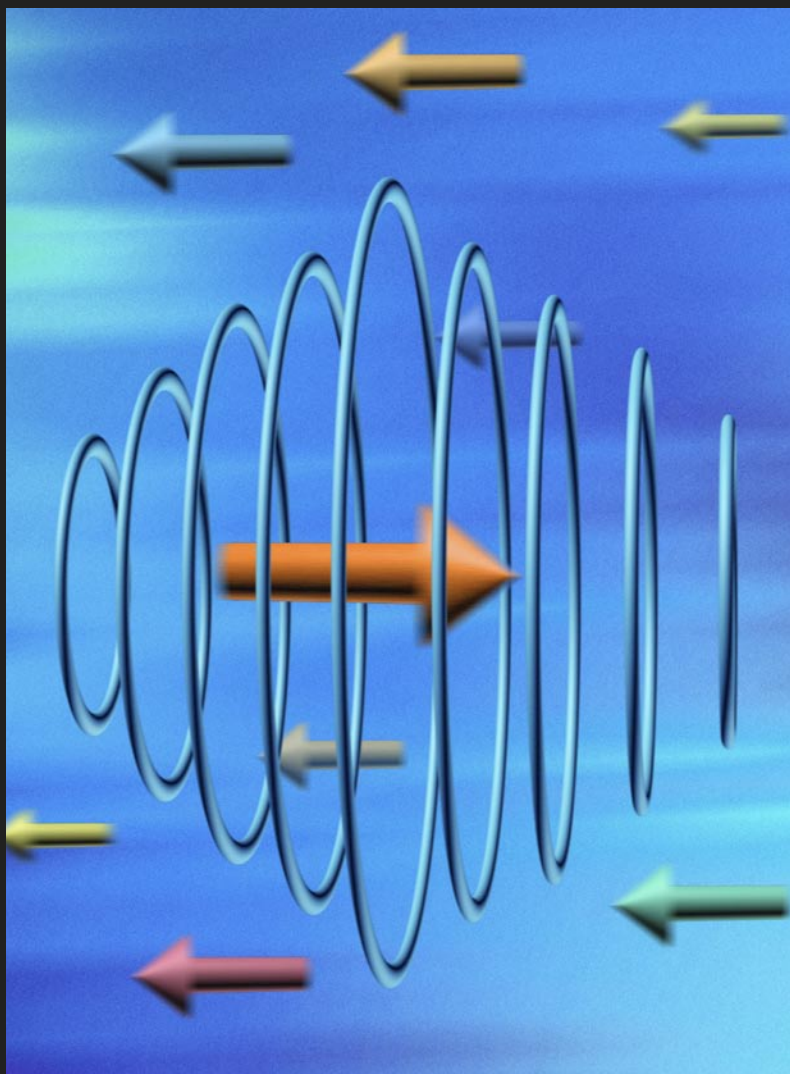


# change in motion

*Diversity Magazine*

*Winter 2005-2006*



**Sponsorship and Participation  
in Support of Diversity**

**The Business of Diversity**

**From Where I Stand**

**ALSTON + BIRD<sub>LLP</sub>**

# change in motion

## Diversity Committee

Blas Arroyo  
Renee Brissette  
Mark Calloway  
Michelle Cunningham  
Cathy Benton  
Ken Britt  
Barbara Bryant  
Cari Dawson  
Angela Payne James  
John Latham  
Jon Lowe  
Kevin Lyn  
Linda Sims  
Erin Springer  
Johnny Stephenson  
Bernard Taylor  
Chris Ford  
Tammy Franklin  
Jamie Hutchinson  
Kimya Johnson  
Catherine Meeker  
Mitchel Pahl

Our second issue of *change in motion* focuses on what means the most to us at Alston & Bird . . . our people. In this edition, we highlight some of the activities that our diverse lawyers have participated in to expand their networks and practices, as well as to promote the firm. We also feature Tammy Franklin, our Director of Administration in Charlotte and recipient of the 2005 Alston & Bird Diversity Leadership Award, in one of our regular columns, “From Where I Stand.” And through Bill Kim, we gain some insight into Korean culture and business environment. I hope you enjoy this issue as much as I do.

