DIVERSITY MEANS BUSINESS

www.duanemorris.com
As I write these words this morning, the sun is shining outside, nature has come alive in its accustomed spring green richness – and the streets are empty. Overtaken as we are as a society, in the grip of a pandemic, what has become apparent to the entire Duane Morris community, as never before, is our collective strength, our leadership, our ability to strive and to win in this alien environment.

Why?

Among the lead assets in our organization is the diverse population of lawyers and staff we are able to bring to a problem. The spirit of inclusiveness has never been more important in harnessing the remarkable brainpower and energy inherent in our organization. We are strong and successful specifically because we move together, we act interdependently and we are committed to common goals. I do not necessarily hold up our firm as the gold standard for diversity and inclusion in society – far from it, because we are a work in progress, as is our profession at large. But we are certainly a beneficiary of those principles, and accordingly it is our duty to protect and nurture them in our organization.

That’s why I and everyone in the firm are proud of our Diversity & Inclusion initiative, our continuing work in this area and, in particular, the leadership that our Chief D&I Officer Joe West has instilled in the firm. You need only attend one of the regular meetings of our diverse attorneys, even though we are all sequestered for protection, to understand how important it is to maintain the visibility of these principles. I often say that being a lawyer is the most noble of professions, and a good lawyer should strive to be noble and take on important causes for our society and profession. And because of that, it is doubly wrenching to bear witness to some of the personal experiences our lawyers relate in our regular D&I meetings. Brothers and cousins lynched. Parents interned as enemies of the state. Entire communities denied voting rights. Brothers and sisters reviled and spat upon as adversaries. Our own African American lawyers even held at gunpoint in cases of mistaken identity. If these accounts make you uncomfortable, then mission accomplished. If this is the fabric of American society, then we need to change it.

I would submit to you that the need has never been more intense, the mandate never more urgent, for our firm, our lawyers, our clients, our law schools, our cities and the country to seize control of the diversity and inclusion narrative. And to act.

This is why we are taking important steps toward certification in compliance with provisions of the Mansfield Rule, which prescribes specific hurdle rates in terms of diverse hiring, work assignments, pitch team inclusion, compensation, senior firm appointments and other significant criteria. This is a systemic action that we expect to be transformative in terms of accountability, and it is how we wish to be known.

In closing, I would just like to add that I have never been more proud of the diverse lawyers at Duane Morris, whose perseverance and character, particularly in this time of intense anxiety, contribute to making our firm strong, resilient and vital. Thanks to all of you, lawyers of color, preference and disability – you make us all proud.

Very sincerely,
If ever there was a time when the significance of inclusion was made manifest to every person on the planet, that time is now. Not only are we all literally dependent on each other for our collective survival as COVID-19 wreaks havoc on our very way of life, but we see the value of diverse and inclusive teams every day. Not just in the faces of nurses and doctors, but of teachers, janitors, mail workers and the people who stock grocery shelves.

In this, the 2019 Duane Morris Diversity & Inclusion Annual Report, we illustrate the work that our firm has put into extending the cause of diversity, inclusion and equity, and without realizing it at the time, preparing us for the unprecedented challenges of 2020:

We completed an 18-month strategic planning process into which a meaningful, data-driven focus on D&I was embedded; we implemented a work assignments system designed to mitigate bias and ensure a level playing field for all associates; we hosted D&I conferences for our corporate clients at Duane Morris offices throughout the country; our George Boyer Vashon Lecture and annual Diversity Retreat remain a singular event among all firms; and our concentrated efforts to actively recruit, promote and retain diverse talent has resulted in an increase in diverse lawyers for the fifth year in a row. Finally, I was honored to receive the inaugural Lifetime Achievement Award for Diversity, Equity & Inclusion from Chambers and Partners.

Those of us who have worked for decades to extol the values of diversity and inclusion have long known that law firms, businesses and society itself are better served and better protected when these values are made a part of their DNA. Now the rest of the world is learning this as well.
JOSEPH K. WEST RECEIVES THE CHAMBERS AND PARTNERS' INAUGURAL LIFETIME ACHIEVEMENT AWARD: DIVERSITY & EQUALITY

Chambers and Partners

Duane Morris Trial Partner and Chief Diversity & Inclusion Officer Joseph K. West was named the inaugural recipient of Chambers and Partners' Lifetime Achievement Award: Diversity & Equality. West was selected for his commitment to furthering the advancement of diversity and inclusion. West was honored at the 2019 USA Chambers Diversity and Inclusion Awards on June 6, 2019, in San Francisco.

“This is a tremendous honor for Joe, and I’m not surprised that Chambers selected him to be their first recipient of this award,” said Matthew A. Taylor, CEO and Chairman of Duane Morris. “Joe’s impressive career reflects not just his accomplishments in the courtroom as a talented trial attorney, but also his commitment to advancing diverse attorneys in the profession. Duane Morris attorneys and clients have benefited from Joe’s tireless pursuit of diversity and inclusion since he joined us in 2016, and we’re thrilled to see Chambers recognize his commitment to this important work that benefits our entire industry.”

“I’m both humbled and honored to be the first person chosen for this award,” said West. “The legal profession has come a long way in opening up opportunities for diverse lawyers, but there is still much more work to be done. Collectively, we have to do a better job of reaching out to historically underrepresented populations in our profession and then retaining our diverse talent once they join us. That will come over time by intentionally recruiting diverse lawyers and including them in the fabric and leadership structures of their organizations.”

THE DUANE MORRIS DIVERSITY & INCLUSION ADVANCING LEADERSHIP (DIAL) TOOLKIT: A UNIQUE SERVICE FROM DUANE MORRIS TO HELP CLIENTS ACHIEVE BEST PRACTICES IN DIVERSITY AND INCLUSION

As diversity and inclusion (D&I) has become a leading challenge for businesses and other organizations, a critical gap has widened between the need for information and training and actual organizational preparedness. Consequently, many companies are left vulnerable to negative impacts ranging from underperformance in productivity, recruiting and retention, to adverse business results, reputational damage, and regulatory and legal issues including EEOC complaints and shareholder derivative actions.

To help clients recognize such potential threats, adopt appropriate best practices and evolve organizational capabilities, Duane Morris provides a comprehensive suite of consulting, legal and training services under its DIAL program. Duane Morris is distinctive among large law firms in offering clients these services, as well as in differentiating from HR consultants by virtue of attorney-client privilege – a particularly valuable attribute since actionable issues are often unearthed in the course of a DIAL engagement.

Our DIAL team, comprised of our foremost employment lawyers and D&I experts, works closely with your leadership to understand business culture and goals, implementing a two-phase process to a) assess organizational strengths, weaknesses and competencies; and b) develop and implement a custom program aimed at achieving the benefits of best practices.

