

Morgan Lewis

moving forward

diversity FAQs

together





100 percent rating in the Human Rights Campaign Foundation's *Corporate Equality Index* "Top Law Firms for LGBT Equality" (2010 & 2011)

The 2011 *Corporate Equality Index* rated 615 private employers, including top law firms, on corporate policies that affect lesbian, gay, bisexual, and transgender employees. A 100% rating means the firm completely met all of the criteria for LGBT equality in the workplace as set forth by the HRC Foundation.



Winner of the Hispanic National Bar Association's 2009 Presidential Award for Advocacy

The annual Presidential Award for Advocacy is granted to organizations that support the HNBA in advocating for a diverse judiciary. Awarded to Morgan Lewis in part for its pro bono assistance to HNBA President Ramona Romero with her prepared testimony before the Senate Judiciary Committee supporting the confirmation of Judge Sonia Sotomayor to the U.S. Supreme Court.

Corporate Partner of the Year Award from the Hispanic National Bar Association (2007)



Working Mother and Flex-Time Lawyers, Best Law Firms for Women (2008)

*Working Mother* magazine, the authoritative source for career mothers, and Flex-Time Lawyers LLC, a national consulting firm advising attorneys and legal employers on work/life balance, named Morgan Lewis one of the *Working Mother & Flex-Time Lawyers' Best Law Firms for Women* (2008).



Winner of the 2007 Minority Corporate Counsel Association's Thomas L. Sager Award for the Western Region

Presented to law firms that demonstrate a commitment to creating a more inclusive legal professional and working environment.



## Enhancing diversity improves our ability to deliver excellent service to clients

Building a diverse team of attorneys is a core value at Morgan Lewis, and is part of our strategic focus. We are a firm that emphasizes teamwork, collegiality, and excellence. We accomplish this by drawing upon the strengths of knowledgeable and skilled individuals who represent a variety of viewpoints, experiences, and backgrounds.

We know that diversity is critical to the entire legal profession. Morgan Lewis is committed—through our actions and by working with our clients and others in the profession—to continue to drive our diversity efforts. When we provide teams of lawyers to support our clients' legal needs, diversity is just as essential a consideration as industry knowledge, cost-effective staffing, and personal chemistry.

On the following pages you'll find answers to the most common questions clients ask us about the firm's diversity efforts.

## Attorneys of Color Meeting taking diversity to the next level

Bringing together attorneys of color and firm leadership from across our offices, this meeting provides an excellent opportunity to network and to openly exchange ideas on such topics as retention, mentoring, communication, and pathways to success.

Client participation at this conference is invaluable. At the 2008 meeting, Dr. Arin Reeves, President of the Athens Group, facilitated a discussion among John Chou, Sr. VP, General Counsel, and Secretary, AmerisourceBergen Corporation; Doug Gaston, Sr. VP, General Counsel, Comcast Cable; Michael Kuritzkes, Sr. VP, General Counsel, Sunoco, Inc.; and William Von Hoene, Executive VP, General Counsel, Exelon Corporation.

The clients each elaborated on the business case for diversity and discussed their companies' approaches to diversity. Minority Corporate Counsel Association Executive Director Veta Richardson also actively participated.

## our success stories

**Best Places to Work for LGBT Equality** – 100% rating from the Human Rights Campaign Foundation in its *Corporate Equality Index* (2011 & 2010)

**Rahul Kapoor** named to the *Daily Journal's* list of **California's Top 100 Lawyers** (2010)

**Marlee Myers** honored by the National Diversity Council as one of the "Most Powerful and Influential Women of Pennsylvania" (2010)

**Grace Speights** named by the *National Law Journal* as one of "Washington's Most Influential Women Lawyers" (2010) and by *Washingtonian* magazine as one of "Washington's 100 Most Powerful Women" (2009). Grace also received the *Washington Business Journal* **Minority Business Leader Award** (2010)

**Seven Morgan Lewis female lawyers** were recognized in *Washingtonian* magazine's **Top 800 Lawyers** edition. The magazine rates these attorneys as the best of nearly 80,000 attorneys in the Washington, D.C. area (2009)

**Ted Cruz** named by *Texas Lawyer* as one of the "Extraordinary Minorities in Texas Law" (2009)

**Joan Haratani** awarded the American Bar Association's **Spirit of Excellence Award** (2009)

**Jami McKeon** named by San Francisco's *Daily Journal* as among the "Top 100 Lawyers in California" (2009)

**Larry Turner** listed by *Diversity & the Bar* magazine as a **2009 Rainmaker**; prior recipients include **Grace Speights** (2008) and **Joan Haratani** (2008)

**Leslie Caldwell** listed as one of the "50 Most Influential Women Attorneys in America" by *The National Law Journal* (2007)

**Julius Turman** profiled in *San Francisco Attorney* magazine for his outstanding work for the Bar Association of San Francisco's Equality Committee on Lesbian, Gay, Bisexual, and Transgender issues (2007)

**Dennis Morikawa** and **Joan Haratani** awarded the National Asian Pacific American Bar Association "Trailblazer Award" (2006)

Firm received first-ever **University of Pennsylvania Black Law Students Association Contribution of Distinction Award** (2005)



Senior female lawyers and lawyers of color serve on our Advisory Board, as office managing partners, and on management committees for practice groups.

