

DIVERSITY & **INCLUSION**

2015 ANNUAL REPORT



DWT client and
LGBTQ trailblazer
Jayce M.
See P. 14

Dear Clients & Friends,

We're pleased to present to you Davis Wright Tremaine's **2015 Diversity & Inclusion Report**. In the past year we took significant action in our ongoing work to promote a firm culture of inclusion and respect.

Our new Diversity & Inclusion Committee, composed of 11 members plus a committee chair, formally got to work. These attorneys, appointed by the managing partner, fulfill multiple criteria: **They are firm leaders, change agents, and influencers. They bring diversity in multiple forms—race, gender, age, sexual orientation, seniority, practice area, and office—and are uniformly held in high regard by their colleagues.**

The committee has already launched several initiatives to help advance the career possibilities and job satisfaction of DWT associates and diverse associates in particular. These include providing senior associate mentors for lawyers who are in their first two years of practice and creating a sponsorship program for associates who are identified as being on the path to partnership.

These sponsors are more than mentors—their job is to go to bat for the associates, ensuring they receive appropriate work and are introduced to clients. Associate participation in these programs is entirely voluntary. In addition, based on a detailed survey of our associates, the firm revamped its benefits, practices, and policies

in 2014 to promote better work-life balance and allow for more varied career paths. Further details on these changes can be found on page 13.

Our goal is to ensure that our culture is welcoming to excellence and that no one needs to fit a specific mold in order to be a valued, successful member of the firm. Our goal over the next five years is to ensure that the firm's culture will deeply and pervasively embody our values of inclusion, respect, and excellence.

In addition to these significant internal efforts, our firm continues to partner with dozens of clients and organizations to build the pipeline for diverse lawyers, to support and advance diverse professionals generally, and to help build multicultural awareness in the world at large. Details on many of these efforts can be found in the pages ahead. We know there is a great deal of work still to do in these important endeavors, and we thank you for your continued support and participation.

— Jeff Gray, Managing Partner
— Portia Moore, Partner, Chair, D&I Committee

DIVERSITY & INCLUSION COMMITTEE



Jeffrey Gray
Managing Partner



Portia Moore
Partner
Employment
Committee Chair



Camilo Echavarria
Partner
Employment



Roxanne Elings
Partner
Intellectual
Property



Chris Helm
Partner
Immigration



Wendy Kearns
Partner
Intellectual
Property



Warren Koons
Partner
Real Property



Sanjay Nangia
Associate
Litigation



Vanessa Norman
Associate
Business
& Corporate
Finance



Chris Savage
Partner
Communications



Paul Southwick
Associate
Litigation



**Sheehan Sullivan
Weiss**
Partner
Employment

Cover photograph by THOMAS PATTERSON.

DWT Recognized for Diversity & Inclusion Success

Starbucks Honors DWT as “Best in Class” on Diversity

Starbucks Coffee Company honored Davis Wright Tremaine with its 2014 Excellence in Diversity Award. The award, sponsored by the company’s Law & Corporate Affairs department, recognizes DWT for its deep commitment to diversity and inclusion.

“We are very pleased to congratulate Davis Wright Tremaine as the 2014 recipient,” said Lucy Lee Helm, executive vice president, general counsel, and secretary of Starbucks. “The firm consistently demonstrates leadership in enhancing diversity and creating critical opportunities for legal professionals of all backgrounds.”

“We are thrilled to receive this award from Starbucks, a company known worldwide for its leadership in building a culture that respects and values inclusion,” said Jeff Gray, DWT’s managing partner. “Having client teams with diverse perspectives is important to our success because it enables us to provide more effective and higher-value service to our clients. This recognition from Starbucks validates our commitment to building a culture that embraces diversity, and will further inspire us going forward.”

Over the past decade, Starbucks has developed a process for monitoring and recognizing the work of its top outside law firms on diversity issues. This includes reviewing a detailed annual report submitted by each firm, which measures efforts and success across a wide range of factors. In 2009, Starbucks began honoring a single firm each year with the Excellence in Diversity Award.



Helm described the representation of women and other diverse categories of attorneys at Davis Wright as “strong,” with “steady improvements year over year.” She also praised the firm’s “innovative efforts to support work-life balance,” and particularly noted the firm’s Associate Retention Task Force, whose recommendations for creating more flexible work options and career paths were recently adopted firmwide.

“Importantly,” said Helm, “the firm’s leadership is engaged and committed to these efforts.”

