



DIVERSITY, INCLUSION, & COMMUNITY NEWSLETTER, AUGUST 2017

Diversity & Inclusion

Relevant News

- Fenwick & West's Gender Diversity Survey is referenced in an article about a female Google engineer's reaction to the [anti-diversity memo by James Damore](#). To read more about her reaction, please click [here](#).
- *Law360* named Fenwick the **number one firm for minority attorneys among similar size firms** and a **top three firm for minority equity partners**. To read more, please click [here](#).

Recent Events

- **Community Luncheon: Tolerance & Inclusion:** Fenwick hosted a luncheon on August 25 in each office to provide a forum for all employees to enjoy one another's company, support each other and have conversation around recent events that have spurred lots of talks about hate and hateful acts.

Upcoming Events

- **Hispanic Heritage Month, featuring Francisco Franco:** [Francisco Franco](#) is a Bay Area Chicano artist and professor who has been painting professionally for the past 12 years. He is an accomplished muralist, whose work adorns many public and private spaces across Northern California. He will talk about the importance of his heritage and how it has influenced his artworks. Some of his works will be available for purchase after the presentation. To register, please click [here](#).

Community Impact Committee

Firmwide

Matching Donations for Victims of Hurricane Harvey

Hurricane Harvey is still causing immense damage to Houston and the surrounding areas. Several people have been injured and thousands of individuals and families have been displaced.

How can you help? The firm will match individual donations up to \$10,000 made to Hurricane Harvey Relief Fund, or one of the food banks in Houston or Corpus Christi. You can donate directly online [Hurricane Harvey Relief Fund](#), [Food Bank of Corpus Christi](#), or [Houston Food Bank](#). If you prefer to write a check, please make it out to one of these three organizations and send to [Sue Stenson](#) (MV). As we have done in the past, we will rely on the honor system for this program. If donating online, simply submit the amount of the donation to Sue. Once we tally the contributions, we will make the firm's donation.

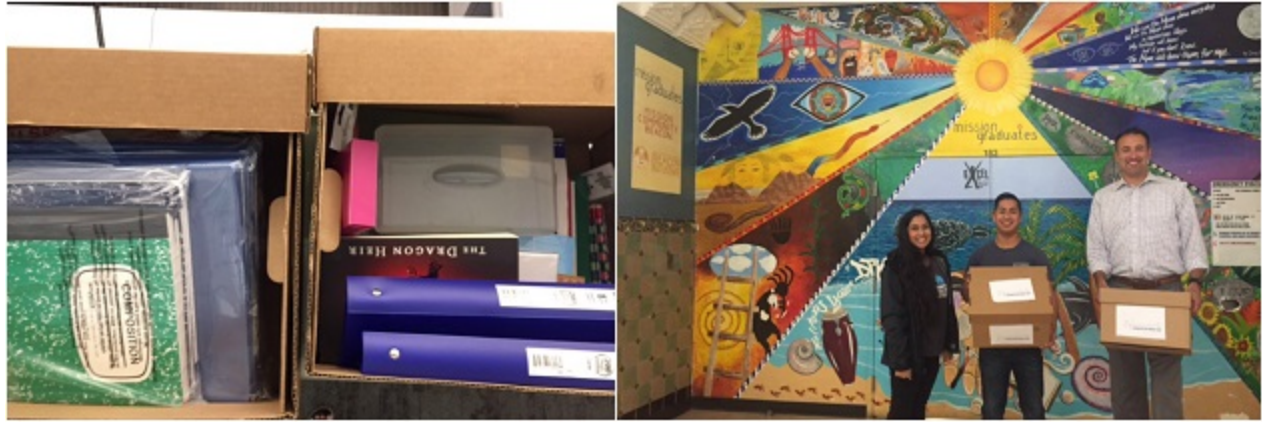
Thank you for supporting the victims of Hurricane Harvey.

Mountain View, Foster City and San Jose

- **Back to School Drive:** Our Mountain View, Foster City and San Jose offices held a back to school drive and collectively donated over 6 boxes of supplies to the [East Palo Alto Charter School](#).
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San Francisco

- **Back to School Drive:** San Francisco held a back to school drive to donate school supplies to Everett Middle School and kicked it off with a bake sale to raise money for backpacks for the [Richmond Police Activities League](#)!



Seattle

- This year, the Fenwick & West Gives Back Week (California and Seattle offices) assembled and donated 180 Duffle Bags to the Ryther Center for Children & Youth, Cottage Kids Program. The contents in the Duffle Bags were items requested by the Counselor in the Cottage Kids Program to help the children with anxiety issues and to assist with a consistent and stable environment. More about the Cottage Kids Program is available at this [LINK](#) and below are the comments from Ryther about the Duffle Bags. Thank you all for your support towards an amazing program. If you get the chance, please view [DJ's story](#) to see the success of the Ryther's Cottage Kids Program. DJ's story will inspire you.



Vermont

- **Back to School Drive:** Vermont hosted a back to school drive and donated notebooks, backpacks, pens and pencils to the [Vermont Refugee Resettlement Program!](#)

Pro Bono News

- Thank you to Emily Ross, Greg Hopewell, Jorge Kina and Karthik Balasundaram for volunteering at our August 16 Share of Costs Clinic in partnership with Facebook, LinkedIn and Legal Aid Society of San Mateo County.

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- Kudos to Carly Bittman, Diana Chang, Julia Forbess, Emily Ross, Hailey Teton, Johnathan Chai, Elena Moreno Cloutier and Kaitlin Keller for participating in our August 18 U-visa clinic with Uber and Centro Legal de La Raza. Many, many thanks to Elizabeth Mancera and Nubia Morad who provided invaluable Spanish translation assistance and came from the Mountain View office to help.
 - A hearty note of appreciation to Jesse King, Greg Hopewell, Akshay Panchavati, Matt Lem, Diana Chang, Hailey Teton, Andrew Xue, Taimur Case and Michael Duignan for providing excellent assistance at our August 23 I-589 immigration clinic with Centro Legal de La Raza.
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Parting Thought

We Can Follow Through On Our Own After Charlottesville



Stephen Graham, author of Invisible Ink and corporate partner in our Seattle office,

expresses how each of us can follow through after the events of Charlottesville. "We don't need our elected officials or anyone else to tell us how to care, how to show courage in standing up to what is wrong, how to show humility and empathy." To read more, please click [here](#).

Questions or comments about the newsletter? Email [Diversity Events](#)