

Diversity & Inclusion Newsletter

SAVE THE DATE:

All Attorney Diversity Retreat

Saturday, Sept. 17, 2011

Rosewood Sand Hill
Menlo Park, CA

Details and agenda to
follow



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Diversity & Inclusion Leadership Initiative (DLI)

Five years ago, the Firm launched the Diversity & Inclusion Leadership Initiative ("DLI"), a program that identifies specific activities that individual partners may take to support and advance the Firm's diversity initiatives. The DLI requests that partners select from a menu of specified activities (or propose one of their own), and commit to undertake these actions during the year.

The year's DLI highlights twelve "action items," each designed to enhance our efforts to achieve broader diversity throughout the Firm. We asked each partner to commit to accomplish six action items. This year we migrated the DLI to an online survey and 91% of the partnership has committed to completing over 500 action items.

Sponsorships & Upcoming Events

One of the key components of Fenwick & West's Diversity & Inclusion Leadership Initiative is the firm's participation in and support of external opportunities. We have built relationships with organizations whose primary mission is to promote diversity within the legal, technology or general business community, and we view our support of those organizations as a strategic advancement of our goals in the area of diversity.

So far this year, Fenwick has supported the following organizations with their development and events:

LAMBDA Legal

San Francisco La Raza Lawyers Association

BALIF- Bay Area Lawyers for Individual Freedom

NCLR – National Center for Lesbian Rights

Boalt La Raza 2011 Cruz Reynoso Banquet

Asian Law Alliance Annual Dinner

Asian American Bar Association Installment Banquet





Cooking Up a Storm with the WLI!

Draeger's Market,
Menlo Park, CA

On March 22, members of the Firm's Women's Leadership Initiative enjoyed a festive evening of socializing, cooking and dining with their colleagues during a cooking class at Draeger's Market in Menlo Park. Small teams of partners and associates from different offices and practice areas, as well as several incoming fall and summer associates, stirred, swirled and sautéed their way through a delightful evening.

Special thanks to associates, Guinevere Jobson, Jennifer Johnson and Leslie Kramer, who suggested and "hosted" this event.

Women's Leadership Initiative (WLI)

The purpose of the Fenwick & West Women's Leadership Initiative is to provide regular opportunities for discussion of issues that are relevant to women in the Firm and legal community, to foster learning and career development and to provide a supportive network for talented attorneys as they find their paths to leadership.

WLI Events:

On May 2, the WLI held its quarterly lunch meeting. Agenda items included reports from Robin Reasoner on the recent Project for Attorney Retention (PAR) conference in Washington, DC and from Pauline Farmer-Koppenol on two recent Queen's Bench programs held at Fenwick: "Women on Top: Managing Life, Work, and Leadership in Your Legal Career," with guest speaker Ida Abbott, and "Groundbreaking Advances in Domestic Violence Asylum Law and the Work that Remains." Our own Sally Abel will be among the panelists who will speak on the topic of business development at the June Queen's Bench event.

During the meeting, WLI members also shared recent work successes and ideas and discussed upcoming summer activities that will include our women summer associates.

On May 18, WLI members will gather for a dinner and discussion on *"Successful Communication Styles for Women Attorneys."* We all recognize that strong communication skills are fundamental to successful interaction with other attorneys, clients and contacts. Looking around the firm, we can see that different attorneys have developed very diverse ways of communicating successfully. During this program, women partners will share the ways in which they have developed their own voices and communication styles, including issues they may have encountered while developing their practices and the communications skills they have found most effective.

Fenwick Affinity Groups

As a part of Fenwick & West's Diversity & Inclusion Leadership Initiative, we have identified specific sub-groups among our firm's diverse employees. Volunteers have taken leadership roles in establishing Affinity Groups to represent these particular individuals which together have become one of the most powerful components of the Diversity & Inclusion Leadership Initiative. Fenwick's Asian Affinity Group was the first established at the firm.

Here are just a few of the activities the group has

planned for the coming weeks:

Several members of our **Asian Affinity Group**, as well as others from the firm, attended the Asian Law Alliance (ALA) dinner on Friday, March 25th, at the San Jose Fairmont Hotel. ALA is a terrific non-profit organization that provides legal assistance to the Asian Pacific Islander communities.

The **Asian Affinity Group** plans on holding a Bowling Night for our members. Date and location to be announced shortly.

If you would like to become a member of the Asian Pacific American Bar Association of Silicon Valley (APABA-SV), please contact: Genelle Ng. We have 6 free memberships left for Fenwick folks.

The **LGBT Affinity Group** is in the process of planning its quarterly event and we are looking for volunteers to start a **Hispanic Affinity Group**. Please contact Felix, Michael or Julieta for more information.



Asian Affinity Group
LGBT Affinity Group

RECENT EVENTS:

Pride Law Fund Silent Auction:



Fenwick recently hosted Pride Law Fund's silent auction and reception for retired California Supreme Court Justice Carlos Moreno, who was honored for his contribution to the California judiciary and the legal profession. Founded in 1979, PLF has funded over 130 summer fellowships to law students working for non-profit organizations across the country. Proceeds from the art auction helped to support PLF's mission of promoting the legal rights of the LGBT community and people living with HIV and AIDS, by funding legal services and projects and by sponsoring education and outreach. Fenwick has been a lead donor to PLF for nearly a decade, and attorney Daniel Brownstone serves as the organization's treasurer.