Helm said Starbucks also applauds DWT’s “generous scholarship and internship opportunities, which help build a pipeline of diverse legal talent, as well as the firm’s broad support of organizations that promote diversity in the legal profession.” These programs, she said, “help make DWT best in class.”

Accepting the award at Starbucks’ Seattle headquarters last fall were Rob Maguire, chair of the firm’s litigation practice and relationship partner for Starbucks, and Portia Moore, chair of the firm’s Diversity & Inclusion Committee and a partner in the employment practice.

DWT has represented Starbucks on labor and employment issues since 1997 and has represented the company in mergers and acquisitions, real estate, and other practice areas as well. The firm’s Shanghai team has helped Starbucks open more than 1,000 stores in China.

“The firm consistently demonstrates leadership in enhancing diversity and creating critical opportunities for legal professionals of all backgrounds.”



Named One of the Country’s 50 Best Law Firms for Women

In recognition of the firm’s family-friendly policies and its initiatives to retain and advance women, DWT was named to the 2014 list of Best Law Firms for Women. Only 50 firms are named to the list, which is compiled by *Working Mother* magazine and the consulting firm Flex-Time Lawyers.

The Best Lawyers for Women survey ranks firms on a wide variety of metrics. These include: female representation in the partnership ranks, availability of flex-time work, and business development opportunities specifically tailored to women.



Awarded Gold Certification by the Women in Law Empowerment Forum

For the fourth consecutive year, DWT was awarded Gold Certification by the Women in Law Empowerment Forum (WILEF), recognizing the significant number of women in top leadership positions at the firm. WILEF, a nationally recognized educational venue for women in the largest law firms and corporate law departments, awarded its Gold Certification to just 45 of the country’s largest law firms. WILEF Certification emphasizes the leadership roles achieved by equity women partners, rather than the policies or practices of the firm. Law firms with 200 or more practicing lawyers in the U.S. are eligible for the Gold Certification if they meet at least four of six criteria. Davis Wright Tremaine met five.



Named One of the Country’s Best Places to Work for LGBT Equality

For the second year in a row, DWT received a perfect score of 100 on the Human Rights Campaign Foundation’s annual Corporate Equality Index and was recognized as one of the country’s “Best Places to Work for LGBT Equality.” The Human Rights Campaign is the nation’s largest civil rights organization dedicated to LGBT issues, and it annually researches and rates large U.S. employers on their policies and practices pertinent to LGBT employees. 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. DWT’s success in satisfying all of the criteria resulted in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality.

Diverse DWT Attorneys Honored for Legal Excellence



Camilo Echavarría



Roxanne Elings



Emilio Gonzalez



Laura Handman



Karen Henry



Lynn Manolopoulos



Chrys Martin



Jenna Mooney



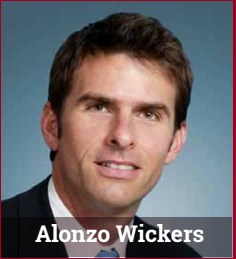
Kelli Sager



Rochelle Spandorf



Suzanne Toller



Alonzo Wickers

CAMILO ECHAVARRIA, a partner in our Los Angeles office, was named one of the **Top 75 Labor and Employment Lawyers** in California by *The Daily Journal*, a leading statewide legal newspaper.

ROXANNE ELINGS, a partner in our New York office, was named one of the country's **20 Most Influential Women in IP** by *Law360*, a leading legal news service. In addition, the 2014 edition of *World Trademark Review's* WTR-1000 placed Elings among the top attorneys nationally in three separate areas of trademark law: prosecution/strategy, anti-counterfeiting, and enforcement. Elings was the only lawyer in the country to receive this triple ranking.

EMILIO GONZALEZ, a partner in our Los Angeles office, was named one of the **Top 75 Labor and Employment Lawyers** in California by *The Daily Journal*.

Based on surveys conducted by the peer-review publication *Best Lawyers*, **LAURA HANDMAN** was named **2015 Lawyer of the Year** for Washington, D.C., in two practice areas—First Amendment Law and Media Law.

KAREN HENRY, a counsel in our Los Angeles office, was named to the second annual **“Hot List”** by the publishing and research company *Lawyers of Color*. The list honors early- to mid-career attorneys of color who are excelling in the profession.

LYNN MANOLOPOULOS, an environmental lawyer in the firm's Bellevue office, was honored with the firm's **H. Stewart Tremaine Award**. The award recognizes a partner who exemplifies the role of team player within the firm.

