Kennan hosted a dinner at her home, attended by almost fifty women, where she led an informal discussion among a panel of five senior women partners from the New York and Seattle offices.
- For the second consecutive year, DWT's Portland office organized a fall event for women attorneys, clients, and friends at a popular event space, where they could share tips, exchange stories, build relationships, and hear from an inspirational guest speaker. This year's event, held in November, attracted 70 clients and friends. Opening remarks and introductions were made by Portland partner Chrys Martin, followed by a talk by Carol Gardner, who, in her 50s, started a greeting card company featuring her dog Zelda that has become a national sensation.
- Also in Portland, a group of DWT attorney moms has started getting together quarterly for an informal discussion of working/lawyer/parenting issues.

And more events are already being planned. As the empoWer initiative continues to grow, it will be expanded to include women thought leaders in other industries as well. The three companies hope to take their pilot partnership for business development to other cities where DWT, Moss Adams and US Bank all have regional offices.

"As recognized by our Gold Standard Certification from the Women in Law Empowerment Forum [see page 7], Davis Wright is already a place where women can excel," says Loacker. "We are determined to create even more opportunity in the future."



01.



02.



03.



04.



05.



06.

# PROMOTIONS

01.

Congratulations to these attorneys who have been promoted to **CONTRACT PARTNER**:



**DONNA M. COCHENER** | SEA  
Business Transactions



**SHEILA R. GIBSON** | LA  
Intellectual Property

02.

Congratulations to these Contract Partners who have been promoted to **EQUITY PARTNER**:



**CINDY L. CADITZ** | SEA  
Intellectual Property



**JUDITH DROZ KEYES** | SF  
Employment



**YUPING WANG** | SHA  
China



# AWARDS & RECOGNITION

## DWT Saluted as Diversity Champion

For the fourth consecutive year, Davis Wright was honored by our client Chevron Corp. for our diversity efforts. Since 2005, Chevron has been recognizing its law firm partners that show a demonstrated commitment to diversity. Davis Wright's performance has been so exceptional during this time that Chevron decided to—in the words of the company's general counsel, R. Hewitt Pate—"retire the firm's number." DWT was recognized as a "diversity champion" at Chevron's 2012 Law Firm Diversity Awards ceremony in August. "We have been impressed with Davis Wright's ongoing commitment to diversity and how the firm has continued to advance each year on what it's done before," said Josetta Jones, chair of the Diversity Council in Chevron's law department. "It takes a lot to be committed on that level, including time from management at the firm." In recognition of Davis Wright's efforts, Chevron made a \$5,000 donation to a local non-profit legal organization of the firm's choice. Davis Wright chose to direct the funds to the Volunteer Legal Services Program (VLSP) of the Bar Association of San Francisco. Among VLSP's initiatives is Destination Law School,

a program that aims to increase the number of diverse college graduates entering law school. Donations of \$5,000 also came from Davis Wright's San Francisco office and the firm's office of diversity and inclusion, resulting in a total contribution to VLSP of \$15,000.

## DWT Saluted for High Levels of Women in Leadership

The Women in Law Empowerment Forum awarded DWT its Gold Standard Certification for integrating women into the highest leadership positions within the firm. Firms were required to demonstrate that women represent a meaningful percentage of their equity partners, their highest leadership positions, their governance and compensation committees, and their most highly compensated partners. Gold is the highest certification.

## DWT Ranked High on Diversity Scorecard

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.



# AROUND THE FIRM



## DWT PARTNER INSTALLED AS HEAD OF WASHINGTON STATE BAR

In September, DWT partner Michele Radosevich was sworn in as the new president of the Washington State Bar Association. For Radosevich—who focuses her practice on state and local tax litigation and has been at DWT since 1995—this is just the latest of many leadership roles she has taken on, in the legal community and beyond. She was featured on the cover of the bar association’s monthly magazine, where she said her number-one goal as president was to improve communications to and from members.

## 02 MICROSOFT MENTORING PROGRAM

### KICKS OFF AT DWT

Lawyers from Microsoft came to DWT’s Seattle office in July to launch the fourth year of the Microsoft-PPP Diverse Attorney Mentorship Program. Pioneered by DWT—and now including Perkins Coie and Orrick, Herrington & Sutcliffe—the program matches diverse firm associates with in-house counsel mentors. The aim is to improve retention at Microsoft’s Premier Preferred Providers, as well as give associates working on Microsoft matters a stronger understanding of the client’s needs. Mentor Jason Barnwell, an attorney in the Developer Division of Microsoft’s Servers and Tools Business, recalled that when he was an associate at a firm, “there were not a lot of chances to have unstructured, non-billable time with a client, to really learn what their business was. I would have valued having the insight and opportunity this program offers.” Four DWT associates—Jordan Bowler, Zana Bugaighis, Christina Chan, and Felicia Dixon—are participating in the program this year. Holly Nguyen, a senior attorney at Microsoft and co-chair of the program, said there is an emphasis on getting the mentees in a position to receive “origination credit” for work obtained directly from their mentors.