John Latham, Diversity Partner

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# Sponsorship and Participation in Support of Diversity

*Throughout the year, Alston & Bird proudly supports events of many minority organizations through financial sponsorship. But more importantly, the firm also has representatives of the firm attend these events. The following are comments from lawyers who attended some of the events in 2005.*



*NAPABA  
Peng Li, Associate, IP Electronics and  
Computer Technology, Atlanta*



*NAPABA  
Kevin Lyn, Partner,  
IP Mechanical, Raleigh*

## **NAPABA – National Asian Pacific American Bar Association, NAPABA Annual Convention**

*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. NAPABA advocates for the legal needs and interests of the APA community and represents the interests of over 40,000 attorneys and 47 APA local bar associations. The annual convention is the organization's most significant event and provides a great forum for people to network and build friendships, as well as work relationships and to develop professionally through attendance at seminars and workshops. More than 800 attendees from all states, including Hawaii, participated in the 2005 conventions.*

### **What is your involvement?**

**Peng:** I have been an active member of Georgia's APA since I arrived at A&B in 2003. I went to the annual convention in Dallas in 2004, and to me, it was like opening the door to this national Asian legal community. I found it very inspiring and a fruitful experience. I made a number of contacts and friends, and as a young associate, I learned quite a bit through the breakout sessions and conversations with experienced legal professionals, not limited just to the practice of law, but to other aspects of professional development such as responsibilities to the community, honing interpersonal skills, setting career goals and balancing life and work. My favorite panel discussion was *Best and Worst Practices of Highly Effective Rainmakers: The Inside Scoop From In-House Lawyers*.

**Kevin:** The 2005 convention was my first introduction to NAPABA and as a result, I am seeking a leadership role in the organization. I am going to work with NAPABA's newly elected president in reviving the North Carolina NAPABA chapter even if I am the only attorney from NC to attend the convention!

### **What was a benefit of participation?**

**Peng:** I was proud to represent a firm that so generously sponsored and supported the event. Our presence made a good showing of our effort in promoting Asian diversity.

**Kevin:** Several attendees commented that large Southeastern firms were known for not having APA attorneys, much less APA partners and that these firms seemed lacking in diversity overall. Our support and participation was noticed and helped make progress is proving that perception to be wrong. NAPABA makes sure that in-house attorneys mingle with private practice attorneys, and that's important for business development purposes, especially with the emphasis by many large companies on diversity as an important component of the outside legal team.

## **HNBA – Hispanic National Bar Association, HNBA Annual Conference**

*The HNBA is a national association representing the interests of over 25,000 Hispanic American attorneys, judges, law professors and law students in the United States and Puerto Rico. Founded in 1972, the HNBA essentially is an umbrella organization and collaborates with local Hispanic bar associations in over 100 cities in the United States. The primary objectives of the HNBA are to increase professional opportunities for Hispanics in the legal profession and address issues of concern to the national Hispanic community. Legal education and civil rights have been fundamental concerns of the HNBA from the beginning. Judicial appointments and political representation are also priorities of the HNBA.*

### **What is your involvement?**

**Pref:** I have been involved with the HNBA since 1993, mainly just as a member. However, I have been involved from time to time with members of its judiciary committee in developing a message to various administrations about the urgent need to have a Hispanic Supreme Court Justice. At the local level, at my former firm, I was involved with the Washington, D.C. Hispanic Bar Association and helped establish a law student mentor program.

### **What was a benefit of participation?**

**Pref:** The convention is a time to sit down with friends and share a drink or meal and develop new contacts. I was able to visit with a friend whom I have known since the mid-1980s. He was a partner at a large Miami law firm and has recently become the number two lawyer in the international legal division at Wal-Mart. He introduced me to a number of senior Wal-Mart lawyers also attending the convention (Wal-Mart has been a significant sponsor of the HNBA and the convention for a number of years) and has suggested that I visit Bentonville to meet the GC and other senior lawyers.

The other memorable (amusing) thing happened toward the end of Al Gonzales' keynote address about the good things HNBA has accomplished. Fighting the good fight, he launched into a defense of the administration's (then current) Supreme Court nominee, Harriett Miers. The by now over-fed and well-drunk crowd began to sound like members of England's Parliament and suggested to Mr. Gonzales that he did not have it quite right. (After all, the HNBA crowd viewed Alberto as one of theirs.) After a few uneasy moments the crowd remembered its collective manners, and Mr. Gonzales finished his prepared remarks to unanimous cheers.