CHRYN MARTIN, a partner in our employment practice group, was named one of the **Top 25 Female Lawyers in Oregon** by *Super Lawyers*.

JENNA MOONEY, an employment law counselor and litigator in our Portland office, was named a **Fellow of the Litigation Counsel of America**, one of the highest peer recognitions in the field. Membership in the honorary society is limited to 3,500 Fellows, representing less than one-half of 1 percent of American lawyers.

KELLI SAGER was named one of **California's Top 100 Lawyers**, and also one of the state's **Top 75 IP Litigators**, by *The Daily Journal*, a leading legal newspaper, in 2014. *The Hollywood Reporter* included Sager on its 2014 list of top 100 **Power Lawyers**. Sager has been on the *Power Lawyers* list since it was inaugurated in 2007. In addition, *Super Lawyers Southern California* named Sager to its list of **Top 100 Lawyers** and **Top 50 Female Lawyers**.

ROCHELLE SPANDORF, a partner in our Los Angeles office, was named one of the **Most Highly Regarded Individuals** in franchise law by the international research organization *Who's Who Legal*. Spandorf was one of only 10 franchise lawyers around the world included in the 2014 ranking and the only woman among those in the U.S.

Best Lawyers named **SUZANNE TOLLER** the **2015 Lawyer of the Year** in Communications Law in San Francisco.

ALONZO WICKERS was named to *The Hollywood Reporter's* **Power Lawyers** list. He was also included in *The Daily Journal's* inaugural list of California's **Top 50 Entertainment Lawyers** and recognized by the *Journal* as one of the state's **Top 75 IP Litigators**.

AROUND THE FIRM

Supporting the Skills Development of a 1L Diversity Scholar

Since DWT launched the 1L Diversity Scholarship Program in 2002, we have awarded 34 scholarships to diverse first-year law students who have a record of academic achievement and are committed to civic involvement that promotes diversity. **Our scholarship offers a paid summer position in our Portland or Seattle office, plus \$7,500 for second-year tuition and expenses.** In 2014 we were pleased to welcome Amanda Hailey to our Seattle office. She spent 10 weeks at the firm, working primarily with the employment law groups but also with other teams on a variety of projects. **“I really appreciate DWT’s supportive and collaborative work environment,”** says Amanda, who grew up in Tacoma and is the first in her family to attend law school. “I got to work in a variety of practice areas and developed practical legal skills.”

Having earned a master’s degree in Industrial and Organizational Psychology, and having also spent time working in HR, Amanda knew on entering law school that she had a particular interest in employment counseling. **“I know first-hand that diversity is not always handled the way it should be,”** she says. “There are practical tools and strategies companies aren’t always using that can help. I want to make it better for others.” Amanda says she is looking forward to returning to the firm next summer and, in the meantime, is putting a particular focus on writing classes at the University of Washington School of Law. “My time at DWT really helped me to understand the value that is placed on solid legal writing and research skills,” she says.

Promoting Women’s Networking in Portland

First launched by our Portland office in 2011, this annual women’s networking event, co-sponsored with Moss Adams, has become a yearly highlight. **Attorneys, clients, and friends come together to share tips, exchange stories, build relationships, and hear from an inspiring guest speaker.** The 2014 gathering was held during happy hour at a fashionable Pearl District event space. About a hundred women enjoyed a talk by Wendy Lane Stevens, founder and president of a 30-person public relations, digital, and investor relations firm, who discussed strategies to survive and thrive through a crisis.



Connecting Our Women Associates With Partner Role Models

In a field that’s long been dominated by men, it’s important for women coming up in the profession to see other women who’ve reached senior positions and to hear how they got there. That was the idea behind DWT’s Pilot Women’s Summit. Twenty associates and counsel from our Anchorage, San Francisco, and Portland offices came together in September at a downtown Portland hotel with 12 partners from around the country. The half-day program included a “speed dating” exercise, partner panel Q&A, large and small group discussions related to business/client development, partnership process, and other practice-related hypotheticals. The day wrapped with a networking reception and dinner. With the success of the pilot, the firm has already scheduled three more such summits at offices around the country, so that all our women associates will have a chance to attend.