## DIVERSITY CLE FOCUSES ON BUILDING A WORK PORTFOLIO

There are many elements to developing a career at a law firm, and one of the most important is building a strong and consistent flow of work. At a Diversity & Inclusion CLE in the Seattle office in February, organized by diversity and inclusion director Karen Russell, a group of associates and partners—including Seattle partner-in-charge Bob Blackstone—came together to discuss strategies for building a work portfolio. Over an elegant lunch, Pete Johnson, a partner in the transactions group, outlined some of his favorite tips for how to become a go-to associate. That was followed by the “game” portion of the event, in which attendees competed to name ten specialty bar associations in Washington state and five that are national. The point of the exercise: Associations can be an extremely valuable tool for generating work, and associates should get to know them. Partner Jayanne Hino, who has served on the board of the Asian Bar Association of Washington, and partner Ken Payson, who was served as that same association’s president, talked about the many strategies they employ to get the most out of association membership and meetings. The discussion prompted a host of practical networking tips, such as the suggestion that ladies without pockets carry their business cards behind their name tags.



## SEATTLE ASSOCIATE DESCRIBES HIS “HAPA” EXPERIENCE

Matthew Sullivan, an associate in DWT’s litigation group, was featured in a video created this year about the experiences of people who are “hapa”—that is, mixed-race, with full or partial roots in Asia or the Pacific Islands. The video was produced by the City of Bellevue (Wash.) Cultural Diversity Program and posted on YouTube. Sullivan, who is Korean-American, says in the video that being Hapa “opens the world to you in a way that being from one culture might not. We’re kind of quintessentially American—a little bit of everything.”

## ASSOCIATES SPEND A DAY AT MICROSOFT

One of the highlights of the summer associate experience at DWT is the chance to spend a day at Microsoft's Redmond campus and hear a panel of in-house Microsoft lawyers discuss their work. The annual event, which is open to summer associates from Microsoft's Premier Preferred Provider firms, is intended to build the pipeline of young lawyers—especially diverse lawyers—interested in intellectual property, says Dan Waggoner, DWT's relationship attorney for Microsoft.

Girmay Zahilay, a student at the University of Pennsylvania Law School, and a recipient of Davis Wright Tremaine's 2012 1L Diversity Scholarship (see page 15), says he found the day highly valuable as a window into the thinking of Microsoft attorneys. "Just to get to know their legal department and how they choose to delegate work was useful," says Zahilay. "Also to learn what we can do during non-billable hours that would allow us to serve them better—namely, get to know their industry. They don't want us to look at projects as isolated assignments, but as part of the company's larger objectives."



06

### DWT HOSTS MOTHER- ATTORNEY GROUP'S MONTHLY SEMINARS

Since its founding six years ago in Seattle, the group MAMAS has grown dramatically and inspired affiliate chapters in numerous cities, all of them working to help mother-attorneys of all kinds navigate the unique challenges they face in such a demanding profession. This year, we have been pleased to host at our offices the MAMAS monthly lunch seminar series, which is co-directed by DWT partner Donna Cochener. One recent session was on leadership communication skills and attracted 40 women, including a half-dozen from DWT. In 2013, attorney Heather Coldwell is joining Cochener on the MAMAS board and as co-chair of the lunch series, which will continue to be held at DWT.



### SEATTLE DIVERSITY BREAKFAST RAISES FUNDS FOR PIPELINE PROGRAM

A dozen folks from DWT's Seattle office—including partners, summers, associates, and staff—came away charged up from a diversity breakfast and CLE this summer at the Washington Athletic Club. The event was sponsored by the Puget Sound Chapter of the Association of Legal Administrators (PSALA), whose executive board and diversity committee includes DWT's Seattle facilities manager, Lisa Wabik. Wabik spearheaded the firms' participation, saying, "I thought this would be beneficial for us and a great way to connect outside the office." The featured speaker at the event was Candi Castleberry-Singleton, the Chief Inclusion and Diversity Officer at the University of Pittsburgh Medical Center, who discussed how leaders can create accountability in their firms and how inclusive environments create engaged employees. The event was a fundraiser for the King County Bar Association's Future of the Law Institute, a yearlong program for minority and economically disadvantaged high school students interested in learning more about a career in the law.



08

### SF ASSOCIATE RECOGNIZED FOR GENEROSITY TO LEGAL SERVICES PROGRAM

SF associate Vid Prabhakaran, who focuses on energy industry matters, was featured in the Bar Association of San Francisco Bulletin in an interview about his generosity to the association's Volunteer Legal Services Program. In the story, Prabhakaran said: "Each dollar you give to VLSP's free legal services has such an obvious and immediate impact." Prabhakaran is currently a co-chair of the bar association's Equality Committee, which is in charge of the effort to have a Goals and Timetables Report on diversity every five years. "Our focus on that committee is retention of diverse attorneys at law offices," he says.



# SUCCESSFULLY START A LAW CAREER IN YOUR 40s?

## HOW TWO DWT WOMEN MADE IT HAPPEN



Mark Fefer

SEATTLE / NYC



If there was one magazine article that every woman working in the legal profession surely read last year, it was Anne-Marie Slaughter's piece in *The Atlantic*, entitled "Why Women Still Can't Have It All." The article argued that our culture and economy together make it nearly impossible for women to enjoy a satisfying family life and achieve high levels of professional success.

The article spawned conversation around the country, including at DWT, where a luncheon meeting was convened at the Seattle office to discuss the issues the magazine raised.

