# Change in motion

Diversity Magazine Summer 2008



Let's Celebrate A&B Diversity
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ALSTON+BIRD LLP



# **Generations in the Workplace**



Welcome to the fourth edition of Change in Motion. The theme of this issue is generational diversity, a topic that touches every sector of our lives, especially within the world of business.

This is the first time we have had four generations in the workplace, and it is very exciting to me to have such rich generational diversity at Alston & Bird. We have attorneys and staff

whose careers span more than 40 years, as well as those whose careers began in 2008. The firm has a strong focus on continuing to understand the unique aspects of each generation and creating an environment that will support the needs of our employees and our clients. I hope you will enjoy this issue on generational diversity and will participate in the activities occurring around the firm.

John Latham, Diversity Partner

Feature Article: From Where I Stand 2

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**Diversity - A Global Perspective** 



Let's Celebrate A&B Diversity



Where's the Benefit?



**A&B Supports Diversity** 

**For this issue of** *Change in Motion*, we asked one of our youngest and one of our most senior individuals at the firm to share some insights about themselves. Their answers help shape a picture of the generations, and the disparity of their answers shows the way in which external events within their lifetimes can shape the future. They also show the power of life and the shared commitment and importance of personal kindness and openness to the others – a trait bridging any age gap. Our thanks to the participants.



Alexandra Wilson is the Business Development Administrative Specialist in the New York office and one of the firm's youngest employees. She was born on January 15, 1985.

# Q: What do you recall as being the most historical event in time that you experienced personally?

The September 11th attacks will always be something I remember. They remind me of my grandfather talking to me about the attack on Pearl Harbor. I also think that the whole Bush administration era has been something that will go down in history – the international issues and controversies, especially the Iraq war. I also think the 2008 elections will be remembered as historically significant.

# Q: What is the most memorable personal event in your lifetime?

My most memorable event was probably my first day at Alston & Bird. I was very

nervous. This was going to be my first "real" job out of college, and I did feel somewhat intimidated. But everyone was very friendly and supportive. Upon meeting them, I instantly liked all of the people that I was going to be working with. My age was definitely something that made me somewhat unsure of myself and hesitant to speak up at first; however, I feel that I have been encouraged to share my opinions and am treated as an equal despite the fact that I am one of the youngest people at the firm.

# Q: Who is the person, besides family members, you most admire?

I really admire Hillary Clinton. She is a strong and intelligent person and holds strongly to her beliefs. But, she is gracious in the way she voices her opinions. I also think Oprah Winfrey is great. She overcame great adversity and hardship to rise to her current position; not only is she an extremely successful business person, she is also greatly involved with humanitarian concerns and shares her wealth with those who are less fortunate. I think both are great roles models for both women and men.

### Q: What fashion trend do you feel defines your generation?

A lot of the trends today are repeats from other generations ('50s and '60s, even the '20s to the '40s). There is really a mix of style. Today anything goes, and everyone

seems to have their own style. I don't think there is one definitive "millennium style."

#### Q: What is your favorite TV show?

I don't watch TV too much. I actually don't have cable currently, but I loved Grey's Anatomy when I was at school.

#### Q: What is your favorite book?

East of Eden by John Steinbeck.

### Q: What did you spend the most time doing in your childhood?

Sports have always been a big part of my life. I played soccer and lacrosse for most of my childhood, and I also liked to read.

# Q: What piece of advice would you give to the older / younger generation about your generation?

I think both generations can learn a lot from each other. I think that many of the events in the world today could be mirrored to what was going on in this country in the 1960s, except my generation is not nearly as proactive as generations before in terms of voicing opinions. We are still very eager to help, but we are quieter than generations before.





Senator Bob Dole is Special Counsel in the firm's Washington, DC office and the senior practicing attorney at Alston & Bird. He was born on July 22, 1923.

# Q: What do you recall as being the most historical event in time that you experienced personally?

Certainly World War II. Even before December 7, 1941, there was a lot of "noise" about a war coming – a sense of foreboding. I had dreams of studying to become a doctor, but the war changed that and many other significant aspects of my life. And the same can be said for thousands of other Americans.

## Q: What was the most memorable personal event in your lifetime?

The first was April 14, 1945 – during World War II. My life changed forever because

of serious wounds. It took four years to recover enough so that I could button my own shirt and tie my own tie, and to me, that gave me a real sense of independence again.

The second one was being nominated for President of the United States at the Republican Convention in San Diego in 1996. John McCain made the speech nominating me.