## **CYOC – Charting Your Own Course, Annual Conference**

*The Charting Your Own Course organization holds an annual conference directed to the career development needs of minority partners, associates and in-house counsel. Each year, more than 500 attorneys meet to engage in open, candid discussions regarding law firm and in-house life. The goals of the conference are to inspire attorneys to take ownership of their career, dispel myths regarding law firm and in-house life, and establish a nation-wide network for talented minority attorneys to develop mentors and contacts.*



*HNBA  
Pref Ramirez, Partner, Financial  
Services and Products, New York*



*CYOC  
Kareem Peat, Associate,  
Litigation and Trial, New York*

*(continued on page 10)*

# Continued Growth

## Education in Support of the Firm's Commitment to Diversity

According to Dr. R. Roosevelt Thomas of R.Thomas Consulting & Training (RTCT), "Diversity management is the process of creating and maintaining an environment that naturally enables all participants to contribute to their full potential in pursuit of organizational objectives." Alston & Bird engaged RTCT in 2003 to develop educational programs and continues to work with these consultants as part of an ongoing commitment to recognize the value each individual brings to the firm by creating programs to help integrate diversity skills.

## Foundational Training

The first step in the diversity management process is the initial Foundational Training which presents a broad perspective on what working with diversity means. The foundational element of the introductory diversity lessons provides an understanding that diversity is "any collective mixture of differences, similarities and related tensions." The Foundational Training introduced the importance of identifying Requirements – what is essential for meeting objectives; Preferences – the way we like things to be; Traditions – the way things have always been; and Conveniences - the way it is easier to do things.

The goal moving forward is to develop educational opportunities to help us translate real life diversity situations and to apply the learning to create the most productive and supportive environment we can. Using the methods in the RTCT program can help us accomplish the task of working



together with diverse talent and bringing different thoughts, options and actions to any situation.

To ensure that everyone has the same building blocks for understanding diversity management, the RTCT training is being undertaken for everyone who joined the firm since the first round of workshops. During October, November and December, training was conducted in North Carolina and Atlanta. New York and DC provided training in mid-January.

## Application Sessions

The next generation of learning is being referred to as the Application Sessions and assists attorneys and staff in developing diversity management skills and maturity to apply to real life interactions specific to challenges identified by each office. Because of historical, geographic location, workforce and cultural differences being unique to each office, Application Sessions are being developed on an office by office basis.

Charlotte completed its development of the Application Sessions and provided a 2½-hour workshop in November for everyone in the office. The Diversity Committee representatives in DC provided their next generation of learning in mid-January. Diversity Committee representatives in Atlanta, Raleigh and New York are in the process of developing their Application Sessions with the RTCT consultants, and workshops will be planned for later in 2006.

We are excited as we move forward looking at ways we can continue to provide education that enables all participants to contribute to their full potential in pursuit of organizational objectives while supporting our firm culture of capitalizing on the uniqueness of each individual. ■

# The “Business” of Diversity

*William Yongkyun Kim is a partner in the New York office and a member of the Corporate Transactions and Securities Group. He shares his personal views on diversity from the perspective of his Korean heritage. Bill was born in Seoul, Korea and came to the United States in 1967 at the age of 11.*



People often lump Asia into a single region and Asians as one homogenous group of people, a simplistic way of looking at over 3.5 billion people who live in Asia and over 12 million people who live in America. Sensitivity to diversity dictates that we look at Asians more closely on an individual basis. Just as there are many differences among Europeans, these differences exist among Asians (people from Japan, Korea, China, India, the Philippines, Vietnam and others). To understand a person or a client with Asian heritage is to understand that person's particular culture, custom, history and language.

For instance, there is a significant difference in Korean, Japanese and Chinese language and food. In earlier times, Koreans expressed spoken Korean in Chinese characters. However, in 1444, the Korean alphabet (with 24 letters – 14 consonants and 10 vowels) was invented. Although in general, Koreans don't understand Chinese or Japanese unless they have studied the languages, words were borrowed whenever a new concept came from China or Japan. In recent times, Koreans have borrowed English words to describe many new American concepts being adopted in Korea.