Among the numerous ideas advanced by Ms. Slaughter was that attempting to build a new career at a mature age—perhaps after raising children—was a losing proposition for women. That assertion came as news to two DWT associates, both of whom graduated law school late in life, and have built successful careers at the firm.

"If your credentials are good, people are going to be interested," says Camille Calman, a mid-level associate in our New York office, who is turning 50 this year.

Calman spent the early part of her adult life working in the arts and then TV news—and she's glad she did. "At age 21, it's easy to say 'Who needs money?'" she laughs. She served as a theatrical stage manager, and then, "when it became clear I couldn't afford a new pair of sneakers," she moved into television. She ended up being a segment producer at the business news cable network CNBC.

But she eventually saw no upward trajectory that seemed fun or interesting. "I looked around at my bosses and they weren't making TV anymore," she says. "They were supervising and going to meetings." Seeking out a new field, she says, "I started to think about what skills I had, and had been using, and where they might take me."

The law struck her as a perfect fit.

"Writing a TV interview is not so different from writing a deposition," she says. "Stage-managing a play and trying to figure out all the things that can go wrong is not that different from preparing for trial. The things I'm good at are the things lawyers need to do."

She was accepted to Columbia Law School and was the oldest person in her class upon



01.

Camille Calman in 2007, a year after graduating law school.

01.

**T**hese women are competing with their younger selves... Personally, I have never seen a woman in her 40s enter the academic market successfully, or enter a law firm as a junior associate, Alicia Florrick of *The Good Wife* notwithstanding.

—“Why Women Still Can’t Have It All”

entering in 2003. But nowhere did she find that her age presented an obstacle. Quite the contrary.

“I did well and was the executive managing editor of the law review,” she says. “When applying for summer associate jobs, I got more interviews than friends who were younger. Employers didn’t look at me and say, ‘Boy, we’d rather have a 24-year-old who would stay up all night.’ What I had was something younger associates don’t have: experience in the workplace. I wasn’t going to put my foot in my mouth in front of clients. Some of the firms did a lot of copyright work, which related to my previous careers.”

Calman spent five years with a large New York firm after graduating, and put in plenty of long hours—which, she notes, would have been more challenging for someone with small children. “Nobody treated me differently because I was old,” she says.

In May 2011, she returned to DWT’s New York office, where she’d had “a wonderful time” as a summer associate. She now practices with the firm’s nationally renowned media and First Amendment group as a litigator, and co-edits the group’s award-winning newsletter *MediaLaw Monitor*.

When Joanne van Erp Montague, an associate and patent attorney in our Seattle office, graduated from Seattle University Law School she was 49—and had been out of the full-time workforce for 20 years. But she too found a way to capitalize on her earlier work and education and parlay it into a successful legal career.

With a bachelor’s degree in electrical engineering from Stanford, Montague had gotten her start working at Delco Electronics, a division of GM, on navigational computers for aircraft. Along the way, GM paid for her to get an M.B.A., which she acquired from the Wharton School.

But in 1989, with a 3-year-old in tow, Montague and her husband, Dave, moved to Seattle, where she decided to be at

home for a while. “I thought I’d last six months,” she says. “But it turned into 17 years and two more children. It was just the best situation for our growing family. To have the option was a great luxury.”

Eventually, with the first of her kids off to college, and the others becoming more self-sufficient, Montague needed a plan for what to do next. She began working with her husband on the business side of their new software consulting company. She also began to think about pursuing another degree, one that would provide her new direction while making use of her past experience. Intellectual property law seemed like the perfect fit.

Entering Seattle U’s law school—which is well known for the diversity of its student body—Montague knew, she says,

technical background and record at school outweighed any concerns there.”

Montague adds that “going into any job with a lot of life experience is really beneficial. I’ve seen so many organizations and had so many different positions—including volunteer positions—that it makes it easier to figure out how to work within any system.”

She came to Davis Wright in 2010, when a partner she was working closely with joined the firm. These days she focuses on licensing transactions of all sorts, with particular experience in standard-setting organizations and open source software.

Law, she says, “was a really great choice. You can step into a career where there’s a lot of responsibility and it’s intellectually challenging.”



▲  
**02.** Joanne van Erp Montague with her family.

that “I had to niche myself pretty early on. I wouldn’t have a lot of years to dabble in things.” She took the patent bar between her first and second years. And she went to work for an IP boutique firm after graduating summa cum laude.

“I never felt that being older was a detriment to my job search,” she says. “My

Having the right partner at home was also essential, she says. “My husband did everything while I was in law school and he still helps out a lot. What I really like is that I’m a role model for my kids. Not just saying you can do anything you want at any time, but showing it.” ■



## SEATTLE ASSOCIATE LEADS STATE'S GLBT BAR ASSOCIATION TO MARRIAGE-EQUALITY VICTORY

 **Mark Fefer**



**malcolmsmithphoto.com**

**SEATTLE**

When QLaw, the GLBT Bar Association of Washington State, was just getting off the ground in 2006, Zana Bugaighis was a first-year law student at the University of Washington. She



immediately volunteered for the fledgling organization, and her duties included reading off a list of honorees at the first annual QLaw banquet.

This past April, Bugaighis found herself speaking at the banquet again—and this time it was to accept the job of association president.