# Q: Who is the person, besides family members, you most admire?

General Dwight Eisenhower, Dr. Kelikian, Peyton Manning, Condi Rice, John Kemp (quadruple amputee).

### Q: What fashion trend do you feel defines your generation?

Conservative, laid back and too expensive for most of us.

#### Q: What is your favorite TV show?

Law & Order, Hannity and Colmes, pro football and Kansas basketball.

#### Q: What is your favorite book?

I have two: *Master of The Senate*, by Robert Caro and *Churchill-The Last Lion*, by William Manchester.

### Q: What did you spend the most time doing in your childhood?

I grew up in Russell, Kansas, and there was not too much going on so I watched the grass grow, played football and basketball, and worked at a local drug store. I did many other odd jobs like delivering grocery store fliers and driving a tractor after harvest.

# Q: What piece of advice would you give to the older / younger generation about your generation?

There were important principles for my generation, and they still are important today. We all need to stay focused on them: Love your country, keep your word, respect your superiors, do something for someone else at least once a week. If you think you are having a problem, wait a minute and someone will show up with a bigger one. You have to keep a positive attitude and do things to help others, even in small ways — a telephone call, an e-mail, or just saying hello.

### **DIVERSITY - A Global Perspective** •

# Generations in the Workplace

For the first time there are four generations in the workplace, and what motivates them, what their expectations are, and what makes them comfortable varies. While everyone cannot be neatly placed into a behavioral grid, based on in-depth research, the following characteristics of the four generations emerge.

#### Matures

- Born before 1945
- · Influenced by the military
- 35 million people today

#### Boomers

- Born between 1945-1964
- Most influential people today
- 80 million people today

#### Gen-Xers

- Born in 1964-1980
- "Prove it to me"
- 45 million people today

#### Millennials

- Born after 1980
- "Want to give and receive feedback readily"
- 75 million people today

#### World of 1,000\*

The population of the world is now at 6.5 billion people. If a representative sample of 1,000 individuals was grouped together, the following characteristics would be observed:

Gender		
Men	Women	14
503	497	

	Age	
14 or Younger	Between 15 and 65	65 or Older
274	651	75

Geographic Spread					
Asia	Africa	Europe	Latin America Caribbean	North America	Oceania
604	142	112	86	52	5

Geographical Environment			
Live in Rural Areas	Live in Urban Areas		
508	492		

Language of Choice				
Mandarin Chinese	Spanish	English	Portuguese	Hindi
137	51	48	28	28
Bengali	Russian	Japanese	German	
27	23	20	15	

<sup>\*</sup>Source: Atlanta Journal-Constitution, 2007

#### World of Alston & Bird

Firm Profile				
	Matures	Baby Boomers	Gen-Xers	Millennials
Firmwide	48	642	936	119
Admin. Staff	33	437	395	83
Attorneys	15	205	541	36

# Where's the Benefit?

Alston & Bird provides a large variety of benefits to address the needs of a diverse workforce. Programs that offer work/life integration and flexibility are more available today than in the past when the Traditionalists (born 1900-1944) and the Baby Boomers (born 1945-1964) comprised the majority of employees.

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In addition to the Children's Campus at A&B, Alston & Bird purchases space in Bright Horizons Childcare Centers near our New York, Washington, DC, and Charlotte offices. The firm provides employees with in-home child care and access to hundreds of back-up child care centers around the country through the Bright Horizons Back-up Care Advantage Program. New parents are able to take advantage of paid parental leave, both for the primary and non-primary caregiver, and new mothers have access to the New Mother Room. Busy schedules at work and at home can sometimes make it tough to "get it all done," so the firm provides a Concierge Service, which is available at a reasonable cost to employees who cannot be in "two places at one time."

Sometimes knowing what resources are available for helping out with the demands of an employee's personal life can be an

issue. To assist with these questions, the firm contracts with BrownRichards Referral Service, which can help provide the best resources for employees of all ages during various stages of their lives. Some of the areas BrownRichards can assist with are: child care, elder care, adoption planning, college planning, educational materials, school age resources, financial services and legal services. To assist with the needs of the "sandwich generation," those employees who may be caring for aging and/or ill parents while still caring for young children, the firm offers a Caregiver Support Group, applicable programs sponsored by the Good Health Committee and CPR/AED Training. And, of course, the Employee Assistance Program is available to help assist with stresses that can arise

during any stage of life. To support and enhance the firm's retirement program, employees have access to retirement investment education to assist them in preparing for the future. In 2007, the firm added the Vanguard Target Retirement Date Funds, to make the process easier for selecting an appropriate array of funds for your individual retirement schedule. The employee only needs to select the date closest to their planned retirement year, and the Target Retirement Date Funds invests and rebalances the portfolio.