Some clients have engaged the DIAL team for a single-day, board-level information and training session, while for others we have done a top-to-bottom sweep from the C-suite through operating executive levels to frontline supervisory personnel and the entire workforce. To learn how your company can leverage the DIAL toolkit, please get in touch with Chief Diversity & Inclusion Officer Joe West at jkwest@duanemorris.com or 202.776.7806.
A CONVERSATION WITH CIVIL RIGHTS MOVEMENT LEADER FRED GRAY, ESQ.

In April 2019, Duane Morris had the honor of hosting civil rights icon Fred Gray, who shared inspiring stories of being the attorney who represented Martin Luther King Jr., Rosa Parks and others in some of the most consequential cases in the civil rights movement.

Joseph K. West, partner and Chief Diversity & Inclusion Officer, led the discussion, which featured opening remarks from Matthew A. Taylor, Chairman and Chief Executive Officer of Duane Morris LLP, and welcoming remarks from Nolan A. Atkinson, Jr., former Chief Diversity & Inclusion Officer, City of Philadelphia.

About Fred Gray

Growing up in the segregated South, Gray made a commitment to himself that he would “finish Alabama State, take the bar exam and destroy everything segregated I could find.”

Only months after being admitted to the bar, Gray’s first case was representing Claudette Colvin, who was arrested on March 2, 1955, in Montgomery, Alabama, for refusing to forfeit her seat to a white rider while on her way to school. While unsurprisingly losing that case (young Colvin was put on unsupervised probation), Gray kept all of the court documents, knowing that another opportunity would come.

After much discussion and strategizing in the community, Gray’s friend Rosa Parks famously refused to give up her bus seat to a white rider on December 1, 1955. Parks, only his second client, was arrested on a Thursday and the case was quickly slated for the following Monday.

Gray prepared the case over the weekend, while the activists in the community simultaneously prepared for the Montgomery bus boycott. Realizing the boycott needed a spokesperson, they enlisted the help of Dr. King, who until that time had not been active in the civil rights movement. Gray argued the case for the next year, until finally achieving legal victory in federal court, ending the boycott after 382 days.

The attention drawn by Dr. King during the boycott prompted state authorities to charge King, who had left Alabama, for perjury in connection with filing a false tax return, of which...
he was acquitted. Of the achievement, Gray said, “We had a good team together and were able to get an all-white jury in the middle of the sit-in demonstrations in the spring of 1960 to end up finding that Dr. King was innocent of perjury.” Gray went on to explain, “I think that was one of the most important cases because he was now protesting the Vietnam War. If it had come out that, while he was leading this new civil rights organization and at the same time he’s cheating and wouldn’t pay his taxes, it would have been devastating.”

In the decades that followed, Gray’s legal work in the 1960s included paving the way for redistricting and reapportioning legislative bodies across the nation with the “one man, one vote” concept; getting court-ordered protection for marchers as they walked from Selma to Montgomery to present grievances as a result of being unable to vote; one of the first civil rights actions brought to remedy systematic exclusion of blacks from jury service; and integrating all state institutions of higher learning in Alabama under the control of the state Board of Education, as well as most elementary and secondary school systems. In the 1970s, Gray served as counsel to preserve and protect the rights of those involved in the infamous Tuskegee syphilis study and has been the moving force in the establishment of the Tuskegee Human and Civil Rights Multicultural Center.

Fred Gray (center) stands with Duane Morris Chief Diversity & Inclusion Officer Joseph K. West (left) and Nolan N. Atkinson Jr., the City of Philadelphia’s first Chief Diversity and Inclusion Officer and former Duane Morris Chief Diversity & Inclusion Officer.
2019 DIVERSITY AND INCLUSION RETREAT

Each spring, diverse attorneys, firm leadership and others from across the country attend the annual Duane Morris Diversity and Inclusion Retreat to share their experiences at the firm and delve into topics including retention issues, Q&A sessions on matters that affect minority attorneys and panels on marketing and business development strategies. The 2019 retreat was held on May 3 and 4, and featured the theme “Duane Morris of the Future: Making Today’s Diversity Challenges Tomorrow’s Strengths.” Panels included:

**Neurodiversity: What It Is and Why It Matters**

*Moderator*

Manita Rawat, Partner, IP

*Panelists*

Jamitha Fields, Vice President, Development & Client Services at The Paley Center for Media and former Vice President of Community Affairs, Autism Speaks

Linda B. Hollinshead, Partner, ELBI

Jose Velasco, Vice-President of Operations and Strategy and Global Co-Lead for the Autism at Work program, SAP

James Wellons, Chief Legal Officer, Bancroft Neurohealth

**Standing Out from the Pack: How to Catch the Attention of In-House Counsel**

*Moderator*

Oderah Nwaeze, Partner, Trial

*Panelists*

Angela Frazier, Cox Communications

Brandon Harrell, Vice President, Head of Legal & Business Affairs, Philadelphia 76ers

Raina Jones, Director & Senior Counsel, Law Department, Discover Financial Services

Wyatt Robinson, Vice President and Assistant General Counsel at JPMorgan Chase & Co.

**Fireside Chat**

Michele Coleman Mayes, Vice President, General Counsel and Secretary, New York Public Library

Joseph K. West, Trial Partner and Chief Diversity & Inclusion Officer

**Breaking Out of the Mold: Brainstorming Retention Solutions for a New Era**

Thomas G. Servodidio, Vice Chairman of the Firm

HIGHLIGHTS FROM 2019
The Future of Business Beyond Borders—How to Develop, How to Manage

Moderator
Valentine A. Brown, Partner, Immigration

Panelists
Rosa M. Ertze, Partner, Corporate
Teresa Farah, General Counsel, Al Ahli Holding Group
Denyse Sabagh, Partner, Immigration

Social Media:
Sharing and Showing in the Legal Industry
Tom Chen, Communications Specialist, Marketing and Business Development

Roundtable Series: The Science Fair
Diversity and Gender Disparity in the Evaluation Process

Moderators
Dominica C. Anderson, Partner, Trial
Miguel de Leon Perez, Associate, Corporate

Origination Credit: How to Get It, How to Keep It

Moderators
Thomas T. Loder, Partner, Trial
Manita Rawat, Partner, IP

Mentoring Doesn’t Stop When Associates Become Partners

Moderators
Terrance J. Evans, Partner, Trial
Robert M. Palumbos, Partner, Trial

The Zen of Law Firm Partnership: How to Make It and What to Do When You Get There

Moderators
Eric R. Breslin, Partner, Trial
Sharon L. Caffrey, Partner, Co-Chair Trial Practice Group
GEORGE B. VASHON LECTURE SERIES

In conjunction with the retreat, Duane Morris holds its annual George B. Vashon Lecture. In 2019, the firm explored the theme, “Feast or Famine: What the Legal Profession Is Doing for Social Justice.” Kristen Clarke, President and Executive Director of the National Lawyers’ Committee for Civil Rights Under Law, delivered the keynote speech. Joseph K. West, Trial partner and Chief Diversity & Inclusion Officer, led a panel discussion of the keynote address with:

Ricardo Anzaldua, Executive Vice President, General Counsel and Corporate Secretary, Freddie Mac

Catherine Carr, Adjunct Professor, Penn Law School, and Co-Chair, Civil Gideon and Access to Justice Task Force, Philadelphia Bar Association

Neil Steinkamp, Managing Director, Complex Situations Consultant, Stout
THE KING CENTER’S SALUTE TO GREATNESS AWARDS GALA

Cindy Yang, Matt Yungwirth, Amy Huskins and Bill Barwick attended The King Center’s Salute to Greatness Awards Gala in Atlanta, Georgia. The King Center is a pro bono client of the firm. Cindy Yang is pictured with Mrs. Cindy McCain, who accepted an award on behalf of her late husband, Senator John McCain.