“I think minority bars are extremely valuable,” says Bugaighis, who joined Davis Wright as a third-year associate in January 2011. “They help to provide community. It’s a source of mentorship. And it’s a great forum for practicing networking and business development.”

For Bugaighis, there was no question about her main agenda item: Marriage equality. At the time she was elevated to the job of president, Washington state’s legislature had passed, and the governor had signed, a measure legalizing same-sex marriage. But signatures were already being gathered for a referendum. A tough battle lay ahead as the referendum qualified for the ballot.

Bugaighis mobilized QLaw’s board to organize phone banks for voter outreach, as well as to plan and execute multiple fundraising events that brought in more than \$70,000—all of which went to fund the voter education and turn-out efforts of Washington United

for Marriage. The campaign was victorious, as Washington joined Maine and Maryland in approving marriage for gay partners.

Bugaighis was assisted in her efforts by DWT marketing specialist Alex Liberato, a new member of the QLaw board and chair of QLaw’s communications committee, as well as Molly Klein, firmwide events planner at DWT, who is a member of QLaw’s events committee. Partner Roger Leishman also serves on QLaw’s advisory council.

Bugaighis says DWT has supported her QLaw involvement fully. The firm elevated its sponsorship of the QLaw banquet this year to reflect the increase in QLaw participation of both attorneys and staff. And the day after the banquet, DWT hosted a day-long CLE covering the legal issues that arise at all stages of an LGBT relationship. It attracted almost 70 attendees. 



Zana Bugaighis and the QLaw board celebrate at the annual QLaw banquet in March 2012.

# PORTLAND ASSOCIATE LEADS CAMPAIGN TO PROMOTE LGBT ACCEPTANCE AT CHRISTIAN UNIVERSITIES

 **Mark Fefer**    **PORTLAND**

Portland associate Paul Southwick has proven his persuasive powers in the legal arena. Two years ago, at age 27, he argued and won a pro bono case before the Oregon State Supreme Court, and was publicly praised later by the chief justice for his skillful arguments.

These days Southwick is also deploying his skills and passion to a new cause: convincing his alma mater, George Fox University, a Christian institution in Oregon, to adopt policies more tolerant and supportive of LGBT students.

Southwick is the co-founder of OneGeorgeFox, a group of LGBTQ, and LGBTQ-friendly, George Fox alumni. Through events, regular meetings with university officials, and social networking, the group has sought to persuade the George Fox administration to change its rules forbidding homosexual relationships, permit an LGBTQ student group, and allow speakers on campus who would offer a positive message about being gay.

"The reason I'm devoting so much time to this effort is because I want to spare current and future LGBTQ students the pain and isolation that I went through in college," says Southwick. "I want them to know that it is perfectly normal to be gay, that they can still be people of faith, and that they can have satisfying relationships and a family."

Southwick has already had significant success. The


University agreed to allow two speakers chosen by OneGeorgeFox to participate in a panel discussion on faith and sexuality in November, the first time that an affirming message about homosexuality has been officially allowed on campus. The event was

their effort to be recognized as an official George Fox student group. He's also aiming to have an LGBTQ presence at homecoming and is lobbying to require anti-bullying training for resident life staff.

In addition to his behind-the-scenes work, Southwick

Hope for Queer Students at Conservative Christian Colleges?"

Southwick's efforts are part of a larger national campaign to end anti-LGBTQ policies at Christian universities. Since the launch of a group called OneWheaton at Illinois's Wheaton College in the spring of 2011, 'One' has become a kind of brand name for this effort to build awareness and support for LGBTQ students on Christian campuses. Last year, upon discovering that an opponent of the movement had bought up URLs that included the names OneGeorgeFox, OneWheaton, and others, Southwick helped to pressure the cybersquatter to relinquish the Web addresses.

Social media is a critical component of the campaign. Southwick recently launched a video project on Facebook called "On God's Campus: Voices from the Queer Underground," which presents weekly interviews with current and former students at Christian institutions around the country. "They talk about what it means to be gay and Christian, why they chose to go to a Christian school where no gay relationships are recognized, why they stay, and so on," says Southwick. The goal is to complete 100 interviews, then produce a book, using a crowdsourcing method to generate funds. "I'm the largest funder for the moment," Southwick says. 



▲ Paul Southwick has launched a video series about the experiences of LGBTQ students at Christian institutions of higher learning.

so well attended that two overflow rooms had to be equipped with video feeds, Southwick says.

"It was definitely a historic day for George Fox and alumni who care about this issue," says Southwick. He attributes the University's more conciliatory stance to the outpouring of support that OneGeorgeFox has received since launching in March.

The most important responsibility of OneGeorgeFox at the moment, Southwick says, is supporting a group of current LGBTQ students in

has frequently been the public face of OneGeorgeFox. He was a guest last year on a popular Oregon Public Broadcasting radio show called Think Out Loud, where he described his own experience as a George Fox student experiencing same-sex attraction, and the two years he spent, at the behest of his pastor, seeking to be "re-educated." Southwick has also been interviewed by Willamette Week, Inside Higher Ed, and other publications, and recently published a column on The Huffington Post entitled "Is There



09

## PORTLAND PARTNER RECOGNIZED FOR VOLUNTEER WORK IN ZAMBIA

Carol Bernick, partner-in-charge at Davis Wright's Portland office, was profiled by Multnomah Lawyer, the magazine of the Multnomah County Bar Association, for her work last summer with Habitat for Humanity in Zambia, the third-poorest country in Africa. Bernick, along with her teenage son, spent two weeks building brick-and-mortar houses with other volunteers. In the story, Bernick described her experience as "a unique opportunity to get into such close contact with another culture. You are literally in these people's homes working alongside them. They were so appreciative of our being there." In the town where she worked, "it's tough to figure out how to begin making a living," Bernick said. "But having stable housing should help."