## The Influence Of Confucius

Korea was dominated over the past 700 years by Confucianism, and it remains a fundamental part of Korean society today, shaping its moral system, way of life, so-

cial relations between old and young, culture and legal system. To get ahead in olden days, it was necessary to study and become a scholar as the scholar class occupied the top social standing (while the merchant class occupied one of the lowest classes). Even today, education is seen as the key to a person's success in Korea, and statistics show that Korean families spend about one-fourth of their disposable income directly on their children's various educational endeavors.

Because of Confucius's teachings, Koreans treat their elders with great respect. Even in school, there is a strict hierarchy that is dictated by age, even among elementary school students. As an example, a person who is just one year younger would address the older person in a formal form of language and behave accordingly.

The concept of “respect for elders” transfers to company settings, but I believe all societies around the world put elders in a special “respected” class. An interesting phenomenon occurs in a Korean workplace. Korean companies are run very much like the military, with military discipline, military hierarchy and military zeal. There is a strict code of behavior toward the superiors and subordinates, and a person is expected to work as long as it takes to finish a given task. Although this may have a lot to do with Confucius's teachings, I think this may have more to do with the post-Korean War country dominated by the

military and many of its corporate leaders having come from the military – applying military rules and discipline.

## Evolution Of Lawyers – From Scribes To Deal Makers

The market for international legal services in and involving Korea is in a state of rapid flux. In the past, Korean companies did not use U.S. lawyers much or effectively. When they did use U.S. lawyers, it was only after the parties had reached a deal and when the lawyers would be of limited value. This practice was borne out of the long-standing Korean business culture where lawyers were used primarily to scribe the deal already reached and out of concern regarding high legal fees.

With a rapid globalization of their businesses, increasing complexity of their deals, and incurrence of exorbitant costs for carelessly negotiated and poorly drafted agreements, Korean companies began to realize and appreciate the need for more thorough legal representation offered by U.S. lawyers. As a result, the volume of in-bound and local legal work for Korean clients in the U.S. has increased significantly in recent years.

Korean companies became more acutely convinced of the need for better legal representation during the economic crisis of

*(continued on page 7)*

# Where's the Benefit?



*Mary Gill, who headed a task force established to look closely at career paths for Alston & Bird lawyers, answers questions about the firm's new Alternative Career Path Policy. Mary is a partner in the Securities Litigation Group.*

## **What is the Alternative Career Path Policy?**

The Alternative Career Path Policy is designed to provide a process and establish guidelines for attorneys who are looking for an alternative to the traditional career path to partnership. It embodies the firm's recognition of the need for flexibility to meet the challenges and competing demands of family and the practice of law. The policy is gender neutral and is available to attorneys who have successfully completed three years of practice.

## **Why did we need a new policy?**

Alston & Bird was one of the first law firms in Atlanta to establish a written policy for alternative attorney schedules. The Reduced Hours Policy was adopted by the firm in 1989 and at the time, reflected a progressive view toward the topic. By today's standards, the Reduced Hours

Policy appears rather rigid. As the views of the firm evolved over time, the Reduced Hours Policy was rarely followed. Instead, individuals and their practice group leaders developed specific career profiles tailored to the attorney and the needs of the practice group. As a result, there have been a number of attorneys over the years who have made individual arrangements with their group leaders to fit their specific situation. Although this ad hoc administration of the "Policy" had the benefit of greater flexibility for the attorneys and their practice groups, it had the disadvantage of not being well understood, and there was a perception of a lack of consistency in the approach taken by different practice groups within the firm.

In response to the need for greater transparency and to reaffirm the commitment to diversity, Ben Johnson initiated a process

and the formation of a task force, which made recommendations to the Partners' Committee and resulted in the adoption of the Alternative Career Path Policy.

## **How is the new policy different from the previous Reduced Hours Policy?**

The most significant changes brought about by the Alternative Career Path Policy are that there is no set duration or time-limit, it recognizes that an associate may be considered for partnership, notwithstanding the fact that he/she is on an alternative schedule, and it establishes a process by which an associate can gain access to information and guidance in making a proposal for an alternative schedule.