DUANE MORRIS HOSTS 7TH ANNUAL CITYWIDE DIVERSITY AND INCLUSION NETWORKING EVENT

Duane Morris and the Bar Association of San Francisco held the 7th Annual Citywide Diversity and Inclusion Networking Event and Panel Discussion, “Standing Up for Justice: Challenging the Erosion of Civil Rights, Diversity and Inclusion” on Thursday, October 10, 2019, at the firm’s San Francisco office.

Moderator
Terrance J. Evans, Partner and Co-Chair of the Duane Morris LLP SF Diversity and Inclusion Committee

Speakers
Doris Cheng, President, Bar Association of San Francisco
Charles Jung, President, Asian American Bar Association of the Greater Bay Area
Catherine Ongiri, President, Charles Houston Bar Association
Jeff Kosbie, Co-Chair, Bay Area Lawyers for Individual Freedom
Christopher Punongbayan, Executive Director, California ChangeLawyers
DUANE MORRIS ATTORNEYS RECEIVE WOMEN’S IMPACT NETWORK FOR SUCCESS AWARDS

The Duane Morris Women’s Impact Network for Success (WINS) has honored two attorneys for their efforts to advance women in the legal profession. Susan A. Laws, co-managing partner of the firm’s London office, received the Cheryl Bryson Leadership Award. Cyndie M. Chang, managing partner of the firm’s Los Angeles office, received the Margery Reed Professional Excellence Award. Laws and Chang received the awards at a ceremony at Duane Morris’ annual firmwide meeting.

VICKI G. NORTON NAMED AN LMG LIFE SCIENCES STAR

Vicki G. Norton was one of six Duane Morris LLP attorneys selected as Life Sciences Stars by Legal Media Group. Based on client and peer interviews and surveys, Life Sciences Stars are recognized as those who have been consistently recommended as reputable and effective attorneys servicing the industry.

PHILADELPHIA BUSINESS JOURNAL NAMES JOHN A. NIXON AND THERESA A. LANGSCHULTZ TO “BEST OF THE BAR: PHILADELPHIA’S TOP LAWYERS” LIST

The only repeat winner from last year’s Best of the Bar, John A. Nixon had another busy year, representing Air Products in the annuitization of $180 million in benefit liabilities under its salary pension plan and hourly pension plan. In connection with the implementation of legislation passed by the Pennsylvania General Assembly, Nixon represented the $58 billion Pennsylvania Public School Employees Retirement System (PSERS) in the drafting and tax qualification of its first-ever defined contribution plan. The project was made particularly challenging by the legislation’s mandate in requiring compliance with the various tax qualification rules of the Internal Revenue Code.

DUANE MORRIS PARTNER LISA SCRUGGS NAMED TO CRAIN’S 2019 NOTABLE MINORITIES LIST

Duane Morris partner Lisa T. Scruggs has been recognized in Crain’s Chicago Business’ list of Notable Minorities in Accounting, Consulting & Law 2019.

Crain’s writes:

At Duane Morris, Lisa Scruggs provides litigation and counseling work for education and school reform organizations, including charter and private schools. She has handled cases involving new school development, virtual education, teacher evaluation, school finance and parent/student civil rights. Scruggs joined Duane Morris in 2014 from Jenner & Block, where she was a partner. Scruggs was senior policy adviser to the CEO of Chicago Public Schools in 2004-06 and a member of the blue-ribbon commission to evaluate magnet and selective schools admission policy in 2010-11. Scruggs is a member of Duane Morris’ Chicago office inclusion committee and was on the firm’s Women’s Impact Network for Success steering committee. She is on the advisory board of the Alliance of Public Charter Schools.
PHILADELPHIA BUSINESS JOURNAL 2019 MINORITY BUSINESS LEADER AWARDS:

JOHN NIXON

John A. Nixon’s experience and success record in the area of employee benefits and executive compensation is long. He represents plan sponsors, executives and product providers in a range of issues, including: federal tax requirements for governmental and private sector pension, retirement and equity plans; executive employment and separation negotiations; and trustee fiduciary duties. His community work is just as extensive. He sits on the boards of the Mann Center for the Performing Arts and the Ministers and Missionaries Benefits Fund of the American Baptist Church USA.

DUANE MORRIS PARTNERS NAMED TO LAWYERS OF COLOR’S INAUGURAL NATION’S BEST LIST

Washington, D.C., Trial partner and Chief Diversity & Inclusion Officer Joseph K. West and Miami-based Corporate partner Miles L. Plaskett were named to Lawyers of Color’s inaugural Nation’s Best List. Lawyers of Color is a nonprofit devoted to promoting diversity in the legal profession and advancing democracy and equality in marginalized communities. The organization celebrates attorneys of color and conducts research and studies regarding the intersection of the legal profession and social justice.

PARTNER KAREN KLINE RECEIVES FLORIDA BAR PRESIDENT’S PRO BONO SERVICE AWARD

Karen Chuang Kline, partner in the Boca Raton office, has been recognized with the Florida Bar president’s Pro Bono Service Award for the 15th Judicial Circuit. The annual Pro Bono Service Awards recognize outstanding commitment to providing legal services to those in our communities least able to afford them, including small nonprofit charitable organizations and low-income individuals. Florida Bar President Michelle Suskauer presented the 2019 awards at the Florida Supreme Court on February 7.

ST. JOHN’S LAW SCHOOL, RECENT GRADUATE SERVICE AWARD

New York associate Ralph Carter was honored by his alma mater, St. John’s Law School, with the Recent Graduate Service Award on January 25.
Duane Morris attorneys are active in the industry and frequently speak on a wide range of topics. In 2019, our attorneys were featured speakers and presenters at events throughout the country, including:

**MIAMI REAL ESTATE FORUM COUNCIL ON BLOCKCHAIN IN REAL ESTATE & OTHER INNOVATIONS**

Jay Steinman and Cindy Yang spoke at the Miami Real Estate Forum Council on Blockchain in Real Estate & Other Innovations, which was hosted in our Miami office. Other speakers included Jamie Byington and Carol Surowiec from Cherry Bekaert, Kathleen Moorman from Baptist Health, Jeremy Larkin from NAI Miami and Mick Stiksma from CRE Valuation Services.