Advancing LGBT Equality in Alaska



Working pro bono, DWT won an important victory for LGBT equality in April 2014, when the Alaska Supreme Court ruled that the state unconstitutionally discriminates against same-sex couples by denying them equal access to a \$150,000 property tax exemption that Alaska makes available to opposite-sex married couples. The rules were challenged by the ACLU of Alaska, the American Civil Liberties Union, and DWT on behalf of three couples. **Because same-sex couples cannot legally marry in Alaska, the state treated them as roommates rather than as families** and allowed them to receive the exemption for only half of the value of their homes. Former DWT partner Roger Leishman successfully argued the case at trial and on appeal before the Alaska Supreme Court. The lead plaintiffs, Julie Schmidt and Gayle Schuh, have been together more than 35 years, and moved to Alaska from Illinois after retiring from careers in education. “Gayle and I built a home and a life here because we loved what Alaska had to offer,” said Schmidt. “It hurt that the state that we loved so much treated us like strangers. It is gratifying to have our relationship recognized.”

Hosting a Statewide Diversity Summit

In May, DWT’s Seattle office was pleased to host the 2014 Legal Executives Diversity Summit, sponsored by the Washington State Initiative for Diversity. Speakers at the event included Washington state chief justice Barbara Madsen and state Supreme Court justice Steve González, as well as in-house counsel from Microsoft, Starbucks, Costco, and other major companies. The event drew about 100 attendees, and **the discussion focused on meaningful retention strategies that strengthen career development and support diverse professionals.**

On Veterans Day, Recognizing Those Who Served

DWT offices held a number of important events to mark Veterans Day in 2014. In our Bellevue office, DWT partner Warren Koons organized a well-attended lunch presentation featuring three veterans of recent conflicts. Our Seattle office kicked off its 2014 United Way Campaign with a breakfast presentation from two veterans, including a retired Marine Corps colonel who now helps fellow veterans secure jobs and successfully transition to civilian life. Our Seattle office also hosted a training session by the ACLU’s Second Chances Project, which seeks to assist individuals with minor criminal history (a situation many veterans face) in overcoming barriers to finding work and housing. The training was attended by six DWT lawyers, including the chair of the firm’s litigation practice. The event was partly designed to prepare attorneys to assist veterans at the Seattle Stand Down event, which was held the following month (see page 10).



Raising Awareness of Racial Equity Issues

DWT was pleased to join Perkins Coie and the University of Washington School of Law in welcoming guest speaker Tim Wise to the law school campus in February 2014 for a provocative discussion titled “Colorblind: The Rise of Post-Racial Politics and The Retreat From Racial Equity.” **Portia Moore, chair of DWT’s Diversity & Inclusion Committee, gave opening remarks at the event,** in which Mr. Wise argued against “colorblindness” and for deeper color-consciousness in both public and private practice. The free event attracted hundreds of attendees.



empower

Providing Women Leaders with Perspectives on Business Development

In March 2014, our Seattle office held another highly successful event for our empower initiative. A partnership with several allied service providers in the Seattle area, **empower aims to promote the professional and personal growth and success of women**, and pave their way to leadership roles, by fostering the development of business through collaboration with referral sources. Titled “Leading Growth in Business—Perspectives From Key Players,” the March event featured a panel of women discussing their success in sales and business development. More than 30 representatives from DWT were in attendance, including numerous partners and associates, marketing staff, and chief administrative officer Kelli Kohout. The speakers included executives from Getty Images and MillerCoors.

Welcoming a Miró Exhibition to the Seattle Art Museum

DWT was pleased to work in partnership with the Seattle Art Museum and the Honorary Consul of Spain in Seattle to assist with legal documentation for the exhibition, “Miró: The Experience of Seeing,” which was on view at the museum from February to May 2014. The show, drawn entirely from the collection of Madrid’s Museo Nacional Centro de Arte Reina Sofia, comprised over 50 paintings, drawings, and sculptures made by Joan Miró during the last 20 years of his life. **In response to a special request from the Honorary Consul of Spain in Seattle, former DWT attorney Francisco Olmedo, a native of Spain, provided assistance** to SAM’s general counsel in reviewing and translating the collaboration agreement between SAM and the Museo Reina Sofia. “I was delighted to have an opportunity to help with this exciting exhibition,” Olmedo said.



Helping Homeless Veterans

Once again, attorneys and staff from DWT helped serve homeless veterans at the fourth annual Seattle Stand Down in the city’s Capitol Hill neighborhood. **The event expanded in 2014** and once again offered a wide array of free services, including a legal clinic sponsored by DWT and our client Amazon.com. Three DWT lawyers who had received training from the ACLU Second Chances project in November (see page 9) assisted veterans at the Stand Down, including partner (and former Marine) Ken Payson.