The old Reduced Hours Policy placed a two-year cap on the duration of a reduced hours schedule. The Alternative Career

Path Policy contains no time limitation, although there is an expectation that most attorneys will at some point in their careers return to a traditional schedule. The structure and success of the alternative schedules will be reviewed in the course of the annual review between the attorney and his/her group leader.

With respect to partnership, the Reduced Hours Policy required an associate to return to full-time status for a year before being considered for partner. The Alternative Career Path Policy recognizes that an associate on an alternative schedule may be eligible for partnership at any point after his/her class is considered for partnership and may continue to pursue his/her career on a reduced hours schedule, or initiate a reduced hours schedule as a partner.

To provide ready access to information and greater uniformity in application, we established the role of Alternative Career Path Advisor. The advisor is designated by the Partners' Committee to oversee the

policy, assist an associate in obtaining relevant information and evaluating whether he or she is interested in pursuing an alternative path, and to serve as a liaison with the group leader in submitting a proposal. Ultimately, the decision whether to embark upon an alternative schedule will be made between the individual attorney and the group leader. Ben Johnson has asked that I serve in the role of advisor, and I have agreed to do so.

### **Who was involved in framing the Alternative Career Path Policy?**

The Alternative Career Path Policy reflects the input from partners, counsel and associates from each of the offices and practice groups. The process began with the establishment of the Task Force, which was composed of 21 attorneys, including partners, counsel and an associate. The Task Force was ultimately responsible for making recommendations to the Partners' Committee. However, their report to the Partners' Committee on these issues was informed and shaped by (1) a wealth of

information regarding similar policies at other law firms, (2) an on-line Work/Life Balance survey of A&B associates and counsel, (3) a review of the experiences of past and present reduced hours attorneys at A&B, and (4) the guidance of an Associate/Counsel Advisory Committee. In addition, the report and recommendations of the Task Force were vetted with the group leaders before being unanimously approved by the Partners' Committee. As a result of this rigorous process, the Alternative Career Path Policy truly reflects the philosophy of the constituents of A&B.

### **Does it address all of the work/life balance issues?**

The establishment of the Alternative Career Path Policy is an important step toward openly addressing the challenges of balancing the demands of family and career. We will continue to explore issues related to the policy and welcome feedback and input from others as we do so. ■

## **The “Business” of Diversity**

*(continued from page 5)*

1997-1999 when all of their deals and the related documentation came under close scrutiny as their Korean and foreign lenders were calling the loans and as their business partners were taking actions to secure their claims. It became painfully obvious that the rights of Korean companies had not been carefully protected when the deals were consummated. Although the economic crisis caused many overseas deals to be canceled, this crisis presented new opportunities for lawyers specializing in, among other areas, bankruptcy, workouts, financing and litigation.

### **Developing Business**

Developing Korean business has a lot to do with developing relationships. And developing relationships in Korea is possible only if there is a connection through family, friends or school affiliations. However, these relationships alone do not guarantee success in developing business. Other key success factors are the same as those for any business, namely knowledge of the lawyer hiring process, maintaining close and ongoing relationships with decision makers and people of influence, establish-

ing name recognition in Korean business circles, being competitive in fees and expenses, being able to communicate in Korean and of course, providing exceptional legal service.

In the end, to satisfy Korean clients who are hyper-paced and on the cutting edge of technological innovation, it is not enough for the lawyers to merely provide “value addition” for clients – we must also provide “value creation.” ■



# From Where I Stand



*Tammy Franklin, Charlotte Office Director of Administration, shares her perception on diversity. In recognition of her contributions to making a difference in the firm's diversity, Tammy is the recipient of the 2005 Diversity Leadership Award.*

My perspective on diversity is shaped by two very different influences – my role as the Director of Administration for the Charlotte office and my background as a native of southern California.