*January 22, 2019*

**VIEW FROM THE GCS: DRIVING DIVERSITY IN LAW FIRMS**

Joe West moderated a panel titled “View from the GCs: Driving Diversity in Law Firms,” at the Legal Diversity & Talent Management Forum in New York. The panel was featured in The New York Law Journal and included Ann Kappler, SVP, Deputy General Counsel and Head of External Affairs at Prudential Financial; Simon Des-Etages, Deputy General Counsel, Global Retail Banking & Wealth Management at HSBC; Tami Collingwood, Attorney in the U.S. Commercial Enterprise of Microsoft; and Andy Yoo, Former Vice President & Associate General Counsel at Pearson.

*January 30, 2019*

**SAN FRANCISCO OFFICE ANNUAL PRO BONO AWARDS**

The San Francisco office hosted its annual Pro Bono Recognition reception. Matt Taylor, Valentine Brown and Joe West joined the San Francisco office to recognize the work of our attorneys, and of a few of our pro bono clients, including: Legal Services for Children, Lawyers Committee for Civil Rights San Francisco, and Northern California Innocence Project.

*February 6, 2019*

**CITY YEAR SCHOOL: KENSINGTON HEALTH SCIENCES**

Matt Taylor, Valentine Brown, Katharyn Christian McGee and Oderah Nwaenze volunteered at Duane Morris’ 2018-2019 City Year school, Kensington Health Sciences Academy, to provide brief legal advice and perform intakes for families at KHS/feeder schools at the first-ever Second Saturday Legal Clinic.

*February 9, 2019*

**ROUNDTABLE WITH HER EXCELLENCY MARTHA BARCENA, MEXICAN AMBASSADOR TO THE UNITED STATES**

Duane Morris and the U.S.-Mexico Chamber of Commerce hosted a roundtable discussion with Mexican Ambassador to the United States Martha Barcena in our Philadelphia office. Executives from several Philadelphia-based clients joined Matt Taylor and Rosa Ertze to hear the ambassador speak on the business relationship between the Mexico and the U.S.

*March 7, 2019*

**INTERNATIONAL BAR ASSOCIATION CONFERENCE**

Rose Ertze was a panelist at the International Bar Association Conference in Santiago, Chile. Her panel was titled “M&A in Latin America: Challenges and Best Practices in the Era of Compliance.”

*March 21, 2019*

**LEADERSHIP COUNCIL ON LEGAL DIVERSITY LEADERSHIP LUNCH**

Matt Taylor and Ellen Glaessner, General Counsel of TD Bank (USA), N.A. co-hosted the LCLD Leadership Lunch, which provides an opportunity for one general counsel and one managing partner to share their personal and professional journeys with a small group of LCLD fellows, as well as giving insights into how talent is managed in their organizations. Duane Morris attorneys Joe West, Leo Doyle, Lynne Evans and Oderah Nwaenze attended, along with senior lawyers from
Comcast Corporation, PPL Corporation, Exelon Corporation and PNC Financial Services, for an insightful conversation.

April 5, 2019

DOING BUSINESS IN SOUTH FLORIDA ROUNDTABLE SEMINAR SERIES

The Boca Raton office hosted “Preparing for an Exit: Is Your Company Positioned to Obtain the Highest Value When It Comes Time to Sell?,” one of a series of roundtable discussions held in the Boca Raton office in 2019. The discussion was led and moderated by Karen Kline, Angela Santos and Driscoll Ugarte.

April 10, 2019

AFRICAN AMERICAN CHAMBER OF COMMERCE OF NEW JERSEY PANEL

John P. Kahn served as moderator for the African American Chamber of Commerce of New Jersey’s panel discussion on the Intersection of Education, Employment and Economic Development in New Jersey.

April 18, 2019

PROFESSIONAL BUSINESS WOMEN OF CALIFORNIA CONFERENCE

Duane Morris attorneys attended the Professional Business Women of California Conference, where Dominica Anderson served as the organization’s vice chair. Dominica assisted in the production and execution of this annual conference in San Francisco with over 7,000 attendees. Joseph West and Sandy Jeskie presented at the Senior Leadership Summit portion of the conference, and Cyndie Chang represented the Los Angeles office at the Duane Morris booth.

April 23, 2019

SHOULD I GO? PROS AND CONS OF GOING IN-HOUSE

Duane Morris and the Charles Houston Bar Association held a panel discussion, “Should I Go? Pros and Cons of Going In-House,” in the firm’s San Francisco office.

Moderator
Winter L. Hankins, Deputy City Attorney, Hayward, California

Panelists
Michael Lawson, City Attorney, Hayward, California
Michael Johnson, Assistant Vice President-Senior Legal Counsel, AT&T
Monique Liburd, Trademark Counsel, Google
Gemma Daggs, Litigation Counsel, Square
Jaron Shipp, Senior Legal Counsel, Apple

Host
Terrance J. Evans, Partner and Co-Chair of the Duane Morris LLP SF Diversity and Inclusion Committee

April 25, 2019
WBA DIVERSITY AND INCLUSION FORUM

Art Coren and Alan Rosen have been very active in the Western Bankers Association (WBA). Along with Cyndie Chang, they put together a presentation at the WBA’s Diversity and Inclusion Forum in Anaheim, California, and spoke to banking executives and managers. Their program was called “Boost Profits: How Diversity & Inclusion Boost Your Bottom Line.”

April 30, 2019

A DECADE AFTER A CALL TO ACTION: WHERE ARE WE NOW?

Cyndie Chang spoke at the Los Angeles County Bar Association and Women Lawyers Association of Los Angeles’ program entitled “A Decade After a Call to Action: Where Are We Now?” Cyndie presented “Trends in the Retention of Women Lawyers Over the Last 10 Years.”

May 2, 2019

FLORIDA ATLANTIC UNIVERSITY TECH RUNWAY 2019 LAUNCH COMPETITION

Driscoll Ugarte, Karen Kline, Greg Lefkowitz and Kevin Vance represented Duane Morris at Florida Atlantic University’s Tech Runway 2019 Launch Competition & Venture Class 6 Demo Day and presented an oversized check to one of the winners of the competition.

May 7, 2019

INCORPORATING DIVERSITY AND INCLUSION PROGRAMS INTO YOUR CORPORATION

The San Diego office, along with the ACC, hosted a CLE event on “Incorporating Diversity and Inclusion Programs into Your Corporation.” Boris Zelkind welcomed the group, and Joe West and Shaka Johnson, VP and Associate General Counsel of Sony, presented.

