



Diversity & Inclusion Newsletter

July 2015

2015 DIVERSITY NEWSLETTER

FENWICK & WEST LLP

Relevant News

- ◆ Fenwick & West LLP's Gender Diversity Survey is mentioned in "Boardlist aims to add more women to tech boards." To read more, please click [here](#).
- ◆ Fenwick & West has been honored as a top law firm for diversity in the most recent Law360 and *The American Lawyer* diversity rankings. To read more, please click [here](#).
- ◆ Larissa Neumann is named to Silicon Valley Business Journal's 40 under 40, a list that honors professionals who have shown leadership and made a difference in their fields. Read about it [here](#).

Pro Bono News

- ◆ Thank you to Walt Raineri, Christine Redfield, Amir Hassanabadi and Sheeva Ghassemi-Vanni for providing a comprehensive training and expert assistance to members of the Association of Corporate Counsel at our June 26 nonprofit legal audit clinic in partnership with the Justice & Diversity Center of the Bar Association of San Francisco.
- ◆ **Naturalization Clinic:** Thank you to Debbie Li, Nam Kim, Christine Chen, Helen Li, Jill Feinberg, Nikki Qi and Kelly Yang for volunteering at the naturalization clinic in Concord on July 18.



- ◆ **Justice Bus:** Thank you to Jenna Hsieh, Isabel da Roza, Jennifer Cho, Kyle Canchola, Noah Johnson, Pinar Bailey, Joanna Pak, Elena Moreno, Larry Suh, Li Li, Amy Zhang, Sapna Mehta, Liwen Mah, David Wallace, Chris King, Ben Ryan and Mitchell Zimmerman for providing pro bono legal assistance to underserved rural veterans with criminal record expungements.



Diversity Events

- ◆ **Fenwick Pride Parade:** At this year's SF Pride, Fenwick & West LLP marched in the parade for the first time. To watch how Fenwickians celebrate their pride, please click [here](#).
- ◆ **Independence Day Luncheon:** At Fenwick's Independence Day Luncheon, the Diversity & Inclusion committee put together a video celebrating America and its glory. To watch it, please click [here](#).



- ◆ **Hispanic Affinity Dinner:** On July 23, the Hispanic Affinity Group hosted a summer associate dinner at Alexander's Steakhouse. Those in attendance include: Luis Bacalao, Ashley Romero, Priscila Bastazin, Richard Sapien, Will Black, Michael Esquivel, Hector Ribera, Jason Parkin, Alex Almodovar and Elena Moreno. It was a successful night filled with fun and great steak.



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- ◆ **African American Affinity Dinner:** On July 27, the African American Affinity Group hosted a summer associate dinner at Trou Normand. Those in attendance include: Gerald Audant, Stephen Graham, David Wallace, Tahir Golden, Allison Cooper, Dargaye Churnet, Tracy Randall, Darryl Long, Kyle Canchola and Crystal Nwaneri.



Parting Thoughts

Are You a Manterrupter?



- ◆ These terms represent characteristics of male communication – whether intentional or the result of unconscious biases and attitudes – used as displays of dominance and power.

Maninterrupting: When a man interrupts a woman frequently and unnecessarily

Intrusive Interrupting: When a person intentionally or unintentionally usurps a speaker's turn at talk in order to derail their ability to complete their thought and make their point

Mansplaining: When a man interrupts a woman to explain something to her she knows more about than he does, often including putting a "manly" spin on a "soft" or feminine mode of expression.

Bropropriating: When a man usurps a woman's idea – often with the support of other men – and takes credit for it.

To learn more, please click [here](#).

Behind Silicon Valley's Self-Critical Tone on Diversity, a Lack of Progress



- ◆ After releasing workplace diversity numbers, large tech companies such as Facebook, Twitter, Google, etc. claim "we still have work to do." The repetition of such a message provides a reminder that there has been little progress so far. To read more, please click [here](#).

Americans with Disabilities Act Turns 25: Challenges Met, Challenges Remain



- ◆ Twenty five years ago, the Americans with Disabilities Act passed and changed the lives of millions of Americans. However, experts say that there is more work to be done. To read more, please click [here](#).

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