As a native of southern California, I have always been surrounded by people of diverse backgrounds, cultures, alternative lifestyles and religions. As a student at UCLA, I was the first minority woman to be selected to join the 200-member Kappa Alpha Theta (KAO) sorority. Early in my career at the O'Melveny & Myers law firm, I had the honor of being selected to work on the firm's diversity committee, and that committee was challenged with assisting Christopher Warren's independent commission on issues associated with the Rodney King riots in the Los Angeles community. Mr. Warren was later appointed as the U.S. Secretary of State. Although it was quite unsettling to see my hometown go through the civil unrest, I considered myself fortunate to have the opportunity to interact with civic leaders fighting for change. I have experienced a multitude of opportunities for life lessons and insight associated with diversity, and my work with the Los Angeles area civic leaders built a foundation for me as a public advocate for diversity and institutional change.

While I consider myself a California girl, I am very proud to say that my roots are southern. Both of my parents were born and raised in Birmingham, Alabama. My parents intentionally shared their struggles about growing up in Birmingham and being educated in a segregated schools system. My mother frequently recalled the

terror that her classmates experienced as a result of the Birmingham church bombing that occurred near their neighborhood. Both of my parents instilled in me, at a very early age, that it is always important to look at the individual person and not to let the outward attributes that make a person different interfere with your interactions with them. With the exception of my parents and siblings, all of my relatives have remained in Alabama, and that provided me the opportunity to spend my childhood summers until I was sixteen years old visiting my grandparents, aunts, uncles and cousins in the South.

*"I am proud of what the Diversity Committee has accomplished in the Charlotte office with the support of firmwide initiatives."*

I am fortunate to have a visible role as an agent for change through our office's diversity management program and working with members of the Charlotte Diversity Committee: Blas Arroyo, Mark Calloway, Catherine Meeker and Chip Simmons. Together we have been able to create a strategic plan that is aligned with workshops that specifically deal with the Charlotte office diversity initiatives and issues. Our office plan is working to achieve our diversity management goals; bringing greater levels of knowledge, awareness and skill-building programs to assist with increased sensitivity to diversity issues; improving associate retention; and creating an en-

vironment for success for everyone who works in our office.

*• • •*  
*As a part of Alston & Bird, I have been quite impressed with the resources and support that have been dedicated to diversity management goals firmwide.*

*• • •*  
I am proud of what the Diversity Committee has accomplished in the Charlotte office with the support of firmwide initiatives. By no means are we near completion of our work for diversity awareness, but we have clearly identified challenges that we need to work toward for the success of the Charlotte office diversity management plan. For the coming year, we plan to add associates to our office's Diversity Committee and continue to work with our Diversity Task Force as a complement to the training workshops that have been provided.

As a part of Alston & Bird, I have been quite impressed with the resources and support that have been dedicated to diversity management goals firmwide. For those who have not ventured to seek opportunities to "think outside the box" when it comes to welcoming change and accepting and learning from diversity awareness programs, I challenge all in the New Year to work toward inclusion. Take a moment to understand what makes those around you tick because diversity is about more than just race, gender or religion. ■

# Celebrate Diversity



## Lawrie Demorest Named Human Rights Campaign Board of Directors Co-Chair

The Human Rights Campaign is the nation's largest gay, lesbian, bisexual and transgender civil rights organization, and Atlanta partner Lawrie Demorest will co-chair the 43-member national board of directors. Lawrie has been involved with the organization for more than 15 years. She has previously served as the Human Rights Campaign Foundation Board co-chair, as well as the HRC Board of Governors co-chair. "Lawrie's passion and energy embody the spirit of the Human Rights Campaign," said HRC President Joe Solmonese when the appointment was announced.

## Alston & Bird Again Ranked by National Publication

*Multicultural Law* included Alston & Bird on three of its 2005 "Top 25 Law Firms" lists – African Americans, Native Americans and Openly Gay/Lesbian Americans. The publication is distributed to more than 40,000 professionals in the legal community. Distribution includes a variety of legal organizations, such as the National Bar Association, National Asian Pacific American Bar Association, National Hispanic Bar Association, Fortune 500 corporate counsel, law schools and a host of other regional minority and women's legal organizations.

## ROSE Award Presented to Chris Thomsen

The efforts of Raleigh receptionist Chris Thomsen to bring diversity to the forefront were duly recognized when Chris received

the ROSE Award. The award (Recognition of Service Excellence) was presented to Chris for her efforts to develop and maintain postings on the office's Diversity Bulletin Board. She selects articles and other information for those in the Raleigh office to be better informed, educated and influenced regarding diversity.