May 7, 2019

TRAVIS COUNTY WOMEN LAWYERS’ ASSOCIATION ANNUAL GRANTS AND AWARDS LUNCHEON

Duane Morris sponsored the Travis County Women Lawyers’ Foundation (TCWLF) and the Travis County Women Lawyers’ Association (TCWLA) annual Grants and Awards Luncheon, which is attended by approximately 300 Austin attorneys and judges. Tracy McCreight is the president of TCWLA this year (and soon to be chair of TCWLF starting in June) and played a major role in the presentation. She was joined by Tom Sankey, Diana Sangalli, Alex Gonzales, Ben Wheatley, Pierre Hubert, Jun Zheng and Judge Elsa Alcala, formerly of the Texas Court of Criminal Appeals, Texas’s highest appellate court for criminal appeals.

May 17, 2019

18TH ANNUAL INTERNATIONAL MERGERS & ACQUISITIONS CONFERENCE

Nanette Heide hosted a networking breakfast for officers in the IBA’s Corporate and M&A Committee and Women Lawyers’ Interest Group during the 18th Annual International Mergers & Acquisitions Conference. Dominette Anderson and Kristen Lin also attended.

June 5, 2019
DIVERSITY MEANS BUSINESS

BUSINESS DEVELOPMENT IN MEXICO CITY
Matt Taylor, Charles O’Donnell, Rosa Ertze and Eduardo Ramos-Gómez visited Mexico City to build key client and referral relationships.

June 7, 2019

39TH ANNUAL INSTALLATION DINNER OF THE FILIPINO BAR ASSOCIATION OF NORTHERN CALIFORNIA (FBANC)
Duane Morris sponsored the 39th Annual Installation Dinner of the Filipino Bar Association of Northern California (FBANC), which was held in Oakland. Attorneys from the San Francisco and Silicon Valley offices attended and Angelica A. Zabanal, an associate in the San Francisco office, was also sworn in as the 2019-2020 Secretary of FBANC’s Executive Board. Scholarships in the amount of $23,000 were provided to law school students who have demonstrated a commitment to the community. San Francisco partners Ronald E. Ruma and Michael Fox; Silicon Valley partner Terry Ahearn; San Francisco associate Meghan Killian; and friends and family of the firm were also in attendance to celebrate the occasion.

June 7, 2019

SILICON VALLEY SUMMER MIXER
The Silicon Valley office and WINS group, along with the In-House Counsel Committee of the Asian Bar Association, hosted a summer headshots and happy hour event at our office in Silicon Valley.

ABA MARGARET BRENT AWARDS
Duane Morris sponsored the American Bar Association’s Margaret Brent Awards, which honor up to five outstanding women lawyers who have achieved professional excellence and paved the way for other women in the legal profession.

August 11, 2019

FRANKLIN H. WILLIAMS CONFERENCE ON RACE, ETHNICITY AND THE IMPACT ON IMMIGRATION
Pierre Georges Bonnefil discussed the ethical issues in advocacy, psychological issues for clients (and lawyers), special LGBT concerns, involvement of the press, obligations under ABA model rule 1.14 and “pro bono” representation at the Franklin H. Williams Conference on Race, Ethnicity and the Impact on Immigration at St. John’s University School of Law.

June 13, 2019

CHICAGO VOTES BILL SIGNING WITH ILLINOIS GOVERNOR
Associate Jamie Brown is the Board President of an organization called Chicago Votes. On Tuesday, August 20, 2019, Governor JB Pritzker signed a bill that the organization worked on for two years to get passed that establishes polling places in jails, where thousands of people are being held during pre-trial, prior to conviction of any crime. They’ve been congratulated via tweet by John Legend and many others about this program and reimagining criminal justice reform on a national level.

August 20, 2019
DR. NGUYEN THI LANG JOINS IN VIETNAM
The Ho Chi Minh City office celebrated the arrival of Dr. Lang with a welcome lunch. She joined the office as a partner in the Corporate practice.

August 28, 2019

DUANE MORRIS & SELVAM OFFICE TRIP
The Singapore office’s 2019 trip took place in Bintan, Indonesia. The group of 59 staff and family members stayed at the Club Med resort, where they enjoyed many sporting and social activities, including trapeze, swimming, kayaking, mini-golf, banana boating, badminton, table tennis, yoga, aqua aerobics and water polo.

September 6-8, 2019

30TH ANNUAL CALIFORNIA MINORITY COUNSEL PROGRAM BUSINESS CONFERENCE
Attorneys from the Silicon Valley, San Francisco and Los Angeles offices represented the firm at the 30th Annual California Minority Counsel Program (CMCP) Business Conference, where Manita Rawat spoke on the panel “Politics: NSFW? Navigating Political Landmines in the (Polarized) States of America.” Anjali Kulkarni and Angelica Zabanal provided opening remarks at the Duane Morris-sponsored panel “Getting More Color on Top: Successful Strategies to Promote Diverse Associates to Partners.”

September 11-13, 2019

TWO BARS: A HISTORY OF AFRICAN AMERICAN LEGAL ADVOCACY IN THE BAY AREA
Duane Morris and the Charles Houston Bar Association presented the CLE program, “Two Bars: A History of African American Legal Advocacy in the Bay Area,” featuring Judge Charles A. Smiley III of the Superior Court of California. Terrance J. Evans, Duane Morris partner and co-chair of the Duane Morris San Francisco Diversity & Inclusion Committee, and Winter L. Hankins, Deputy City Attorney for the City of Hayward, gave introductory remarks.

September 12, 2019

SILICON VALLEY OFFICE AND ASIAN PACIFIC AMERICAN BAR ASSOCIATION PANEL ON BIAS INTERRUPTERS
The Silicon Valley office partnered with the APABA (Asian Pacific American Bar Association) to present a Bias Interrupters panel of business leaders who shared examples of how they became bias interrupters by making small tweaks to basic business systems (hiring, performance evaluations, assignments, promotions and compensation) that interrupt and correct explicit and implicit bias in the workplace. Matt Taylor gave opening remarks and Joe West moderated the discussion with:

David Kelly, General Counsel and Vice President, Basketball Legal Affairs, Golden State Warriors
Andrew Kim, Senior Vice President of Corporate Development, General Counsel and Company Secretary, NETGEAR, Inc.
Sangeetha Raghunathan, General Counsel & Chief Compliance Officer, Earnin
Roy Wang, General Counsel, Eightfold AI, Inc.
Sandra Jeskie, Partner, Duane Morris LLP
2019 LCLD FELLOWS MEETING

Matt Taylor and Joe West attended the Leadership Council on Legal Diversity (LCLD) meeting in Washington, D.C., where they were joined by Ricardo Anzaldua, General Counsel at Freddie Mac. Earlier in the year, Ricardo was a presenter at the firm’s Diversity Retreat and Vashon Lecture.

September 23, 2019

NOMADIC LABS AND WOMEN IN BLOCKCHAIN MEETUP DURING THE TQUORUM GLOBAL SUMMIT

Cindy Yang and the New York office hosted members from Nomadic Labs and Women in Blockchain, who partnered together to organize a meetup program during the TQuorum Global Summit.