### What is the role of the firm's management in diversity efforts?

The firm's Chair, Fran Milone, drives our diversity efforts. The co-chairs of the firm's Diversity Committee, Grace Speights and Larry Turner, and the firm's Director of Diversity, Ara Tucker, work with Mr. Milone to develop strategy and ensure implementation.

The firm's senior management, including members of the Advisory Board, the managing partner for legal personnel, the legal personnel partner, practice group leaders, and office managing partners, are also critical to the success of our programs and initiatives.

### What are the firm's innovative diversity efforts?

- The firm's 2007 Annual Partner Meeting focused on the topic of diversity. There can be no clearer message to the firm's partners, associates, and staff about the importance of diversity.
- The firm's director of diversity coordinates and supervises the firm's diversity initiatives, working with the chair of the firm, the Diversity Committee, the managing partner for legal personnel, the legal personnel partner, office managing partners, and practice group leaders to develop specific initiatives and overall strategy. The director of diversity focuses on creating and supporting an inclusive community that provides opportunities for success and promotion to all attorneys, while keeping abreast of issues relating to minority, women, and LGBT attorneys. The director is also tasked with generating new ideas and keeping everyone informed of the firm's diversity activities and goals.
- The firm hosts an Attorneys of Color Meeting, bringing together firm leaders, partners, associates, and senior management to discuss diversity as it relates to daily life at the firm and to our clients' needs. The most recent meeting focused on topics such as enhancing diversity; forging relationships to network and enhance careers; and balancing work, community, and personal expectations. *A participant from a minority bar association commended us for the quality and depth of the program.*
- Through our annual Upward Review program, the firm measures partners and senior management on their individual commitment to enhancing diversity in their practice areas and across the firm. We ensure success by holding our attorneys accountable.

### How does the firm's leadership communicate the importance of diversity?

Information on diversity at the firm is available on the firm's intranet and its external website. Mr. Milone updates all firm personnel on important diversity milestones. Recent communications focused on the firm's 100% rating in the **Human Rights Campaign**

Foundation's Corporate Equality Index of "Top Law Firms for LGBT Equality" (2010 & 2011), and our receipt of the Hispanic National Bar Association's 2009 Presidential Award for Advocacy.

Prior communications from Mr. Milone have focused on the firm's Annual Partner Meeting, the firm's receipt of the MCCA Thomas L. Sager Award for the Western Region, the HNBA Corporate Partner of the Year Award, and a report on the firm's Attorneys of Color Meeting.

The firm also communicates its commitment to diversity by conducting diversity and harassment prevention training for all personnel—including senior management and partners. But the most important way we communicate our commitment to diversity is through the efforts of our attorneys, who play leading roles in their communities.

### What type of mentoring programs does the firm have?

We have structured mentoring and networking programs in place at the firm, office, and practice group levels. Mentoring programs are a key component of both our Associate Development Program and our New Partner Development Program, which is for individuals elevated to partner within the last five years.

For associates, mentors assist with preparing a professional development plan, monitor progress under the plan, and participate in annual evaluation meetings. For new partners, mentors help develop specific objectives designed to support their new roles at the firm and within their practice areas. This includes training in business development, client relations, and associate management.

We also have a mentoring program in which senior attorneys of color provide guidance to more junior attorneys of color. This enhances our other mentoring programs by teaming attorneys who face common issues with respect to career development.

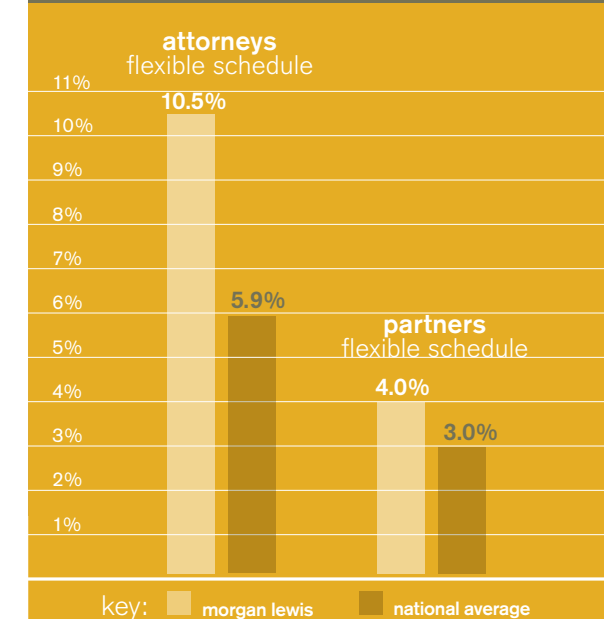
### How does Morgan Lewis support flexible schedules?