## Senator Bob Dole's Story



On October 17, 2005 in recognition of National Disability Employment Awareness Month, Senator Dole spoke to all Alston & Bird offices on the topic of disabilities. Severely wounded in World War II, Senator Dole wrote about his recovery in his best selling autobiography, *A Soldier's Story*, recently published by HarperCollins. During his presentation, Senator Dole shared his challenges and successes in overcoming a physical disability. Since the event, more than 400 copies of his book have been requested by A&B lawyers and staff, and the Senator graciously personalized and autographed the majority of them.

## Alston & Bird Scores a Perfect 100

*Southern Voice*, the Southeast's most respected and most read gay and lesbian newspaper with more than 100,000 weekly readers, carried a story on the results of the Human Rights Campaign 2005 Corporate Equality Index. The HRC ranked companies on such criteria as whether or not they include sexual orientation in their

non-discrimination policies, if they offer domestic partner benefits, and if gender identity and expression training is required of employees. Alston & Bird is one of only four companies in Georgia to score a perfect 100 on the index. The others were SunTrust Banks, Worldspan Technologies and ChoicePoint. For purposes of comparison, the lowest scoring company in Georgia received a score of 14.

## AIMD Celebrates 20 Years

The American Institute for Managing Diversity is celebrating its 20th anniversary, and Alston & Bird was there at the organization's inception to provide legal counsel and support. The mission of AIMD is to advance diversity thought leadership through research, education and public outreach. Today, AIMD is the nation's leading non-profit think tank dedicated to promoting and furthering diversity management.

## New Parental Leave Policy

One of the ways Alston & Bird honors its commitment to diversity is to have a comprehensive and competitive benefits program that continually grows with the demands of a diverse workforce. As part of the firm's ongoing efforts to help employees balance the time pressures between work and family, the parental leave policy for staff employees was revised in December. The plan now provides paid time off for the non-primary care giver after the birth of a child or the adoption of a child under six years of age. The length of time off is up to three weeks, based on tenure with the firm. ■

# Sponsorship and Participation in Support of Diversity

(continued from page 3)



**NLLSA**  
Shirley Rivadeneira, Associate,  
Litigation and Trial, Atlanta

## What is your involvement?

**Kareem:** This was my first year attending the Charting Your Own Course conference.

## What was a benefit of participation?

**Kareem:** One particularly enlightening point made during the conference is that each attorney must actively become a mentor and mentee in the office. As a mentee, an attorney must make themselves available to learn the professional and personal skills necessary to succeed in a firm. As a mentor, an attorney must relay the lessons learned to junior or similarly situated attorneys. If this is done, an attorney will receive greater professional and personal fulfillment at the office. The conference also provided fantastic insight into the work/family balance. Among the interesting points raised was the idea that your children are not your coworkers, and therefore attorneys must be careful not to treat their children in the highly demanding way they treat their coworkers. Also, the session emphasized honoring appointments with family as you would honor appointments relating to work.

## NLLSA – National Latina/Latino Law Student Association, NLLSA Annual Convention

*NLLSA is a non-partisan organization driven by a progressive agenda aimed at protecting and advancing the civil rights of Latinas and Latinos in law school and in their communities. NLLSA is dedicated to promoting and sustaining the academic success of Latina and Latino students.*

*NLLSA was founded in 1996 by a group of law students at UCLA Law School to address the alarming drop in enrollment of minority students in the aftermath of Proposition 209. This state constitutional amendment ended California's affirmative action programs, which in turn had an impact in California on student minority counseling and recruiting programs. Soon after, NLLSA chapters emerged in other law schools across the West Coast, the Midwest and the Northeast. Today, the organization has a strong presence at many law schools. Each year NLLSA hosts an annual conference, drawing between 300 to 500 Latina and Latino law students. The event addresses the legal issues affecting Latinos in the United States and provides students an opportunity to network with attorneys, policy-makers, government officials, judges and other Latina/o activists.*

## What is your involvement?

**Shirley:** I have been involved in NLLSA since law school. I worked to increase law student participation on the East Coast and also served as a mentor for young Latina and Latino students interested in attending law school. Currently, I work with other NLLSA alumni to aid in recruitment efforts and facilitate opportunities for Latino law students to enter into the legal profession.