October 2, 2019

MATT TAYLOR VISITS SINGAPORE AND VIETNAM OFFICES

Lawyers in the Singapore office enjoyed a nice evening with Matt Taylor during his visit.

October 2, 2019

Matt Taylor visited attorneys and staff in the Hanoi and Ho Chi Minh City offices.

October 3, 2019

Matt Taylor joined 110 colleagues, clients and friends at a cocktail reception at the Sofitel in Ho Chi Minh City to celebrate 12 years of Duane Morris in Vietnam and the arrival of new partner Dr. Lang Thi Nguyen.

October 4, 2019
NEW YORK OFFICE HOSTS CHINESE LAWYER DELEGATION

Duane Morris hosted a 50-lawyer delegation from China in the New York office through a contact of Dick Thurston. Also present were Alan Klein, Rick Hyman, Lee Potter, Jason Luo and Mark Messing.

October 4, 2019

SAN FRANCISCO ATTORNEYS VOLUNTEER AT RAPHAEL HOUSE

The San Francisco WINS group volunteered at Raphael House, established in 1971 and the first and largest family homeless shelter in San Francisco.

October 8, 2019

INCLUSION FROM AN INDUSTRY PERSPECTIVE: PHARMA, TECH AND RETAIL

At the firm’s 2019 Fall Meeting, Joseph West moderated a panel discussion on inclusion in different industry sectors. Panelists Steven Fasman, Senior VP and General Counsel, Catalent Pharma Solutions; Donald Frieson, Executive Vice President, Supply Chain, Lowe’s Companies; and Elke Suber, Assistant General Counsel, Microsoft Stores, shared how their companies are addressing the challenges of creating a more diverse and inclusive workforce.

WOMEN IN LICENSING NEW YORK PANEL

Deborah Lu hosted a Women in Licensing event in the New York office that discussed the important questions to ask when reviewing an invention disclosure.

October 23, 2019

FOLDS OF HONOR RUN FOR THE FLAG BENEFIT FOR VETERANS

Ben Wheatley, Bert Greene, Jun Zheng, Paul Harle, Umica Anderson-Howard, Danielle O’Leary and Paige Moreno of the Austin office, along with Esmeralda Navarro of the Houston office, joined Folds of Honor to support its Run for the Flag race to honor veterans. The Folds of Honor Foundation provides educational scholarships to spouses and children of America’s fallen and disabled service members. Ben Wheatley
has been involved with Folds of Honor since inception in 2007, then started the CenTex chapter and was its board chair until 2019. He remains active and on the board. 

November 2, 2019

SAN FRANCISCO HOSTS BEIJING LAWYERS

Phil Matthews, Ray Wong and Andy Gordon of the San Francisco office hosted three attorneys (Dr. Hao Zhan, Ms. Ying Song and Ms. Jia Wan) from the Beijing’s Anjie Law Firm to discuss ways in which our firms could collaborate and provide assistance to each other’s clients. 

November 4, 2019

2019 NAPABA ANNUAL CONVENTION

Duane Morris sponsored the 2019 NAPABA Convention in Austin, Texas. In attendance was former NAPABA President Cyndie Chang, along with Phil Cha, Manita Rawat, Jun Zheng and Angelica Zabanal. NAPABA is the preeminent professional development organization and voice for 50,000 Asian Pacific American attorneys, judges, law professors and law students. NAPABA represents the interests of nearly 90 national, state and local Asian Pacific American bar associations.

November 7-9, 2019

COLOR MAGAZINE WOMEN OF COLOR LEADERSHIP AND EMPOWERMENT CONFERENCE

Pierre Georges Bonnefil and the New York office hosted and sponsored the Color Magazine Women of Color Leadership and Empowerment Conference – New York. Speakers included Kimberly Reed, M.Ed., CDP, Global Diversity, Equality, and Inclusion Strategist from Reed Development Group; Angelica Oganda, Founder and CEO of Enriched Mind LLC; Karen Hinds, author, thought leader, and CEO of Workplace Success Group; and Betty Ng, Founder and CEO of Inspiring Diversity, LLC (iD). The program include an executive panel discussion moderated by Jagathi Gururajan, Director of Financial Services Advisory at PwC. Panelists included Stephanie LeBlanc-Godfrey, Global Lead and Retention Strategists of Community Inclusion Programs at Google; Orly Lynn, Founder and CEO at Diversity Unfiltered: A Consulting Company; and Lisa Torres, President of the Multicultural Practice at Publicis Media.

November 13, 2019
2019 NAI FLORIDA FORUM

Duane Morris sponsored the 2019 NAI Florida Forum where several hundred investors, bankers, brokers, business leaders and CPA firms gathered to discuss all things commercial real estate from opportunity zones and the South Florida real estate market to the cannabis industry and the current state of our economy. Jay Steinman, Brad Molotsky, Miles Plaskett and Justin Stern were among the speakers.

November 15, 2019

A CONVERSATION WITH DISTINGUISHED ALUMNAE

The Duane Morris’ Philadelphia Diversity & Inclusion Committee and Women’s Impact Network for Success (WINS) hosted an event featuring four distinguished Firm alumnae. The Honorable Marjorie Rendell, the Honorable Gene Pratter, Barbara Adams and Paulette Brown shared stories about their time at the Firm and discussed their extraordinary professional accomplishments.

November 20, 2019

Paulette Brown was a partner in the Employment & Immigration Practice Group at Duane Morris from 2000 to 2005. She went on to serve as President of the American Bar Association, making her the first woman of color to hold that office. Under her leadership, she created the Diversity & Inclusion 360 Commission to analyze the state of diversity and inclusion in the legal profession, the judicial system and the ABA. Ms. Brown also served as President of the National Bar Association, where she led a delegation that monitored the first free and democratic elections in South Africa.

FIRST YEARS ADMITTED TO THE PENNSYLVANIA BAR

Duane Morris congratulates our Philadelphia first years who were admitted to the Pennsylvania Bar. The Honorable Marjorie Rendell and the Honorable Gene Pratter, both alumnae of the firm, administered the oath of admission.

November 22, 2019

MEETING WITH SINOPEC

Jason Luo, IP associate in Philadelphia, arranged a heavily attended meeting and reception attended by seven representatives from SINOPEC, China’s state-owned oil/gas/chemicals leader and second largest company in the world. The meeting featured Duane Morris speakers from our IP, Corporate, Trial and ELBI practices. SINOPEC is a current client, a relationship which is expected to grow.

December 10, 2019
Ethiopia, the second largest country in Africa, faces the challenge of providing electricity to more than half of its population of 100 million. Ethiopia is home to many indigenous people and many of the world’s most significant anthropological treasures, and is considered by some to be the birthplace of the human race. Multiple archaeological sites and cultural treasures still in active use must be considered as well. Thus, the urgent need to provide electric power to the majority of Ethiopian’s population must be balanced with significant cultural and environmental concerns.