10

## L.A. PARTNER HELPS CREATE LIVE, MUSICAL VERSION OF "IT GETS BETTER"

When a board member of the Gay Men's Chorus of Los Angeles had the idea to make a musical stage show of the It Gets Better Project, she knew just who to turn to for high-energy assistance: L.A. partner Jimmy Nguyen. As a longtime LGBT and diversity advocate, a speech champion and coach, a lover of the arts, and a highly regarded entertainment attorney, Nguyen had all the ingredients needed to help take the project from YouTube phenomenon to live, touring production. This past spring, he organized and drove the show's crowdfunding campaign on Kickstarter.com, where it generated over \$75,000 in contributions and became the most-funded theater project in the site's history. He's provided creative input, legal help, and PR assistance along the way. And in October he travelled with the cast for the show's Iowa City premiere. The heartland may seem far afield for a gay men's chorus from L.A., but that's exactly the point, says Nguyen. The show is not just about providing an uplifting message onstage, but enhancing LGBT acceptance in towns outside the major, gay-friendly, urban centers. Nguyen noted that at each stop on the show's tour—Lawrence, Kan., is later on the itinerary—the members of the chorus spend a week engaging in community dialogue. The photo above shows the cast visiting with the gay-straight alliance at Iowa City High School. The touring production of "It Gets Better" "asks the all-important question," he says. "Once the show leaves, what will local residents do to help their LGBT youth?" (Big city dwellers also have a chance to catch the show: a performance is scheduled for Feb. 1 in L.A., and Feb. 23 in Seattle. See [itgetsbettertour.org](http://itgetsbettertour.org) for details.)

11

## L.A. ASSOCIATE SERVING AS AIR FORCE RESERVE JAG

"For me, this is a way to give back. I think of it as pro bono work." So says L.A. associate Francisco (Kiko) Ochoa, who last year started his service as an Assistant Staff Judge Advocate in the U.S. Air Force Reserve. Over several months, beginning in March, Ochoa put in 4 1/2 weeks of active duty time at the Air Force Flight Test Center at Edwards Air Force Base. Ochoa says he spent much of his time helping out service members being deployed to Iraq or Afghanistan who needed a will, advance medical directive, or power of attorney. He also helped active and retired service members and their families with consumer law problems and landlord-tenant issues. Ochoa first decided to put his legal skills to work for his country in response to encouragement from some of his mentors in the L.A. area, both now judges, who served as Reserve Army JAGs. He was commissioned as a First Lieutenant after applying to the Air Force Reserve in 2008, and was later sent to five weeks of officer training school and nine weeks of military legal education, all at Maxwell Air Force Base in Montgomery, Ala. He's now a captain. The firm, he says, "has been really great" about his service commitment, agreeing to reduce the hours he's expected to bill and treating the time off as paid leave. Ochoa's other public service has included serving as president of the Philippine American Bar Association and as a program chair for the Hispanic National Bar Association's annual convention.



12

## NY OFFICE HOSTS THURGOOD MARSHALL INTERN



The Thurgood Marshall Summer Law Internship Program places high-achieving inner-city high school students with legal employers for the summer. The program is part of the New York City Bar's continuing efforts to enhance the diversity of the legal profession. Davis Wright Tremaine was pleased to once again welcome an intern to its New York office during the summer of 2012.

## DWT HOSTS SPEED-NETWORKING EVENT FOR DIVERSE LAW STUDENTS

In October, DWT hosted and co-sponsored (with Microsoft) a speed-networking event for diverse students from the University of Washington Law School. The annual event, created three years ago by the school's Asian / Pacific American Law Students Association, attracted nearly 50 diverse students, primarily 1Ls, who came for five-minute meet-ups with a host of attorneys and judges, plus a reception. Among the stellar mentors participating were the Honorable Ricardo Martinez of U.S. District Court for the Western District of Washington and retired state Supreme Court Justice Bobbe Bridge. "I thought it was great," said Kraig L. Marini Baker, chair of DWT's technology, e-business & digital media practice, and one of four attorneys from the firm who served as mentors. "It was a chance for the students to ask what we do every day and what our priorities are. Law school is too often divorced from legal practice. This is the kind of thing I wish I'd gotten to do as a student."



13



14

### 1L DIVERSITY SCHOLARSHIP WINNER SPENDS SUMMER AT DWT

Our 1L Diversity Scholarship Program offers a paid summer position in both our Portland and Seattle offices, 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 30 scholarships to diverse students. Five of those students are currently DWT associates.