## What was a benefit of participation?

**Shirley:** Participation by Senator Tom Daschle at a NLLSA reception further demonstrated Alston & Bird's commitment to diversity. He gave a wonderful speech about his life and upbringing and encouraged Latina and Latino law students to pursue careers in government. The students welcomed him with cheers. We were successful in increasing the firm's recruitment efforts and had a number of students for callback interviews in Washington and Atlanta.

## NLGLA – National Lesbian and Gay Law Association, Lavender Law Conference

NLGLA is a national association of lawyers, judges and other legal professionals, law students, activists and affiliated lesbian, gay, bisexual, transgender and intersex (LGBTI) legal organizations. Established in 1988 and an affiliate of the American Bar Association since 1992, NLGLA has rapidly become the national voice for lesbians, gay men, bisexuals, transgender and intersex persons in the legal profession. NLGLA exists to promote justice in and through the legal profession for the LGBTI community in all its diversity.

### What is your involvement?

**Lawrie:** In conjunction with the NLGLA annual conference, a job fair was held to provide a venue for interviewing potential candidates. It was an ideal opportunity since the formal part of the conference was packed with interesting speakers and topics so it drew a broad spectrum of participants. The job fair was a natural extension of having students and members of the legal community come together. It was my first involvement with the organization and the job fair.

### What was a benefit of participation?

**Lawrie:** The recruiting process differed considerably from the standard on campus interviews. Since all candidates were LGBT, the law firms participating were there for the purpose of actively recruiting LGBT lawyers to their firms. Usually you have to sell the candidates on the LGBT-friendly atmosphere and culture at A&B, but our presence and sponsorship did that for us. On the other hand, the competition was more intense since all recruiters were perceived as being LGBT-friendly so that aspect became almost irrelevant, and we focused more on A&B policies and the things law students generally look for – quality and area of practice, opportunities for client contact and exciting work. Happily, we ended up with a summer associate from this job fair for the 2006 class. ■



NLGLA  
Lawrie Demorest, Partner,  
Products Liability, Atlanta

## For the Record

Alston & Bird is frequently asked to provide detailed information regarding the diversity of the legal professionals in the firm. Based on statistics as of September 30 of each year, this chart is one that was used recently and shows the progress of the firm's diversity efforts.

	1995	2005	Increase
Female Attorneys	78	208	166%
Female Partners	21	45	114%
Minority Attorneys	20	74	270%
Minority Partners	5	15	200%
Total Attorneys	333	695	108%
Total Partners	170	290	71%

## **Please Note...**

Rosalie Chamberlain, Executive Assistant in Human Resources in Atlanta, has recently taken on the additional role of the firm's Diversity Administrative Coordinator. In this capacity, she will assist the Diversity Steering Committee with coordination of the firm's vast diversity related efforts. Rosalie will serve as the point of contact for completing surveys or fulfilling client requests that require specific firm diversity statistics and information. Other areas of responsibility include the upkeep of the diversity calendar of events, processing sponsorship requests and coordination of the office diversity committees. Rosalie can be reached at 7206 (61) and is located on 3 ACP.

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## **Alston & Bird Office Locations**

### **ATLANTA**

One Atlantic Center  
1201 West Peachtree Street  
Atlanta, GA 30309-3424  
404-881-7000

### **CHARLOTTE**

Bank of America Plaza  
Suite 4000  
101 South Tryon Street  
Charlotte, NC 28280-4000  
704-444-1000

### **NEW YORK**

90 Park Avenue  
New York, NY 10016-1387  
212-210-9400

### **RESEARCH TRIANGLE**

Suite 600  
3201 Beechleaf Court  
Raleigh, NC 27604-1062  
919-862-2200

### **WASHINGTON, D.C.**

601 Pennsylvania Avenue, N.W.  
North Building, 10th Floor  
Washington, D.C. 20004-2601  
202-756-3300

### **Moving in April 2006 to:**

950 F. Street, NW  
Washington, D.C. 20004-2601  
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