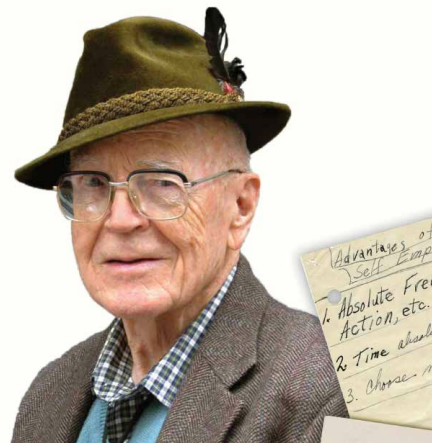


Organizing an LGBT Business Mixer

DWT’s Portland office hosted a fall celebration of LGBT-owned and LGBT-friendly businesses at a special mixer organized by associate Paul Southwick. **About 60 clients, contacts, and DWT lawyers, including Portland partner-in-charge Bill Miner, attended the event**, and enjoyed hors d’oeuvres from LGBT-owned and/or LGBT-supportive providers Devil’s Food Catering, Hip Chicks Do Wine, and Cupcake Jones. Emcee for the event was the popular Portland blogger and gossip columnist Byron Beck. In addition to the socializing and business networking, the event had an educational element, as Southwick sought to highlight steps businesses and institutions can take to create more inclusive environments for transgender employees and consumers. Also speaking at the event was Southwick’s transgender client, Jayce M. (see page 14)

Helping Minority Students Attend Law School

In 2004, DWT endowed the John Davis Diversity Scholarship at the University of Washington School of Law in honor of the 90th birthday of our firm’s founder. **The scholarship was established to provide financial assistance to first-year students at the school who are members of minority groups.** In the 2013-2014 school year, four students were recipients of the scholarship, and they expressed their thanks in letters to Mr. Davis before he passed away. Said one student: “Working as a paralegal before law school, I saw how much the law can affect the lives of others and hopefully change the world for the better. This scholarship assists in my quest to affect positive change.” Said another, who described working since the age of 10: “Your support enables me to focus solely on my studies—a first for me.”



Hosting “Media Lawyer Ladies Who Lunch”

Organized by two of the firm’s leading media law partners, this event in July brought together nearly two dozen women in-house counsel from the media industry, and seven women from DWT’s D.C. office, for a relaxed, no-agenda lunch at the home of partner Laura Handman. “Our media team does a lot of successful substantive events,” says co-organizer Connie Pendleton. “This was more about getting people in a room together to connect in an unscripted, unstructured kind of way.” The idea clearly resonated. “Everyone liked it so much, they asked if we could do it again,” says Handman. **“This is the way women work best, our value-add: We’re great at networking and making friends, and that, in the end, pays off because people want to work with people they know and like.”**



Sponsoring Networking Opportunities for Diverse Law Students

For the fifth year, DWT’s Seattle office was pleased to host a Diversity Speed Networking Event, organized by the Asian Pacific American Law Student Association at the University of Washington Law School. **The event drew judges, public defenders, and lawyers from co-sponsors Microsoft, Cairncross & Hempelmann, and DWT, among others.** Together these mentors met with almost 50 students in a speed-networking format.

Celebrating the Legacy of Reverend Dr. Martin Luther King

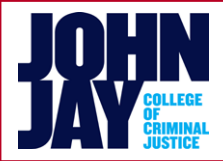
In January 2014, a dozen DWT lawyers, including Seattle partner-in-charge Bob Blackstone and Diversity & Inclusion Committee chair Portia Moore, joined hundreds attending the King County Bar Association’s annual luncheon in honor of Reverend Dr. Martin Luther King. DWT helped sponsor the event. The featured speaker was civil rights pioneer Diane Nash, who, among her many contributions, helped conceptualize and form the Southern Christian Leadership Conference’s initial strategy for the Selma right-to-vote movement.

“To hear someone who’s a living memory of the civil rights struggle was very inspiring,” says DWT partner Jim Greenfield, who grew up during the era of Dr. King. “She spoke with such quiet grace and steely resolve. Her message that you can’t be oppressed without collaborating with the oppressor is still powerful.”

“The MLK lunch is always one of the best of the year,” says partner John Keegan. “This is an event where we set fear aside and discuss the unfinished business for our country, working off the agenda that Martin Luther King posted for us. I take great pride in our firm’s participation in the event.”

Networking With Promising, Underrepresented Students

Microsoft and DWT once again 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 in May 2014 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. DWT associate Collin Peng-Sue participated in the panel discussion, and he and the other speakers stayed afterward to meet the students and provide individual guidance and insight.