Girmay Zahilay, a student at University of Pennsylvania Law School, was one of two recipients of the scholarship in 2012, and spent his summer working in our Seattle office. "Since I'm only a 1L," says Zahilay, "and don't yet have a specialty, I was glad to be able to experience a lot of different types of legal research—drafting memoranda on securities regulations, preemption, patent infringement, noncompete agreements, and free speech, among others." Born in Sudan, Zahilay immigrated to the U.S. with his family at age three and grew up in Seattle. Prior to law school he spent a year in the Bill Emerson National Hunger Fellows Program, a Congressional project designed to create leaders in the fight against hunger and poverty. The Fellows divide their time between on-the-ground service with community-based organizations, policy training in D.C., and work with non-profits and government agencies. After completing his Fellowship, Zahilay emailed each of the 40 former Fellows who currently work as lawyers for guidance, asking what they're doing, how fulfilling they've found their career, etc. He was encouraged by what he learned and is planning to pursue corporate law. "I really like the fact that it touches every single industry. I also like the client development side of it—you're creating relationships with everyone from cutting-edge innovators to very established companies. I got to see a lot of that at DWT."



### 15 SF EVENT HIGHLIGHTS CITY'S MULTI-ETHNIC CULTURE

In June, the San Francisco office hosted John King, urban design critic of the San Francisco Chronicle, who spoke on the many different neighborhoods of the city, and how culture influenced their architecture.

### NORTHWEST MINORITY JOB FAIR

### DWT HOSTS NORTHWEST MINORITY JOB FAIR

At this 26th annual event, hosted at the Seattle offices of Davis Wright Tremaine, 150 job seekers were on hand and 40 legal employers there to meet them. DWT has been involved in the fair since its inception in 1986.

16



17

### DWT HOSTS 20TH ANNIVERSARY CELEBRATION OF UNITED WAY LEADERSHIP PROJECT

For twenty years, United Way of King County has taken strides to insure that people of color are engaged in civic life. Project LEAD (for "leadership, effectiveness and diversity") offers a series of informative workshops designed to prepare highly qualified people of color to serve on the boards of nonprofit organizations. DWT is a longtime sponsor of the program, and numerous DWT associates have gone through it over the years, including three in 2012. Last year, DWT was honored to host the 20th anniversary celebration of the program, with a party that attracted 130 alumni and friends, including Louis Mendoza, the United Way's overseer of Project Lead, who is seen in the photo above.

# AROUND THE FIRM



## BELLEVUE ASSOCIATE'S WORK CHOSEN FOR LATINO ART SHOW

Boris Gaviria, an associate in our Bellevue office, was one of eight artists selected to exhibit his artwork at a Seattle gallery this summer as part of a juried show entitled "Rooted: Latino Artists' Connection to Native and Adopted Lands." Gaviria was born in Lima, Peru, and immigrated with his family to the U.S. when a young child. His work incorporates individual block cuts into larger designs, and often blends elements from the Pacific Northwest with traditional elements inspired by Latin American themes.



## L.A. PARTNER LAUDED AS ONE OF TOP LAWYERS IN THE COUNTRY

Kelli Sager, a partner in the L.A. office, received a string of accolades this year. Chambers USA, the respected guide to the country's leading business lawyers, named Sager one of only three "Star individuals" (the highest-possible rating) nationwide in the practice of First Amendment Litigation. She was also named one of the Top 100 Lawyers in California by the state's legal newspaper, The Daily Journal, which called her "one of the most highly regarded First Amendment rights specialists in the field." This was her tenth time on that list. For the sixth consecutive year, Sager was named to the Hollywood Reporter's Power Lawyers list, where she was called "the best-known First Amendment advocate on the West Coast." Sager was also profiled in LA Weekly's 2012 People issue, which celebrates "the most interesting people in Los Angeles."

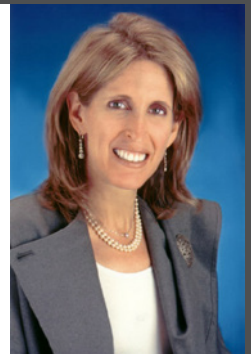
## 20 OMLA

### PORTLAND OFFICE HOSTS STATEWIDE MINORITY LAWYERS RECEPTION

Nearly 100 people came to the Portland offices of Davis Wright Tremaine in June to attend the annual Oregon Minority Lawyers Association reception for law students and lawyers. More than two-dozen DWT attorneys and managers took part and the welcome speech was given by partner Duane Bosworth, chair of the firm's Diversity and Inclusion Committee.

## 21 NY PARTNER TAKES HELM OF EXECUTIVE COMMITTEE

In May, Sharon L. Schneier, a partner in DWT's New York office, was named chair of the Executive Committee, the firm's main policy-making body. Ms. Schneier, who was previously New York partner-in-charge, has a successful commercial litigation practice, with a particular focus on complex matters.



“ONE OF THE MOST HIGHLY REGARDED FIRST AMENDMENT RIGHTS SPECIALISTS IN THE FIELD.”

Several hundred veterans of the U.S. armed forces, many of them homeless, poured into Seattle Central Community College on Sept. 12 to receive access to a wide variety of services at the second annual Seattle Stand Down. And for the second year, representatives from DWT were there to lend a hand, and an ear.

Pro bono coordinator Julie Orr spearheaded DWT's involvement, which grew significantly this time as five DWT attorneys took a shift. Ken Payson volunteered at the event

repairing a driver's license suspension. "They were all trying to get on the right track," says Ryan York, a partner in the corporate finance group who is currently in the U.S. Naval Reserve. York recently spent a year deployed in Afghanistan. "One vet I spoke to was starting to study for a diesel mechanic's license and needed to be able to drive. That was a pervasive message: 'I'm ready to get my life on track.'"