The firm's policy addressing flexible schedules dates back three decades. A significant number of firm attorneys have flexible work schedules that allow a balance between career and family life. The firm works with these attorneys to find a solution that meets the demands of their families, their practices, and their clients.

- Out of 1,276 attorneys, 134 (10.5%) work flexible schedules—significantly higher than the national average of 5.9%
- 4% of our partners work flexible schedules, exceeding the national average of 3%
- Over the last seven years, 18% of female rising partners were working flexible schedules when elected to the partnership



flexible schedules comparisons and percentages



## director of diversity



Ara Tucker

## What efforts does the firm undertake to recruit diverse attorneys?

Recruiting diverse attorneys is a familiar undertaking for Morgan Lewis. For many years, the firm's recruiting program has focused on developing a more diverse candidate pool. Our attorneys have historically visited approximately 70 law schools and job fairs to fill summer and fall associate positions. We also welcome expressions of interest from students at law schools where we do not conduct on-campus interviews.

We participate in the following programs:

- Job fairs held by various chapters of the Black Law Students Association
- Lavender Job Fair
- Philadelphia Area Minority Job Fair
- Philadelphia Diversity Law Group
- Bay Area Diversity Career Fair
- Cook County Bar Association Minority Law Student Job Fair

Our focus is on developing relationships with law school organizations that are important to students of color.

To accomplish this, we have developed a number of important outreach efforts. They include:

### Diversity Fellowship Program

The Diversity Fellowship Program (DFP) awards salaried summer associate positions and \$15,000 stipends to highly qualified second-year students to promote diversity within the firm. The stipends are paid to fellowship recipients who complete the summer associate program and accept offers of full-time associate employment with the firm.

### Morgan Lewis Book Scholarship Program

Under the program, 20 book scholarships are awarded to students at the University of Pennsylvania and UCLA. At each school, students are selected by organizations such as the Black Law Students Association, the Asian Pacific American Law Students Association, the Latin American Law Students Association, and the South Asian Law Students Association, or they are selected by the law school itself. The book scholarships address the major expense of textbooks—one that is not often covered by financial aid.

### Howard University School of Law

Morgan Lewis has a unique partnership with Howard University School of Law. We work closely with the university's Office of Career Services to coordinate the collection of applications from first-year students who are interested in our summer associate program. Our Washington, D.C. office hosts a reception for Howard's entire first-year class every September during the school's orientation program. This reception provides the students an opportunity to get to know one another, the law school faculty, and the administration, as well as an opportunity to interact with Morgan Lewis attorneys from a variety of practice areas. Our partnership with Howard also includes sponsoring panel discussions and providing writing instruction to moot court participants. In 2005, we also made a significant financial contribution to the school.

### Pipeline Initiatives

Morgan Lewis also achieves its diversity commitment through various minority-focused pipeline initiatives. These include:

- The Greater Philadelphia Cares Reading STARS program
- The Washington, D.C. Thurgood Marshall Academy weekly tutoring program
- The Los Angeles Roosevelt High School college scholarship program
- The San Francisco Mission High School/Bay Area High School Mock Trial competition
- Allegheny County Bar Association's Minority High School Student Summer Law Internship Program
- The New York Legal Outreach Summer Internship Program

“Our firm will be most successful if we are able to attract and retain the most talented people and permit them to work in an organization that is motivating and supportive. Our goal is to create a welcoming environment where anyone with talent, energy, and desire can succeed.”

Francis M. Milone  
CHAIR

29%

DIVERSE  
(103 OUT OF 361)

new associates  
total over 5 years

32%

DIVERSE  
(157 OUT OF 494)

summer associates  
total over 5 years

team  
the diversity committee

Sari M. Alamuddin  
Anne Marie Estevez  
Sula R. Fizman  
Ellen H. Johnston  
Rahul Kapoor  
Thomas W. Kellerman  
Eric Kraeutler  
Michele E. Martin  
Francis M. Milone  
Dennis J. Morikawa  
Jonathan D. Morris  
Michael J. Ossip  
Sandra L. Phillips  
Thomas C. Poindexter  
Andrew J. Schaffran  
Joanne R. Soslow  
Grace E. Speights, *Co-Chair*  
Ara A. Tucker  
L. Julius M. Turman  
Larry L. Turner, *Co-Chair*  
Mona C. Zeiberg

Our Diversity Committee is dedicated to ensuring that the firm upholds its commitment to diversity: as a benchmark in our recruiting efforts, as a central focus of our firm's leadership, and throughout our firm's culture.

# together

## contacts

### **Ara A. Tucker**

DIRECTOR OF DIVERSITY  
215.963.4655  
atucker@morganlewis.com

### **Grace E. Speights**

DIVERSITY COMMITTEE CO-CHAIR  
202.739.5189  
gspeights@morganlewis.com

### **Larry L. Turner**

DIVERSITY COMMITTEE CO-CHAIR  
215.963.5017  
lturner@morganlewis.com

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