Networking With Diverse Attorneys in New York

Three of our New York partners—Ed Davis, Liz McNamara, and Lynn Loacker—were in attendance at the annual Diversity Networking Reception hosted by the Paul Weiss firm, held in July 2014 at Jazz @ Lincoln Center. **The team met dozens of diverse attorneys from firms, corporations, and government agencies.** The inspiring speaker for the evening was the innovative educator Geoffrey Canada of the Harlem Children’s Zone.

Mentoring First-Year Law Students

First-year associate Omar Vasquez has wasted no time in finding ways to use his experience to give back to the community. Joining DWT in October, he volunteered in November to help advise some 60 first-year students at the University of Washington School of Law with their 1L diversity fellowship applications. **“I know what it’s like to be an anxious 1L and unsure of where you’re headed in your career,”** says Omar. “It was great to be able to assure them, ‘you’ll do fine,’ and to provide tips on how to make themselves shine.”

The event was organized by the law school in partnership with the Washington State bar’s diversity committee. After a panel of speakers presented experiences and best practices, Omar and the other mentors advised individual students on their cover letters and personal statements. “I shared with these students that in addition to legal research, writing, and analytical skills, law firms want to see signs of leadership—how you identified a project, made a plan for taking it on, and executed that plan,” says Omar.



Omar has stayed in touch with the students he met and continued to meet for coffee. **“The event was also great for me,”** he says, “because I got to connect with board members from the bar association’s diversity committee.” Omar has already been invited to participate in a panel at next year’s event.

Creating Ways to Improve Career Satisfaction & Retention of Associates

Promoting the advancement of diverse attorneys is an important goal for DWT—and so is finding ways to keep these attorneys at the firm.

In 2014, DWT undertook several major initiatives to address this issue. An Associate Retention Task Force—chaired by the partners-in-charge of the firm’s two largest offices—spent a year conducting interviews with associates to learn more about what factors are critical to having a fulfilling law firm career. Based on the results of that research, the firm developed and adopted a wide range of new policies aimed at providing for increased work-life balance, alternative career paths, and greater satisfaction for all associates, with a special emphasis on those who are diverse and female.

These many changes included:

- Creating a new Counsel status available to senior associates.
- Clarifying the partner-admission process with detailed, individualized path-to-partnership plans.
- Expanding opportunities for reduced-hour or part-time arrangements.
- Adopting a formal policy allowing for flexible schedules and telecommuting.
- Expanding the primary caregiver parental leave benefit to include a formal parental leave benefit for non-primary caregivers.
- Implementing a graduated hours budget “on-boarding” policy for associates returning from extended leaves.
- Creating a program under which associates can be reimbursed for certain types of expenses related to wellness and work-life balance.



Stacey Lee, a first-year associate in Portland, was featured in a 2014 DWT recruiting video about life at the firm.

Helping Young Women Gain Valuable Workplace Experience



In 2014, DWT’s Portland office was pleased to participate in an internship program through De La Salle North Catholic High School, which provides a quality education to motivated, college-bound students, most of whom are African-African, Latino, or Asian. Students in the program offset the cost of their education by working one day each week in a corporate internship. **The program gives underserved young people opportunities for personal growth and workplace skill development**, while supporting their dreams of college.

DWT employed two interns, a sophomore and a freshman, who job-shared a part-time position in Support Services and the File Room. **In Seattle, DWT’s marketing department was pleased to employ a participant in the YWCA’s GirlsFirst program**, which aims to encourage leadership, instill confidence, develop skills, and provide opportunities to high school girls of color. The year-long program starts the summer before freshman year. Students who successfully complete the program can participate in additional opportunities, including paid summer internships at participating employers. Sha’Niya Black, an incoming sophomore at Renton High School, spent the summer working in our Seattle office, where she interfaced with all members of the marketing team, assisted with a variety of research, and helped administer content for the firm’s website.

Diverse DWT Attorneys Honored for Public Service



DWT Associate and His Client Honored for Their Service to the LGBTQ Community

PAUL SOUTHWICK, a litigation associate in our Portland office, and his client Jayce M., were honored in November with an Equity Award from Oregon's Equity Foundation, which supports social, economic, and political equality for the LGBTQ community. Since early 2014, Southwick has been representing Jayce, a transgender male student at George Fox University, in his petition to live on campus with his male friends. Southwick, a George Fox alumnus, assisted Jayce in his

“ [They are] at the forefront of one of our community's most pressing and current issues.”

negotiations with the school and filed complaints on his behalf with the U.S. Department of Education and the Northwest Commission on Colleges and Universities.