This year's event put a special emphasis on attracting women vets. Several dozen came to a separate

says. "And in some cases, the offense was something that in today's army might have resulted in a general, or even honorable, discharge." Lifting the dishonorable discharge, he says, "can significantly improve a vet's employment prospects."

As at other legal clinics, DWT attorneys generally weren't offering direct legal advice, but providing a screening service. "Often there are legal issues—and then there are other issues that are intertwined," observes partner Monty Gray, who was on active duty with the

# DWT ATTORNEYS AND STAFF TAKE TIME OUT FOR **VETERANS**



Mark Fefer



Sara Psachos

SEATTLE



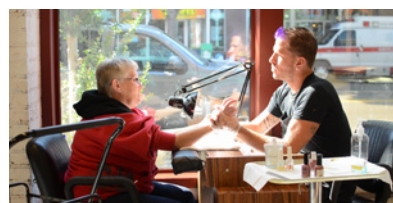
▲ 01. Patrick Watts (left) and Ryan Gist hear a veteran's story.

▼ 02. Hundreds attended.



and helped to recruit other DWT attorney-veterans as participants. Payson is a litigation partner and a former Marine, who served as a machine gunner during Operation Desert Storm. Also providing dedicated service were paralegal Patrick Watts (a former member of the Army JAG Corps) and assistant Peg Benson.

Many vets who made their way to DWT's table were looking for help expunging criminal records or




building catering to them, with free manicures offered.

Ryan Gist, an associate on the litigation team, spent nine years in the Army, including time as a Ranger Forward Observer in Afghanistan and as a Company Commander in Iraq. He says some vets he spoke to at the Stand Down were looking for a way to rectify a less-than-honorable discharge. "It was still following them ten years after leaving the service," he



U.S. Air Force Reserve back in the early '70s, and who put in an early shift at the Stand Down.

The advantage of the event is that with so many service providers available, our team was able to send vets directly to the Veterans Administration, Northwest Justice Project, and other non-profit organizations to get long-term help. Says Gist: "It was great to have the services all in one place." 

# AROUND THE FIRM



## PARTNER-FUNDED PROGRAM SENDS DIVERSE LAW STUDENTS OVERSEAS

"I'm a devout believer in being a citizen of the world," says Portland partner Milt Stewart. And he's putting his money—and time and passion—where his beliefs are. Stewart helped create and fund an international summer fellowship program for students at his alma mater, the Maurer School of Law at Indiana University. This past summer, fourteen students—half of them diverse—were selected for the program, which provides the opportunity to work at law firms, NGOs, government agencies, and private businesses in India, Brazil, and South Korea. Airfare and expenses are covered. For Stewart, who was the first member of his family to attend college, the goal is to broaden the students' perspectives and expose them to different cultures and legal systems. "We're giving them options with what to do with their law degree," he says. "We are showing them that there is a world beyond just the U.S. law practice. Also we're giving them a chance to develop relationships with people around the globe, as I've had the privilege of doing in my life and career." This year he hopes to add China and South Africa to mix.



## PORTLAND PARTNER HONORED BY LEADING DEFENSE ORGANIZATION

Chrys Martin, a partner in the employment practice group in DWT's Portland office, was honored in October with the Louis B. Potter Lifetime Professional Service Award by DRI, the leading organization of defense attorneys and in-house counsel. The Potter award, named for the longtime executive director of the organization, "honors an individual who exemplifies the highest professionalism and service to the legal profession." Martin's involvement with DRI (whose initials stand for Defense Research Institute) has included serving as chair of both the employee benefits and employment law committees, each of which has hundreds of members, and being a member of the strategic planning committee. Martin was also the first female chair of the 700-member Oregon Association of Defense Counsel, which is a state affiliate of DRI.



## SF ASSOCIATE SALUTED AS LEADER ON THE FAST TRACK

Candice Petty, an associate in Davis Wright's labor and employment litigation practice group, was honored twice this year by The Recorder, a leading California newspaper owned by American Lawyer Media. Petty was named one of the publication's 2012 "Women Leaders in Law," an award that recognizes women "who have shown creativity and effort in building relationships that create opportunities for their firms or organizations and for others." Just 40 women attorneys in California made this list of "champion networkers." Earlier in the year, The Recorder featured Petty in its "Lawyers on the Fast Track" series, and wrote that Petty was "setting the bar sky-high for accomplishments in community service." The paper noted that, as president of the Black Women Lawyers Association of Northern California, Petty has launched a program that aims to pair every black woman law student in the Bay Area with a mentor. She also chairs the professional development committee for the labor and employment law section of the National Bar Association and serves on the advisory board of the youth development organization, Mural, Music & Arts Project. In April, Petty oversaw a reception honoring all African-American general counsels throughout California. The reception, which DWT sponsored, was part of the annual conference of the California Association of Black Lawyers.