#### Multicultural Law Ranks Alston & Bird Among Top 100 Firms for Diversity

Alston & Bird is prominently listed in *Multi-cultural Law* magazine's latest issue focusing on diversity in law firms. The listings highlight "the diversity initiatives implemented by proactive law firms." Alston & Bird is included on the following lists: Top 100 Law Firms for Diversity; Top 50 Firms for Partners; Top 50 Firms for Diversity; Top 100 Firms for Women; Top 25 Firms for African Americans.

# Alston & Bird Supports PALS

Alston & Bird has become a Leadership Firm with PALS (Practicing Attorneys for Law Students Program, Inc.) in New York. PALS is a 25-year-old organization that focuses on mentoring programs and skill development for law students of color, and serves the 13 law schools in the New York area. The program extends into the first year of their practice. Thanks to the New York Diversity Committee for its commitment to support the diversity pipeline by

becoming a Leadership Firm with PALS and recruiting attorneys to serve as mentors. For more information about PALS, visit their website at www.palsprogram. org, or contact Paul Roberts, counsel, New York, at 212.210.9468.

# John Latham Elected as AIMD Chair

Diversity Partner John Latham was elected to serve as chair of the board of trustees of the American Institute for Managing Diversity. Founded in 1984, AIMD is the nation's leading nonprofit think tank dedicated to promoting and furthering the field of diversity management. The organization offers resources world wide on cutting-edge perspectives and approaches to diversity. For further information see AIMD's website at www.aimd.org.

# **Diversity Task Force Celebrates Diversity**

Alston & Bird's Diversity Task Force has celebrated diversity with interesting and informative programs across all offices.

For Black History Month, the Washington office hosted the presentation a play authored by Tracey Simpkins and Denice Whalen-White entitled "The Walker Sisters." The play's storyline is about two fictional sisters, 96 and 98 years old, who live in Washington their entire lives and delightfully reminisce on the events of their lives and our nation's capital.

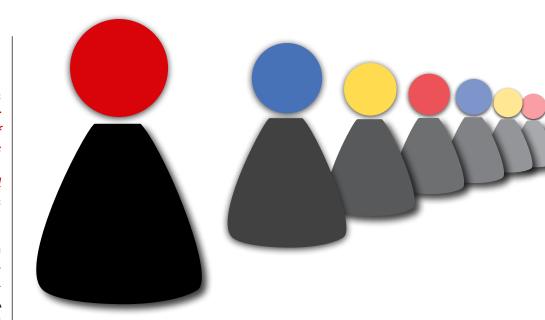
In recognition of Asian Pacific American Heritage month, Atlanta associate Trinh Huynh shared information on Vietnamese culture and recounted her experience as a then four-year-old refugee as she and her family escaped from Vietnam in the 1970s to Gainesville, Georgia through a church that was assisting them. Her remembrances underline the tenacity and fierce determination of the family as they overcame numerous obstacles.

For Gay and Lesbian Pride Month, the Atlanta office hosted Wesley Chenault, the author of a new book, *Gay and Lesbian Atlanta*, and the curator of the Atlanta History Center's new exhibit "The Unspoken Past: Atlanta Lesbian and Gay History."

#### **Minority Corporate Counsel Association**

The Minority Corporate Counsel Association (MCCA) was founded in 1997 to advocate for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them. MCCA accomplishes its mission through the collection and dissemination of information about diversity in the legal profession.

On June 3, 2008, the firm partnered with The Minority Corporate Counsel Association (MCCA) to host MCCA's 2008 Generational Diversity Dialogue program. MCCA is the country's leading corporate counsel diversity association, focused on the hiring, retention and promotion of minority attorneys in law firms and corporate law departments. This was the first program the MCCA Southeast Region Chapter has presented in the Southeast. The program took place in the Atlanta office, followed by a networking reception. Dr. Arin N. Reeves, a consultant with extensive experience working with law firms in the areas of racial/ethnic, gender, generational, sexual orientation, class and cultural diversity issues, presented a very interesting program on generational diversity, and facilitated a lively panel discussion with representatives from each of the four generations in today's workplace. Panelists included Ben Johnson, former managing partner; Karol Mason, partner in the Real Estate Finance and Investment group; Melanie Baptiste, A&B summer associate and MCCA scholarship recipient; Robin Sangston, VP and associate general counsel of Cox Communications, Inc.; and Eric Hilton, VP and general counsel of H.J. Russell & Company. The event was attended by clients, A&B attorneys and other legal professionals in the Atlanta area.