Following those efforts, the university changed its policy and gave Jayce the option of living on campus with his male friends.

The case received nationwide attention, including a story in *The New York Times*, and is broadly recognized as breaking new ground in the fight for transgender rights on campus. The Equity Foundation saluted Southwick and Jayce for “their bravery” and said they are “at the forefront of one of our community's most pressing and current issues.”

Says Southwick: “This is a huge victory and demonstrates that institutions can change through education and advocacy.”

Honored by New York's Legal Action Center

ED DAVIS, a partner in our New York office, received a 2014 Arthur Liman Public Interest Award at the annual benefit of the Legal Action Center (LAC) in New York. The LAC is dedicated to improving public health and society by helping people with criminal records, histories of addiction, and HIV/AIDS rebuild their lives. The Liman award—named for the pre-eminent litigator at the Paul Weiss firm, who set an example of dedication to practicing law in the public interest—honors two or three people each year for their exceptional commitment to the public interest and their service to the people LAC works to protect.

Davis was recognized for his leadership in the legal community, his extensive history of pro bono service, and his decades-long commitment to LAC. He first worked for LAC while he was a law student and later returned as a staff attorney, litigating test cases for almost five years. He joined the LAC's board in 1998 and has chaired its development committee for many years. Adam Liptak, the U.S. Supreme Court correspondent for *The New York Times*, came to New York to introduce Ed at the benefit reception for about 400 people. He praised Ed's “towering talent and doggedness” and gave credit to Davis Wright Tremaine: “The firm has his back in a way that is not universal among big law firms in New York City. It does not tolerate, it encourages Ed's heroic pro bono work.” The event raised more than \$1 million for the Legal Action Center.

Celebrated as an “Outstanding Volunteer” by the Washington State Governor

CHRIS HELM, a partner in our Seattle office, was recognized for his dedication to serving the immigrant community in Washington state with a 2014 Governor's Volunteer Service award. He and the other award recipients were honored in April at the Executive Mansion of Governor Jay Inslee. The event's program said the following about Helm: “Chris Helm has been one of the most dedicated attorney volunteers for the Washington New Americans program, helping provide free legal assistance to people applying for U.S. citizenship. He has personally volunteered at 12 citizenship clinics since 2008, giving nearly \$20,000 worth of in-kind pro bono legal services. He has also served on the Citizenship Day committee of the American Immigration Lawyers Association, Washington Chapter, helping get the word out, recruiting and mentoring other attorney volunteers. Chris also helped expand the program through roving attorney clinics, mini citizenship days traveling across the state to rural and underserved areas to provide on-site help with applications. In 2014, Chris worked with AmeriCorps members to plan the first-ever clinic in the Walla Walla area. In addition, Chris has devoted much of his time to pro bono service, lending his skill and heart to many tough cases.”

Recognized With an ACLU Freedom of Information Award

GIANCARLO UREY and **JENNIFER BROCKETT** were part of a DWT team honored by the ACLU Foundation of Southern California in June. On behalf of the ACLU, DWT is pursuing records that would show what the County of Los Angeles has paid to outside litigation counsel in nine cases where plaintiffs allege excessive force was used at the county jail. The attorneys hired by the County to defend against these complaints have been accused of engaging in “scorched earth” litigation tactics and refusing reasonable settlements even when in the best interest of the County. The County has declined to release the invoices being sought. At the ACLU foundation's 20th Annual Law Luncheon, DWT team members were recognized with a Freedom of Information Award for their work.

Promotions

Congratulations to these diverse DWT attorneys who were promoted to **PARTNER** as of 2015:



Elizabeth Pifke Hodes
Employment



Vidhya Prabhakaran
Energy and Environmental

Congratulations to these diverse DWT attorneys who were promoted to **COUNSEL** during 2014:



Deborah A. Adler
Media and First Amendment



Betsy Carroll
Employment



Gwen Fanger
Antitrust



Boris Gaviria
Employment



Karen Henry
Media and First Amendment



Ame W. Lewis
Business Transactions



Gillian L. Murphy
Employment

Over the
past five
years

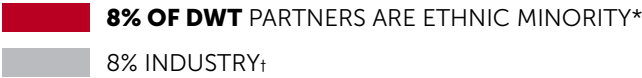
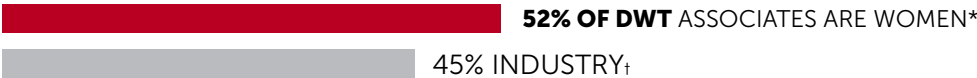
46%
OF DWT LAWYERS