Transactional Law Panel:

Fenwick's Corporate group recently hosted a dinner event for the female associates in the corporate and licensing groups designed to encourage women to pursue long-term careers in transactional law. Guest speakers were:

Tram Phi, General Counsel, ArcSight

Dorothy An, General Counsel to TeleSoft Partners

Linda Waissar, Of Counsel, Corporate Group, Fenwick & West, LLP

Each guest had the opportunity to address the crowd and share details regarding her career path and lessons learned along the way. Audience members gained insight into the successes behind these business women and walked away with helpful career advice on the importance of networking and building workplace relationships.

Research Study

Fenwick & West LLP will be profiled as a best practice case in the California Law Firm Diversity Retention Best Practices study, as we have outperformed California large law firm benchmark averages in the retention of minorities and/or women.



During the recent economic downturn, diverse attorneys were impacted significantly. For the first time in recent history, the percentage of minorities at large law firms decreased according to The American Lawyer's 2010 Diversity Scorecard which measures diversity at the 200 largest U.S. law firms: "In each of the previous nine years that we've compiled the Scorecard, the percentage of minority attorneys at all participating firms increased, rising from less than 10 percent in 2000 to 13.9 percent in 2008."

The Fourth Annual National Survey on Retention and Promotion of Women in Law Firms published by the National Association of Women Lawyers (NAWL) is based upon information from the nation's largest 200 law firms. "Almost two-thirds of firms terminated one or more part-time employees. In the typical firm, 100% of part-time terminations were women."

Some innovative California firms did not follow suit. The purpose of the California Law Firm Diversity Retention Best Practices study is to advance diversity in the legal profession by identifying successful diversity retention management practices at large law firms including the following areas: retention management, retention measurement, performance evaluation models and employment brand. Fenwick & West LLP will be profiled as a best practice case in this study, as we have outperformed California large law firm benchmark averages in the retention of minorities and/or women.

Attorney Retention

Key challenges:

- ◆ assuring fairness in the work assignment system
- ◆ thorough performance evaluations
- ◆ compensation system – not biased against diverse associates or those working reduced hours

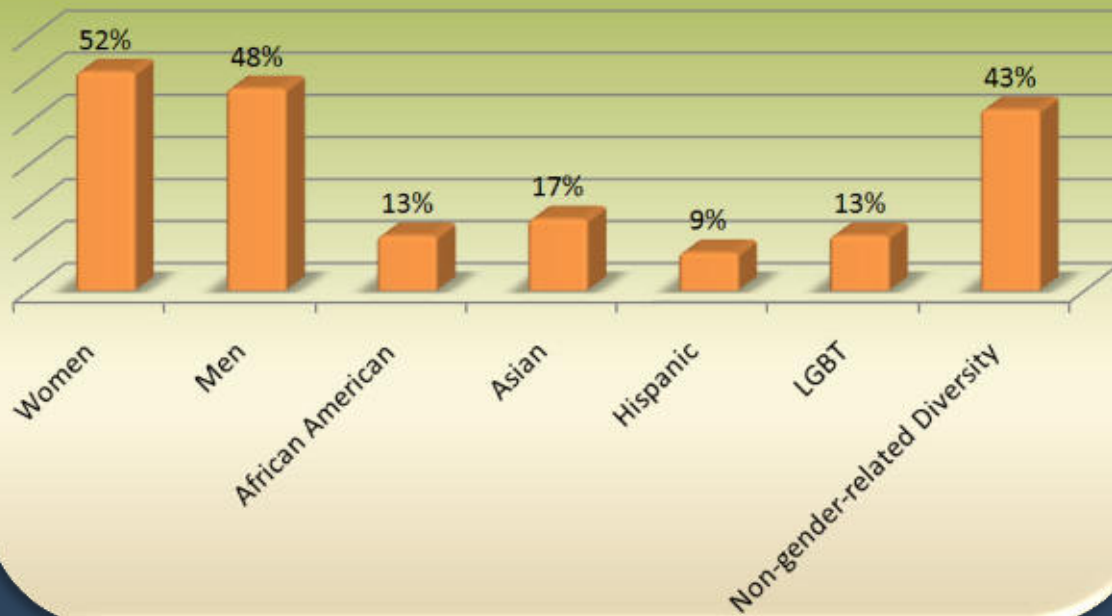
On March 30, Kate Fritz, Cheri Vaillancour and Robin Reasoner represented Fenwick at The Project for Attorney Retention's annual conference in Washington, D.C. This year's conference aimed to address new challenges for diversity and flexibility from the perspective of legal service providers and legal service consumers. The overall theme of the conference was that without a successful "balanced hours" (a.k.a. "reduced hours") program, organizations will not retain their diverse legal talent.

The first panel of representatives from law firms discussed how the move away from lockstep advancement models has affected diversity and flexibility at their firms. The key challenges identified were in (1) assuring fairness in the work assignment system and (2) thorough performance evaluations, so that (3) the compensation system would not be biased against diverse associates or those working reduced hours.

The next panel included representatives from PAR's Diversity & Flexibility Connection, a group of law firms and corporations committed to advancing diverse attorneys, including specifically those working reduced hours schedules. Because law firms tend to do what their clients ask them to do, the Corporate members of the Connection are in a powerful position to influence how attorneys working reduced hours schedules are viewed by the law firms where they work.

During the final panel of the day, new models of legal practice were discussed. Kate Fritz presented Fenwick's FLEX and DMR programs as examples of how law firms can provide options to attorneys who are seeking something other than a traditional associate track. Other panelists discussed how a flexible workforce can contribute to efficient solutions for clients.

Summer Associate Diversity Stats:



CONTACTS:



Felix Lee

Diversity Committee Co-Chair
flee@fenwick.com, ext. 7123



Michael Shuster

Diversity Committee Co-Chair
mshuster@fenwick.com, ext. 2413



Julieta Stubrin

Manager of Attorney Recruiting & Diversity
jstubrin@fenwick.com, ext. 7141