Sheila, who briefed the delegation on U.S. energy industry and its complex regulatory mix, has extensive experience in Ethiopian energy issues. The Ethiopian delegation spent a week meeting with major U.S. utility leaders and other advisors.

December 12, 2019

USAID LIBERIA EDUCATION OFFICER PRESENTATION

Rasheena Harris-Reid, an alumna of the firm, spoke to lawyers from the Philadelphia office about her work as the Director of Education for the U.S. Agency for International Development in Liberia.

December 13, 2019
In 2019, Duane Morris Pride, our Diversity & Inclusion program’s LGBTQ affinity group, continued to create awareness and visibility for LGBTQ persons and issues within Duane Morris. The firm led and participated in a number of LGBTQ events, including:

**HUMAN RIGHTS CAMPAIGN**
For the second consecutive year, Duane Morris earned a 100 percent score and the distinction of “Best Places to Work for LGBTQ Equality” from the Human Rights Campaign Foundation’s Corporate Equality Index, the national benchmarking tool for corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees.

**EQUALITY FORUM**
Duane Morris is a foundation sponsor of Philadelphia’s Equality Forum and a leader among major firms in its early support for the Forum’s International Equality Dinner.

**PHILADELPHIA DIVERSITY LAW GROUP (PDLG)**
Duane Morris is a founding member of PDLG, and a sponsor of, and participant in PDLG’s annual job fair. Our former partner Nolan Atkinson was instrumental in establishing the organization. Among other things, PDLG is an important source of diverse candidates (including LGBTQ persons) for the Duane Morris law student hiring program.

**TOM HOMANN LGBT LAW ASSOCIATION (THLA)**
Duane Morris is proud of our longstanding relationship with the Tom Homann LGBT Law Association. Several of our attorneys have served in leadership roles with the organization, including founding member David Watson and Patty Hollenbeck, who received the 2017 THLA Friend of the Community Award for her service as an ally of the LGBTQ community in San Diego.

**IMMIGRATION EQUALITY (IE)**
Immigration Equality is the nation’s leading LGBTQ immigrant rights organization. Chicago partner Paul Coyle is a board member for IE. Duane Morris supports IE’s mission by regularly representing individuals seeking asylum in the United States who fear persecution in their home country as a result of their sexual orientation.

**DUANE MORRIS GOES PURPLE IN SUPPORT OF LGBT YOUTH**
Every year on Spirit Day, Duane Morris turns its website purple to support LGBT youth and the Gay & Lesbian Alliance Against Defamation’s anti-bullying campaign. The *Daily Report*’s ATLaw blog recognized that Duane Morris led the way among law firms in this consciousness-raising effort, being the only firm listed as a participant as far back as 2012. Since then, other law firms have joined Duane Morris and the many well-known companies who pledge to go purple each October. Duane Morris attorneys are active in organizations that support LGBT inclusion, from the workplace to the broader community.
While progress toward greater diversity among our attorneys is a key goal for Duane Morris, realizing this goal has been challenging for us and the legal industry at large. The reasons are varied and complex, and include systemic, historical inequities and the pervasiveness of implicit bias. There's also the simple fact that the industry has not been signaling and showcasing its successes in recruiting and retaining diverse lawyers. Still, despite these ongoing challenges, we see evidence that the Firm’s strategy is moving us toward becoming a more diverse and inclusive law firm, one that can lead the way for others. As part of the Firm’s strategic initiative, diversity is now a key metric that is tied to our activities and is being addressed in a systemic manner.

### All Attorneys: Associates and Partners

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<th>Partners</th>
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<tr>
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### Summary of Diverse Attorneys

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<td>2019</td>
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<td>2019</td>
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<table>
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<td>376</td>
</tr>
<tr>
<td>2019</td>
<td>38</td>
<td>376</td>
</tr>
</tbody>
</table>
BIAS INTERRUPTERS IN LAW
Women Diversity & Law: Awareness into Change Summit | Delphine O’Rourke and Linda B. Hollinshead
December 4, 2019 | DoubleTree Hotel | Philadelphia

A CONVERSATION ON LEGAL ASPECTS OF AUTISM HIRING PROGRAMS
2019 Autism at Work Summit | Linda B. Hollinshead
October 11, 2019 | Els for Autism Foundation | Jupiter, Florida

VISION 2025: THE LCLD LEADERS CHALLENGE
Tenth Annual Leadership Council on Legal Diversity Membership Meeting | Cyndie M. Chang
September 24, 2019 | Mandarin Oriental | Washington, D.C.

DIVERSIFYING THE TALENT PIPELINE | John A. Nixon
September 10, 2019 | Penn Club of NYC | New York City

AVOIDING WORKPLACE DISCRIMINATION: GENDER IDENTITY AND SEXUAL ORIENTATION | Marc J. Scheiner
July 23, 2019 | Webinar | Duane Morris Institute

NEGOTIATION OF YOUR EXECUTIVE COMPENSATION AND TERMS
Executive Leadership Council’s Women’s Leadership Forum | John A. Nixon
July 18, 2019 | Four Seasons Hotel | Atlanta

STEPPING OUTSIDE THE COMFORT ZONE: DIVERSIFICATION FOR FINTECHS | Cindy Yang
July 15, 2019 | Wharton San Francisco | Fearless in FinTech

TRUSTEE WORKSHOP 101 – KNOWING THE BASICS
15th Annual PAPERS Forum | John A. Nixon
May 29, 2019 | The Hilton Hotel | Harrisburg, Pennsylvania

INCORPORATING DIVERSITY AND INCLUSION PROGRAMS INTO YOUR CORPORATION
ACC Roundtable | Joseph K. West
May 7, 2019 | Arena Pharmaceuticals | San Diego

WHY CORPORATE PURPOSE MATTERS NOW MORE THAN EVER BEFORE
Professional Business Women of California Senior Leadership Summit | Joseph K. West
April 22, 2019 | Moscone Center South | San Francisco

TAKING UNCONSCIOUS BIAS OUT OF THE EQUATION
Georgetown Advanced Commercial Leasing Institute | Joseph K. West
April 12, 2019 | Georgetown Law Center | Washington, D.C.

LAW IN THE CORPORATE WORLD
Tulane Law School Black Alumni Weekend | Joseph K. West
February 9, 2019 | Tulane University | New Orleans

VIEW FROM THE GCS: DRIVING DIVERSITY IN LAW FIRMS
Legalweek | Joseph K. West
January 29, 2019 | New York Hilton Midtown | New York
We welcome these diverse attorneys who joined Duane Morris in 2019:

**JAMIE E. BROWN, Associate | Chicago**
Jamie is a 2014 graduate of the Catholic University of America, Columbus School of Law, where she was an editing staff member of the *Journal of Contemporary Health Law and Policy* and received the Pro Bono Services highest honor, and a graduate of George Mason University, where she earned a B.A. in international affairs, with a concentration on Central Asia and Russia. She joins the Chicago office and practices in the area of government contracts.