PROMOTED TO
CONTRACT PARTNER
were women, LGBT,
and/or ethnically diverse

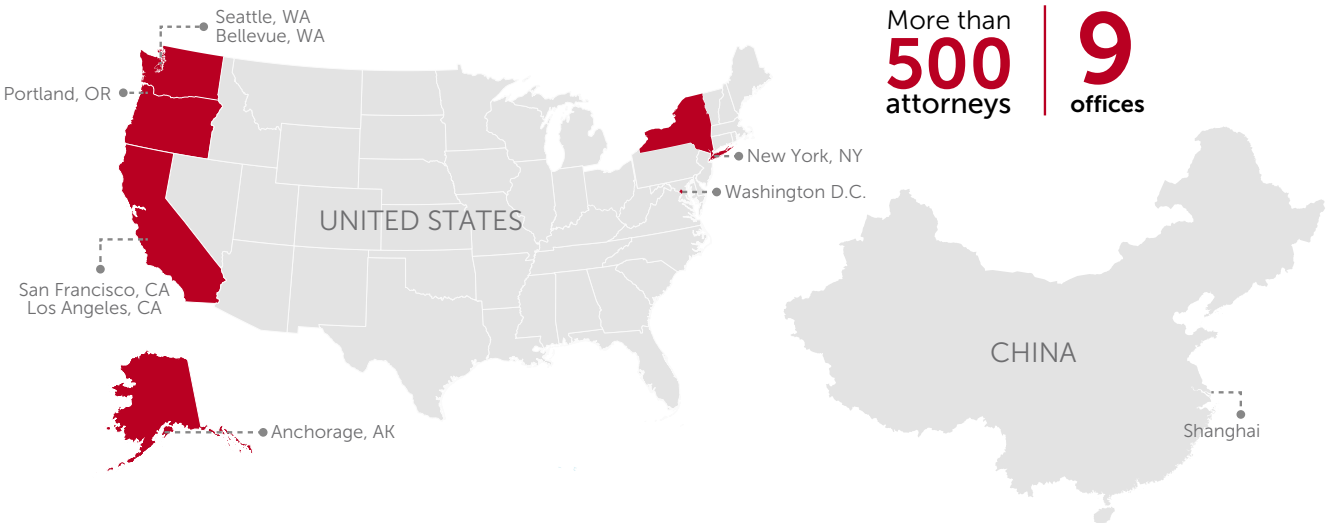
49%
OF DWT LAWYERS

PROMOTED TO
EQUITY PARTNER
were women, LGBT,
and/or ethnically diverse

Stats



*As of Jan. 5, 2015
†Based on 2014 NALP statistics for firms with 501-700 lawyers.



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 2014. Here is a selection of the groups we are proud to have supported.

- AIDS Legal Referral Panel

American Civil Liberties Union

American Constitution Society for Law and Policy

American Immigration Lawyers Association

Asian American Journalists Association

Asian American Bar Association of Washington

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

Eastside Legal Assistance Program

Eastside Nihon Matsuri Association

Equity Foundation

Family Equality Counsel

Filipino Lawyers of Washington

German American School of Portland

GirlVentures

Hartley House

Hispanic National Bar Association

Hope Community Resources Inc.

Hopelink

Japan Business Association of Seattle

Lambda Legal

Lan Su Chinese Garden

Lawyers’ Campaign for Equal Justice

Lawyers’ Committee for Civil Rights Under the Law

The Legal Foundation of Washington
- Loren Miller Bar Association

Los Angeles Center for Law and Justice

Martin Luther King Celebration, King County Bar Association

Mexican American Bar Association

Minority Corporate Counsel Association

Mother Attorneys Mentoring Association of Seattle

National Asian Pacific American Bar Association

National LGBT Bar Foundation

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

Seattle Stand Down Veterans Event

SHAWL (Support for Harbor Area Women’s Lives)

South Asian Bar Association of Washington

Tahirih Justice Center

Thai American Bar Association

US-China Business Council

Vietnamese American Bar Association of Washington

The Walter Kaitz Foundation

Washington State China Relations Council

Washington State Initiative for Diversity

Washington Women Lawyers

Youth, Rights and Justice



Davis Wright
Tremain LLP

DWT.COM/DIVERSITY

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