## DWT CONTRIBUTES TO SCHOLARSHIP PROGRAM FOR YOUNG WOMEN

For the third year, DWT made a \$5,000 contribution to the Seafair Scholarship Program for Women, a Seattle leadership development program that rewards academic ambition and celebrates diversity. A check was presented by DWT partner Bradley Duncan to the winner, Veronica Asence, on July 28, as she was crowned 2012 Miss Seafair at the beginning of the Torchlight Parade, an annual highlight of the Seafair festival.

# ORGANIZATIONS

## THAT WE SUPPORT

Whether we contributed financial help, legal counsel, or sweat equity, DWT worked with a wide variety of organizations focused on diverse or marginalized communities in 2012. 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** ALASKA NATIVE TRIBAL HEALTH CONSORTIUM **AMERICAN CIVIL LIBERTIES UNION** AMERICAN CONSTITUTION SOCIETY FOR LAW AND POLICY **AMERICAN INDIAN COLLEGE FUND** AMERICAN JEWISH COMMITTEE **ASIAN BAR ASSOCIATION OF WASHINGTON** ASIAN LAW CAUCUS **BAR ASSOCIATION OF SAN FRANCISCO** BASIC RIGHTS OREGON **BAY AREA LATINO LAWYERS FUND** BET TZEDEK **BRISTOL BAY NATIVE CORPORATION** CALIFORNIA ASSOCIATION OF BLACK LAWYERS **CALIFORNIA MINORITY COUNSEL PROGRAM** CAMPAIGN FOR EQUAL JUSTICE **CENTER FOR ASIAN PACIFIC AMERICAN WOMEN** EASTSIDE LEGAL ASSISTANCE PROGRAM **EASTSIDE NIHON MATSURI ASSOCIATION** EQUAL JUSTICE WORKS **FAMILY EQUALITY COUNCIL** FILIPINO LAWYERS OF WASHINGTON **FRIENDS OF ON LOK** HARTLEY HOUSE **HEALTH ALASKA NATIVES FOUNDATION** HISPANIC METROPOLITAN CHAMBER **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** JAPANESE AMERICAN CITIZENS LEAGUE **JENESSE CENTER INC.** JOHN M. LANGSTON BAR ASSOCIATION OF LOS ANGELES **JUST THE BEGINNING FOUNDATION** LAMBDA LEGAL **LATINA/O BAR ASSOCIATION OF WASHINGTON** LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER THE LAW **LEGAL ACTION CENTER** LOREN MILLER BAR ASSOCIATION **LOS ANGELES CENTER FOR LAW AND JUSTICE** MEXICAN AMERICAN BAR ASSOCIATION **MINORITY CORPORATE COUNSEL ASSOCIATION** MINORITY MEDIA & TELECOM COUNCIL **MOTHER ATTORNEYS MENTORING ASSOCIATION OF SEATTLE (MAMAS)** NATIONAL ASIAN PACIFIC AMERICAN BAR ASSOCIATION **NATIONAL ASSOCIATION OF BLACK JOURNALISTS** NATIONAL BLACK LAW STUDENTS ASSOCIATION **NATIONAL LGBT BAR FOUNDATION** NORTHWEST CHILDREN'S FUND **NORTHWEST IMMIGRANT RIGHTS PROJECT** NORTHWEST INDIAN BAR ASSOCIATION **OPPORTUNITIES FOR LAW IN OREGON** OREGON ASIAN PACIFIC AMERICAN BAR ASSOCIATION **OREGON HISPANIC BAR ASSOCIATION** OREGON MINORITY LAWYERS ASSOCIATION **OREGON WOMEN LAWYERS** OUTDOOR INDUSTRIES WOMEN'S COALITION **PORTLAND SUZHOU SISTER CITY** QLAW, THE GLBT BAR ASSOCIATION OF WASHINGTON **SAN FRANCISCO LA RAZA LAWYERS ASSOCIATION** SEATTLE STAND DOWN, HOSTED BY SEATTLE CENTRAL COMMUNITY COLLEGE **SOUTH ASIAN BAR ASSOCIATION OF NORTHERN CALIFORNIA** SPECIAL OLYMPICS WASHINGTON **ST. ANDREWS LEGAL CLINIC** STEP UP WOMEN'S NETWORK **TAHIRIH JUSTICE CENTER** THE BROTHERHOOD/SISTER SOL **THE LAWYER'S CAMPAIGN FOR EQUAL JUSTICE** THE LEGAL FOUNDATION OF WASHINGTON **THE WALTER KAITZ FOUNDATION** THRIVE BY FIVE: WASHINGTON STATE EARLY LEARNING FUND **TUALITY HEALTHCARE FOUNDATION** UNITED WAY OF KING COUNTY'S PROJECT LEAD **VIETNAMESE AMERICAN BAR ASSOCIATION OF WASHINGTON** WASHINGTON STATE INITIATIVE FOR DIVERSITY **WASHINGTON WOMEN LAWYERS** WOMEN HEALTH CARE EXECUTIVES **YOUTH RIGHTS AND JUSTICE** YWCA



**StepUpWomensNetwork** @suwn

27 Nov

Thx to @DWTLaw for continuing to support Step Up through Inspiration Awards sponsorship! #GivingTuesday



**Tahirih Justice Cntr** @tahirihjustice

20 Nov

Thanks to all Bighearted Attorneys for helping us raise over \$98,000! Special thanks to @AP\_Arbitration, @kslaw, @DWTLaw, & @LexisNexis!





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