**DANIEL O. CANALES, Partner | Chicago**
Daniel is a 2008 graduate of Chicago-Kent College of Law and a graduate of Northwestern University. He joins the Chicago office and practices in the areas of employment and labor law.

**BRANDON ANDREW CHAN, Associate | New York (Broadway)**
Brandon is a 2019 graduate of Michigan State University College of Law, where he was senior managing editor of the *Michigan State Law Review*. Dr. Chan earned a Ph.D. in chemistry in 2016 from Louisiana State University and a B.S. in chemistry in 2009 from the University of Michigan. He joins the New York (Broadway) office and practices in the area of intellectual property.

**ROGER S. CHARI, Partner | New York (Broadway)**
Roger is a *cum laude* graduate of Harvard Law School and a *summa cum laude* graduate of Rutgers University. He joins the New York (Broadway) office and practices in the area of corporate law.

**BRIDGET S. CHO, Associate | San Francisco**
Bridget is a 2017 graduate of the University of California, Hastings College of the Law, where she was executive symposium editor of the *Hastings Business Law Journal*, and a graduate of Smith College. Prior to attending law school, Bridget was a Fulbright scholar in South Korea. She joins the San Francisco office and practices in the area of litigation.

**TRACY A. GALLEGOS, Partner | Las Vegas, San Francisco**
Tracy is a 2004 graduate of Drake University Law School and a graduate of the University of California, Davis. She joins the Las Vegas and San Francisco offices and practices in the areas of corporate, real estate, sports and entertainment, and cannabis.

**MICHAEL R. GARCIA, Associate | Boston**
Michael is a 2016 graduate of the University of Michigan Law School and a graduate of Boston College. He joins the Boston office and practices in the area of commercial litigation.

**SARAH ALEXIS GILBERT, Associate | San Diego**
Sarah is a 2016 graduate of the University of California, Los Angeles School of Law, and a graduate of the University of California, Santa Barbara. She joins the San Diego office and practices in the area of employment law.

**NICOLE E. GRIGG, Associate | Silicon Valley**
Nicole is a 2015 graduate of the University of California, Berkeley School of Law, where she was assistant editor of the *Ecology Law Quarterly*, and a *magna cum laude* graduate of Saint Mary’s College of California. She joins the Palo Alto office and practices in the area of intellectual property.
INTRODUCING OUR NEWEST DIVERSE ATTORNEYS

NAINA KAMATH, Associate | Philadelphia
Naina is a 2019 graduate of Washington University School of Law, where she was executive notes editor of the Washington University Jurisprudence Review, and a magna cum laude graduate of New Jersey Institute of Technology. She joins the Philadelphia office and practices in the areas of private client services and employee benefits and executive compensation.

JOSEPH J. LEE, Staff Attorney | Philadelphia
Joseph is a 2017 graduate of Temple University James E. Beasley School of Law, where he was staff editor of the Temple International & Comparative Law Journal, and a graduate of the University of Pennsylvania. He joins the Philadelphia office and practices in the area of litigation.

MINHEE LEE, Law Clerk | New York (Broadway)
Minhee is a 2019 graduate of Benjamin N. Cardozo School of Law, where she was staff editor of the Cardozo Arts and Entertainment Law Journal, Vol. 36. She holds an M.A. from the Yonsei University Graduate School of International Studies in Seoul, South Korea, and a B.A. from the University of Washington. She joins the New York (Broadway) office and works with the Trial Practice Group.

KARINA A. LEITER, Associate | Miami
Karina is a 2019 graduate of the University of Miami School of Law, where she was a member of the University of Miami Law Review, and a cum laude graduate of the University of Florida. She joins the Miami office and practices in the area of real estate law.

CHRISTINA MORGAN, Associate | San Diego
Christina is a graduate of the University of San Diego School of Law and a graduate of the University of California, San Diego. She joins the San Diego office and practices in the area of real estate law.

TANVI SHAH, Associate | San Diego
Tanvi is a 2019 graduate of University of California Davis School of Law, where she was the publications director for the Business Law Journal and elected to the Order of the Barristers, and a summa cum laude graduate of the University of Texas at Dallas. She joins the San Diego office and practices in the area of litigation. She is fluent in Gujarati and Hindi.

FRANCIS TARLECKI, Staff Attorney | Philadelphia
Francis is a 2012 graduate of Widener University School of Law and a graduate of Temple University. He joins the Philadelphia office and practices in the area of litigation.

HAN WANG, Associate | Philadelphia
Han is a 2019 graduate of the University of California, Los Angeles School of Law, where she was the associate editor of the Asian Pacific American Law Journal, and a magna cum laude graduate of Bryn Mawr College. She joins the Philadelphia office and practices in the area of corporate law. She is a native speaker of Mandarin.

ANGELICA A. ZABANAL, Associate | San Francisco, Silicon Valley
Angelica is a 2014 graduate of the University of Hawai‘i William S. Richardson School of Law, where she was a member of the Stetson International Environmental Law Moot Court Team, and graduated, with honors, from Stanford University in 2009. She joins the San Francisco and Palo Alto offices and practices in the areas of litigation and privacy.
DIVERSITY AND INCLUSION COMMITTEE

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Atlanta
Tony Fitzpatrick
Boston
Kathleen O’Malley
Cherry Hill
Neville M. Bilimoria
Chicago
John Benjamin
London

Miles Plaskett
Miami
Mario Aieta
New York
Pierre Georges Bonnefil
New York
Rosa Ertze
New York
Nanette Heide
New York
Jessica Singh
New York

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Newark
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Philadelphia
Seth Goldberg
Philadelphia
Thomas Loder
Philadelphia
John Nixon
Philadelphia
Manly Parks
Philadelphia

Tom Servodidio
Philadelphia
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San Diego
Michelle Donovan
San Diego
Terrance Evans
San Francisco
Manita Rawat
Silicon Valley

Sheila Slocum Hollis
Washington, D.C.
Joe West, Chair
Washington, D.C.
Rachel Patterson, D&I Manager
Washington, D.C.

Women’s Impact Network for Success
Sandy Jeskie
Dominica Anderson

LIAISONS
Pro Bono Counsel
Valentine Brown
Katharyn Christian McGee

Associate Professional Development
Mairi Luce
Kate Ericsson

Marketing
Ed Feenane
Mark Roy

Legal Hiring
Ameek McKim
Jennifer Davis
Peggy Simoncini Pasquay
Catherine Beideman Heitzenrater

Hiring Partner/Law Student Recruitment
Sean Zabaneh
Jennifer Davis

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In the pursuit of advancing diversity and inclusion, Duane Morris teamed up with a number of leading organizations throughout the year. These collaborations extend our resources and help to promote diversity and inclusion while evolving our best practices.
DIVERSITY & INCLUSION
Duane Morris LLP

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