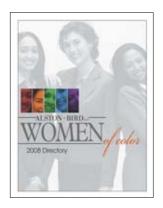


#### Women's Initiative

The Women's Initiative, comprised of women partners and senior associates from each office, serves as a catalyst for change, and provides internal and external opportunities for women to meet, share experiences and build their careers.

The Women's Initiative and Business Development presented a workshop on February 13, 2008 titled, "Honing Your Business Development Skills." The event took place in New York and was for the women attorneys in both the New York and D.C. offices. Approximately 70 women participated. The workshop began with a dinner get-together in which each attendee was asked to "interview" and introduce the colleague sitting next to her. The following morning, Felice Wagner of Sugarcrest Consulting led а panel discussion addressing the skills, methods and approaches required for women to successfully develop new business. The workshop was later presented in the Charlotte office on May 5-6, 2008, for the women attorneys in North Carolina and included a cross section of women from

the Atlanta office to promote networking among the offices. Panel participants included Ellen Goodwin, Rosemarie Thurston, Susan Wilson, Anne Tompkins, Jennifer Butler, Donna Bergeson and Angela Payne James.



#### Women of Color Career **Strategies Workshop**

The firm held its first Women of Color workshop in Atlanta on February 29 and March 1, 2008. Approximately 48 of our Women of Color attorneys from all offices participated in the event. The workshop on

#### **A&B Supports Diversity**

(Continued)

Friday included a panel discussion of the firm's Women of Color partners, as well as breakout sessions on topics such as career building, taking ownership of one's career, relationship building and criteria for partnership. Richard Hays gave a welcome on Friday, and the day ended with a dinner. Saturday's agenda included a panel with Teri McClure, general counsel of UPS, Bettina Yip and Letty Alfonso of AT&T and Ami Patel of McKesson. The panelists discussed their thoughts and reactions to the ABA study "Visible Invisibility," published in 2006, as well as thoughts on relationship building, professional and business development obstacles to avoid for women of color.



# Asian American Attorney Forum

Alston & Bird held its first Asian American Attorney Forum on Friday, November 30, 2007, in the Atlanta office. Approximately 30 attorneys from across the firm participated in the full-day event. The Forum was designed to offer the firm's Asian American attorneys insights and perspectives through discussion forums on issues re-

lated to Asian American lawyers. Peggy Nagae, who is a principal member of Peggy Nagae Consulting and an expert in the fields of cultural competence and workplace diversity facilitated the forum. According to Ms. Nagae, Alston & Bird is one of only a few law firms in the country that has hosted a conference for Asian American attorneys. The forum included the presentation and discussion of strategic issues Asian American lawyers may face, with a focus on recruiting and hiring, retention, mentoring, professional development, promotion to partner and other leadership positions, as well as marketing and client development. Roundtable discussions created an open environment for attorneys to discuss topics, concerns and ideas with each other and with members of the leadership team at Alston & Bird, including Richard Hays, managing partner, Ben Johnson, former managing partner, and John Latham, diversity partner.

#### Participation in NAPABA

The National Asian Pacific American Bar Association (NAPABA) is the national association of Asian Pacific American (APA) attorneys, judges, law professors and law students, providing a national network for its members and affiliates.

Kevin Lyn, partner in the IP-Mechanical Patents group in Raleigh, spoke on a panel titled "Current State of APAs in the Profession: Barriers to Advancement," at the diversity symposium on "Asian Pacific American Diversity in Law Firms," present-

ed by The National Asian Pacific American Bar Association (NAPABA) in Los Angeles last November. John Latham, diversity partner, participated on the same panel during the presentation of the symposium in New York in April of this year.



# GAPABA Wins in Two Categories

GAPABA – Promoting professional development and fellowship among Asian Pacific American attorneys and encouraging civic participation for all Asian Pacific Americans.

Congratulations to GAPABA (Georgia Asian Pacific American Bar Association). winner of the State Bar of Georgia's Local Bar Activities Awards in the categories of Award of Merit (51-100 members) and Best Newsletter (51-100 members). The quarterly GAPABA/IndusBar publication newsletter, titled "On the Move," is edited by Alston & Bird associate Ambreen A. Delawalla, and the firm contributes the design and production services needed for each issue. A special thank you goes to Corey Bryant, graphic designer, Business Development, in the Atlanta office, for his expert graphic design skills on the newsletter and Laronda Arnold for the design of GAPABA's logo (see above). ■



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